BRITISH ASSOCIATION FOR PERFORMING ARTS MEDICINE

England & Wales · Charity number 1167785

Details

Other names	BAPAM
Status	Registered
Legal form	CIO
Registered	2016-06-22
Register	View on the Charity Commission register

Contact

Address	Scoliosis SOS Clinic 63 Mansell Street London E1 8AN
Phone	020 8167 4775
Email	info@bapam.org.uk
Website	www.bapam.org.uk

Activities

Objects: THE ADVANCEMENT OF EDUCATION BY THE PROMOTION OF MEDICAL RESEARCH IN THE FIELD OF PHYSICAL AND MENTAL STRESS AND ITS EFFECTS ON PERFORMANCE AND; FOR THE PROTECTION AND PRESERVATION OF HEALTH BY THE IMPROVEMENT OF MEDICAL CARE FOR ACTORS, MUSICIANS, DANCERS AND THOSE INVOLVED IN THE PERFORMING ARTS BY THE PROVISION OF TREATMENT AND PREVENTATIVE CARE AND BY ENCOURAGING RESEARCH IN THIS FIELD AND BY DISSEMINATING THE USEFUL RESULTS OF SUCH RESEARCH.

Activities: BAPAM is a healthcare charity giving medical advice to people working and studying in the performing arts through direct provision of information, clinical assessment and referral and through broader education, training, research and dissemination of knowledge about best practice in performing arts medicine

Downloaded from opencharities.uk/ew/1167785

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Arts/culture/heritage/science, Other Charitable Purposes
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,187,403	£1,206,455	£237,161	15
2023-12-31	£1,412,725	£1,530,005	£256,215	17
2022-12-31	£1,338,456	£1,313,887	£373,495	11
2021-12-31	£927,281	£729,489	£348,906	8
2020-12-31	£409,723	£360,783	-	-

Downloaded from opencharities.uk/ew/1167785

Trustees

Name	Role	Appointed
PETER JOHN LEATHEM	Chair	2018-04-25
AARON WILLIAMON		2017-01-01
Adam Adnyana		2024-01-30
Christopher Walters		2021-04-14
Dr Dermott Davison OBE		2024-07-30
Dr Hara Trouli		2020-02-05
JONATHAN MORRISH		2019-07-17
John Graham Turner		2018-04-25
MICHAEL MEHTA		2025-02-02
Mark Phillips		2020-02-05
Matthew Hood		2017-10-12
Professor Damien Longson		2023-01-27
Professor Pat Woo		2020-02-05
Remilekun Harris		2024-04-30

Downloaded from opencharities.uk/ew/1167785

BRITISH ASSOCIATION FOR PERFORMING ARTS MEDICINE

England & Wales - Charity number 1167785

Accounts

Charity number: 1167785

British Association for Performing Arts Medicine

(BAPAM)

Trustees' Annual Report and Financial Statements

For the year ended 31 December 2024

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Chairman's Introduction

2024 was a very special year for BAPAM as it marked 40 years since the organisation started. It was a good opportunity to remind performers and the performing arts sector about our services and to hear from some of the doctors who were involved in the very early days. We held a 40th Birthday celebration at the Royal College of Music where we were joined by patrons, staff, clinicians, industry leads as well as international colleagues to celebrate our work. Dr Penny Wright, who was with BAPAM as an assessing clinician for many years and more recently Honorary Medical Director and Board Trustee, spoke movingly about BAPAM's history and reminded us of the debt we owe to the founding doctors and the many clinicians who, for years, saw patient performers pro bono. She highlighted BAPAM's growing clinical community and how positive it is to see the specialty growing. She reminded us of the guiding advice of Dr Mike Shipley, who counselled that when the challenges of maintaining a health service for the performing arts seemed too great, we need to "just keep seeing the patients".

We were also very proud that our CEO was asked to co-chair the Performing Arts Medicine Association (PAMA) annual symposium which was held in London in July for the first time (and the only time outside the USA), It was attended by over 400 specialists from all over the world and we were very proud that BAPAM staff, Trustees and Clinicians as well as UCL alumni presented multiple papers, workshops and panels as well as keynote talks. It was a real milestone in our history and we were pleased to see the international interest in our service.

2024 volume kept pace with previous years and we had over 3000 clinical enquiries. Although many performance professionals are still presenting with mental health issues, the proportion of these presentations has decreased slightly and there has also been an increase in musculoskeletal injuries which perhaps indicates that performers are back to regular work. Vocal health presentations continue to increase and there is a suggestion that professional voice users are recovering more slowly from infections post COVID. Research is in very early days on this matter. BAPAM has demonstrated our agility in adapting services to meet patient need in these changing and challenging times, and we are very grateful for the funding from benevolent funds and industry bodies which enables us to provide this support. It was good to start to work with the Royal Variety Charity and the Actor's Benevolent Fund this year.

Our London face to face clinics are well attended and we continue to offer face to face clinics alongside our online service in Northern Ireland, Wales, Scotland, the North East and North West of England, Yorkshire and the Humber as well as the West Midlands. By the end of the year over 2600 clinical assessments had been delivered this way, the highest number yet recorded. We have continued to maintain our objective of ensuring that services are available to performers across the UK and I am pleased to say that over 55% of patients are from outside London. The clinics team, particularly Ruth Zadi have done well to manage the high volume of patients.

We have done important work with our Directory of Practitioners this year, which stands at over 300 clinicians, all experienced in working with performers. In response to requests we took the time to review our application process and have strengthened it to better differentiate skills and qualification of practitioners. This is a significant moment in the development of the speciality which we could not have imagined doing earlier in our development and highlights the growth in performing arts medicine expertise.

Our mental health service continues to attract support. Equity renewed their contract for counselling and provide support to members whose mental health problem was caused by the working environment. This has helped to keep demand within budget with the additional funding from the Royal Variety Charity. The Music Minds Matter therapy continues to provide significant support to musicians although the number of sessions they offer has slightly reduced to ensure no musician is turned away. We are proud to deliver both therapy and psychoeducation for Music Minds Matter. We also work with the Royal Society of Musicians and PRS Members Fund as well as Tonic Music and Music Support to try and ensure ongoing support for

musicians who need it. We have been struck by the helpful and collaborative approach of all these bodies. In all we have worked with just under 1000 mental health patients this year and delivered over 2700 counselling sessions. Our Multidisciplinary Team continues to triage patients more quickly, ensuring that we can identify any patients who are best supported in the NHS at an early stage so that they get the support they need.

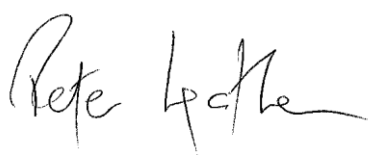
Feedback from our patients continues to show a high level of satisfaction. Our annual survey of patients seen 12 months ago shows that 85% of patients are back to performing within this period and 89% said we had helped. 100% of patients were satisfied with waiting times. Clinical advice, manner and knowledge was rated as 'good' or 'excellent' by 97% of performers, and 99.6% said they would recommend BAPAM to a colleague.

Our relationship with Help Musicians and Music Minds Matters continued to be strong over this period. We are very grateful for Help Musicians' support and to be working as their clinical partner. Our work with the Musicians' Union too, has gone from strength to strength. We have collaborated on training webinars and health resources including our healthy practice guide for teachers and look forward to continuing to work effectively together. We have also continued to enjoy a productive working relationship with the Royal Society of Musicians. BAPAM provides clinical advice to the RSM to support the Trustees in their decision-making on applications received by musicians needing support with health problems and collaborates with RSM on the delivery of health training which is very successful

During this year, our health education programme has continued to thrive – training over 3000 performing arts professionals through running online sessions. In addition to running general sessions on preventing physical injury, mental and vocal health, we have also offered weekly sessions to support performers with mental health and self-care. We continue to provide one-to-one mentorship sessions for winners of Help Musicians' creative awards, and Wide Days in Scotland. We are very grateful to the clinicians and trainers who have worked with us on these programmes and thanks to Phoebe Butler who has managed this very successful programme.

The accounts for BAPAM for the year to 31 December 2024 ended the year with a deficit on unrestricted funds of £19,054. This occurred primarily as a result of the one-off investment in a promotional campaign. Our year end unrestricted reserves are £ 237,161. This is broadly in line with our reserves policy but is a tighter margin than we would like.

On behalf of our Trustees, I would like to pay a special tribute to our staff and clinicians who have worked hard to ensure that we can continue to provide BAPAM's important services. I am always impressed by the professional commitment and hard work of our staff and the wider community of practitioners to continue the much-needed support to the health of the performing arts sector. Thanks too, to our funders, Help Musicians, Musicians' Union, Equity, PPL, PRS Member's Fund, RSM, Dance Professionals Fund, Royal Variety Charity as well as everyone who has given a financial donation or their time and resource to ensure that BAPAM continues its mission to help performers stay healthy.



PETER LEATHEM, Chairman

8.5.2025

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Contents

	Page
Legal and administrative information	**1 - 3**
Trustees' Annual Report	**4 - 12**
Structure, governance and management	
Objectives and activities	
Strategic report	
Achievements and performance	
Financial review	
Plans for future periods	
Principal risks and uncertainties	
Statement of Trustees' responsibilities	**13**
Auditor's report to the Trustees	**14 - 16**
Statement of financial activities	**17**
Balance sheet	**18**
Cash flow statement	**19**
Notes to the financial statements	**20 - 24**

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Legal and administrative information

Charity number	1167785
Registered Office	63 Mansell Street London E1 8AN
Patrons	Imogen Cooper Sir Mark Elder Dame Evelyn Glennie Sir Simon Rattle Sheila Reid Zeb Soanes Dame Janet Suzman Sir Willard White Julian Lloyd Webber Johnny Marriott Sheila Atim
Trustees	Peter Leathem (Chairman) John Turner (Honorary Treasurer) Penny Wright (Medical Trustee)(resigned 30 July 2024) Adam Adnyana (appointed 30 January 2024) Dermott Davison (Medical Trustee)(appointed 30 July 2024) Remilekun Harris (appointed 30 April 2024) Matthew Hood Hilary Hadley (resigned 30 January 2024) Damien Longson (Medical Trustee) Michael Mehta (Medical Trustee)(appointed 04 February 2025) Jonathan Morrish Mark Phillips (Medical Trustee) Hara Trouli (Medical Trustee) Chris Walters Aaron Williamon Pat Woo (Medical Trustee)
Medical Committee	Penny Wright (Chair) *MA MBBS MRCGP (resigned 30 July 2024)* Hara Trouli *MBBS, MSc PAM* David Fielding *BM BCh MRCS LCRP DRCOG MRCP (resigned January 2025)* Christine Hunter *MBChB BSc (resigned October 2024)* Peter Newman *BSc, MBBS, DRCOG, JCPTGP, Dip Occ Med* Anita Nathan *MB ChB MRCGP* *Tori Burnay (joined April 2024)* Sarah Upjohn *EdD MA MSCP (resigned January 2024)*

Legal and administrative information

	Anthony Ordman *MBBS, LRCP MRCS, FFARCS, FRCP, FFPMRCA* Michael Mehta *BSc (hons) Osteopathy Pilates Rehabilitation* Paul Checkley MSc Audiology RHAD,MSHAA Lou Curley, HPC CSP AACP (joined January 2024)
Chief Executive	Claire Cordeaux
Medical **Team**	Dr Finola Ryan, Executive Medical Director Dr Nina Amedzro, Salaried GP and interim Medical Director (*resigned May 2024)* Dr Anita Nathan Salaried GP (*resigned October 2024*) Dr Arun Castro Salaried GP *(from January 2024*)
Administrative Team	Dan Hayhurst, Information Officer Usman Iqbal, Senior Operations Manager *(resigned March 2024)* Anushka Tanna, Clinical Health Mental Health *(resigned December 2024)* Ruth Zadi, Clinics Manager Pareis Jean-Marie, Mental Health Manager (Maternity leave from May 2024) Tulika Pandey, Clinic Actions Phoebe Butler, Training Manager Beverley Zammit, Directory of Practitioners Support Jean Cleverly, Helpline Assistant Rory Parker, Mental Health Assistant (Manager Maternity leave from May 2024) Charlotte Hancy, Helpline Assistant (Manager from May 2024) Srujana Sarangi, Business Systems and Data Analysis May Robertson, Helpline Assistant (from May 2024) Imogen Bell, Helpline Assistant (from May 2024)
Auditors	Compass Accountants Venture House, The Tanners East Street, Titchfield Hampshire PO14 4AR

Legal and administrative information

Bankers	Unity Trust Bank Four Brindley Place Birmingham B1 2JB
	CCLA - COIF Charities Deposit Account Senator House 85 Queen Victoria Street London EC4V 4ET

Report of the Trustees for the year ended 31st December 2024

The Trustees present their report and the financial statements for the year ended 31 December 2024. The Trustees who served during the year and up to the date of this report are set out on page 1. The Trustees have had due regard to the guidance issued by the Charity Commission on Public Benefit.

Structure, governance and management

Board of Trustees

In January 2024 the BAPAM Board comprised twelve Trustees: Peter Leathem, who holds a number of music industry Directorships including the role of CEO of Phonographic Performance Ltd (PPL) as chair, five medical doctors (with expertise in performing arts medicine), a chartered accountant, an academic, a music industry communications expert, the MD of a large casting platform, and two representatives from unions (Musicians' Union (MU), Equity).

We were very sad to receive the resignation of Dr Penny Wright, Honorary Medical Director for many years who had been contributing to BAPAM's work for 35 years! Dr Dermott Davison, GP and psychotherapist, joined us in April with experience in the Ministry of Defence where he worked with marching bands. The support and guidance of our Trustees during 2024 has been invaluable as we develop the service.

Trustees are appointed and chosen by existing members. Newly appointed Trustees receive written and verbal guidance from the Chief Executive about the responsibilities of their role and the objectives, structure and activities of the organisation and are invited to all BAPAM's educational events. The Chief Executive also ensures that Trustees regularly receive relevant information from the Charity Commission, Auditors and Solicitors, Care Quality Commission, as well as expert advice and support from colleagues such as the Medical Director.

Chief Executive, medical and administrative team

Trustees delegate much of the charity's business to the paid Chief Executive, who is appointed and supervised by the Board. The Chief Executive is responsible for the day-to-day management of the organisation including appointing and managing staff, financial transactions, performance reporting, fundraising and organising events. The Chief Executive also advises the Board on operational and strategic development and risk management issues.

To support our clinical work, we have a medical team to provide 5-day oversight of the work overseen by Dr Finola Ryan as Executive Medical Director. Dr Ryan is an Occupational Health Physician and musician. Dr Nina Amedzro left the organisation in May 2024 and we are very grateful to her for chairing the Mental Health Multi-Disciplinary Team. Dr Arun Castro joined in January 2024 and took over the MDT Chair. Dr Anita Nathan went back to her freelance GP clinics in 2024. Finola Ryan now covers two additional days oncall. This has enabled us to manage clinical risk, provide clinical advice to other organisations as well as providing additional capacity for appointments.

Dan Hayhurst has been promoted to Director of Communications and Information and with 20 years of experience at BAPAM, we are lucky to have his insight into the organisation and its history. He manages the Business Systems Data Analyst, Srujana Sarangi, Berenice Beverley Zammit, Directory support and Phoebe Butler, Training Manager and oversees Communications, the Directory of Practitioners and Information Governance.

The Chief Executive is supported by an administrative team. Usman Iqbal, Senior Operations Manager resigned in March 2024 and it was decided not to reappoint in order to manage budgets and instead, to develop a tier of middle management to take on additional responsibilities. Charlotte Hancy was appointed Helpline Manager and, with Ruth Zadi, Clinic Manager, and Pareis Jean Marie and Rory Parker who stepped up to her role as Mental Health Manager during maternity leave, these three members of staff have taken

on additional responsibilities in management and administration of clinical operations. We had hoped to appoint an office manager, but the appointment we made was unable to get to the office once they had started and resigned the post.

To support the middle management team and help with maternity leave cover, we employed two additional members of the helpline team, May Robertson and Imogen Bell. The helpline team now answers calls and emails as well as supporting with clinic preparation and post clinic letters when those staff are away, and mental health therapy matching and discharges and a range of other tasks to support the management of mental health processes. This has been a very successful development enabling workloads to be shared and staff supported and we are very grateful that the team has been willing to develop their remit and skills and work so effectively together. We have been able to recompense them for their additional work and provide management training to support skills development. Srujana Sarangi as Business Systems Data Analyst has worked alongside the team to develop IT systems which enable tasks to be completed easily, automated where possible and for managers to quickly review where there may be any backlogs or errors and provide support and guidance to rectify the process. This has provided additional confidence in our management of high volume patients with varying needs.

We were sad to lose Anushka Tanna, Mental Health Ambassador, from the senior team and wish her well in her future career. We had to manage an ACAS early conciliation process with an employee who left in 2023 which was resolved satisfactorily.

At the end of 2024, the team consisted of 9.5 full time equivalents with four full time staff (The Chief Executive, Clinics, Mental Health Manager and Business Systems and Data Analyst and eleven part-time staff. We also have three freelance staff (helpline, finance and communications)

Volunteers

We are very grateful to all our volunteers, particularly to those clinicians who give their time for free in Medical Committees and their working groups to develop clinical guidance for the organisation and to distribute across the sector. We held 30 of these meetings over 2024, involving over 40 clinicians and professionals who gave an estimated 3600 hours in meetings, For our internal purposes we value this at approximately £32,000 which in accordance with accounting principles is not recognised in the Financial Statements.

Committees

The BAPAM Board is supported by one standing committee – the Medical Committee – and delegates responsibility for BAPAM's clinical governance (including statutory compliance) and operations to the Committee. The Medical Committee was chaired by Dr Penny Wright, a Medical Trustee until July and Michael Mehta took over as Chair from October, It is supported operationally by the Medical Director, Chief Executive and team.

The Committee operates in accordance with Terms of Reference developed by the Medical Director and Chief Executive. Members are volunteer healthcare practitioners appointed through a formal application process. Key Committee responsibilities include: the appointment and monitoring of BAPAM's clinical workforce (sessional workers and volunteers); overseeing membership of the Directory of Practitioners; monitoring the safety and quality of BAPAM's clinical and advisory services; overseeing BAPAM's health education and training activities.

Working groups

Finance and Annual Audit are overseen by the Chairman and Treasurer and Trustee Matt Hood kindly chairs the Finance Sub-Committee which is also attended by John Turner, Remi Harris and Damien Longson and reports to the Board. The Communications group, attended by Jonathan Morrish for the Board, is managed by Dan Hayhurst and reports to the Board quarterly. Lynne Best from Fourth Pillar also attends. The External

Scrutiny Mental Health Group is chaired by Damien Longson and attended by Fabienne Palmer (clinical psychologist), David Carter (patient expert) with Medical Director, BAPAM GP and Chief Executive input.

Staff appraisals are conducted annually by line managers, and formal salary reviews are conducted every three years by nominated Trustees. The next review is due in 2025. Additional corporate responsibilities are delegated by the Board to working groups of Trustees as required (and similarly, the Medical Committee delegates specific clinical governance issues to individual expert members). At present the following Working Groups are in place:

- Vocal Health: chaired by Tori Burnay. This group of specialist doctors, speech and language therapists and vocal rehabilitation coaches produces guidance and advice on managing patient pathways to
- Psychosocial Health: chaired by Professor Jane Ginsborg. This group brings together therapists working under contract to BAPAM to review and develop practice.
- Audiology: chaired by Dr Finola Ryan. This group of doctors and audiologists is bringing together the most recent evidence for best practice in hearing conservation and treatment of hearing health problems.
- Musculoskeletal: chaired by Dr David Fielding who retired in 2025. This group started in 2020 and enables discussion and review of practice as well as overseeing health promotion and education work.
- Research: chaired by Lucie Rayner, physiotherapist, and includes members from UCL and the Centre of Performance Science at RCM. This group has an overview of research and audit.
- Assessing Clinicians chaired by Dr Finola Ryan, this group brings together assessing clinicians from across the UK to review and discuss practice.

In addition the internal Multidisciplinary Team (Medical Director, GP, Clinical Psychologist and Mental Health Manager) manages the triage of mental health patients .

BAPAM Office

We have been in our office in Mansell Street, E1, for a year now and the space suits us very well, accommodating the hybrid team, meetings and enabling us to rent clinic space as needed.

Networks and other relationships

BAPAM is proud of its lengthy association with many national performing arts organisations. Throughout 2024, we have maintained strong links with our principal funders, Help Musicians UK, PPL, PRS Members Fund, Royal Society of Musicians and with unions representing performers - particularly the Musicians' Union (MU) and Equity who also provide us with funding. During this year we have beeb delighted to start working with the Royal Variety Charity to provide mental health services

Our mental service has continued to be very well used, although, happily, the proportion of mental health presentations has slightly reduced. Therapy schemes include Music Minds Matter, Equity, Dance Professionals fund and Royal Variety Charity. Schemes tend to offer 6-8 sessions . In total, we supported 950 performers with mental health issues in 2024 and delivered over 2700 counselling sessions.

Our relationship with PPL has again been a great source of strength this year thanks to the CEO (and BAPAM Chair), Peter Leathem, who as well as providing us with much needed funding, including for training and education has also given generous support by enabling BAPAM to access legal, HR, IT and Communications expertise from the PPL senior team. We are also grateful to PRS Members Fund for their ongoing financial support and we have been delighted to work with them to deliver an online health promotion tool for PRS Members.

We are pleased to continue to work with the Royal Society of Musician (RSM) as their clinical partner and we have continued to deliver our joint training programme bringing together many musicians at webinars in diverse health topics on mental, physical, hearing and vocal health. This year there has been an interesting focus on health issues for specific instruments.

Our face to face clinics have increased in attendance in 2024, and we are pleased to be collaborating with the Sage, Gateshead, the Liverpool Philharmonic and the Royal Welsh College of Music and Drama to provide clinics in Gateshead, Liverpool and Cardiff. The Birmingham clinic is now running again at the Royal Conservatoire Birmingham and we also have clinics in Belfast, Glasgow, Leeds and Manchester as well as London.

We have ties with educational institutions, both in the performing arts sector (e.g. performance courses at conservatoires and colleges) and in healthcare science and medicine (e.g. performance science and performing arts medicine courses at the Centre for Performance Science at the Royal College of Music and at University College London). Our Chief Executive, Claire Cordeaux, and BAPAM Assessing Clinician member Sarah Upjohn are members of the Healthy Conservatoires Network Steering Group. Our clinicians regularly provide expert input into teaching on the Postgraduate Programme in Performing Arts Medicine at UCL. We are also the charity partner of Wide Days in Scotland and provide health mentoring for their selected artists.

Objectives and activities

The purpose of BAPAM is the advancement of education by the promotion of medical research in the field of physical and mental stress and its effects on performance; the protection and preservation of health by the improvement of medical care for actors, musicians, dancers and those involved in the performing arts; by the provision of treatment and preventative care; by encouraging research in this field; and by disseminating the useful results of such research.

BAPAM achieves this through direct provision of information, clinical assessment and referral for student and professional members of the performing arts community, and through broader education, training, research and dissemination of knowledge about best practice in performing arts medicine.

At the start of 2022, we agreed a three year strategy with our Board and funders with four key aims which are reviewed each year.

- **Clinical Assessment and Diagnosis**. Grow the provision of high quality free clinical assessments to performers and performance professionals to determine a diagnosis and pathway to further assessment and/or treatment to enable access to all genres of performers/performance professionals UK-wide.
- **Onward Referral Development**: Develop onward referral pathways through the NHS, independent healthcare providers, or a combination of the two to ensure the right care is delivered as quickly as possible and explore models of delivery to offer artists and funders efficient options to support their care.
- **Injury Prevention and Health Promotion**: Provide high quality, evidence-based health education and resources to performers and organisations involved in the performance environment.
- **Research**: Draw on BAPAM expertise and data to inform and develop research projects in clinical care and health promotion, which can inform policy and practice in the industry and healthcare and secure funding for development

In 2023, we set out 10 specific objectives for the year:

Aims

1. 20% growth
2. Smarter more efficient working – stabilising the team
3. Clearer pathway for “complex” patients
4. Development of clinical workforce – managing growth efficiently, safely and with care

5. Clinical and prevention advice to more organisations
6. Fundraising strategy – new Trustee – improved networking
7. Occupational health service development and support
8. Progress on research registry
9. Developing partnerships
10. Permanent premises

In 2024 we are pleased to have made significant progress on all of these objectives. The staff team is working very well together and has the capacity to manage the volume of patients coming through BAPAM for support. We have not seen the same level of increase as in previous years. We have improved ways to identify and escalate patients with more complex needs to a weekly medical panel to review and determine actions, and our inhouse medical team also have capacity to provide clinical advice to partner organisations and to determine the the best course of action for patients who have already been reviewed by other clinicians.

In 2024, we took some time to review the Directory of Practitioners which now stands at over 300. It is an indication of the developing workforce that we are now starting to differentiate between clinicians with different levels of experience in the sector, and we are asking more specific questions in our applications to ascertain expertise in order to provide more clarity to patients. This is not something we could have considered 20 years ago and demonstrates how the performing arts medicine specialty is developing.

We are now the official clinical partner of Help Musicians, Music Minds Matter and the Royal Society of Musicians. This means that we will give advice both on individuals and on planned initiatives from a clinical perspective.

We were delighted that Remi Harris joined our Board this year. With her background in supporting and training organisations in the creative industries particularly with business, operations and finance, she has provided helpful advice. Our fundraising strategy has focused on projects and services as well as grassroots funding.

In terms of new projects, we have been developing an online health promotion tool with PRS Members Fund for distribution to PRS members and written guidance on keeping physically healthy for the Association of British Theatre Technicians (ABTT). We have also developed a mental health service for the Royal Variety Charity. For grassroots funding we have been running targeted campaigns to service users either to ask for small donations or to suggest ways in which they can fundraise themselves. Campaigns seem to work to raise small amounts of money, and we are grateful to our Chair Peter Leathem for his great work in getting donations from golfing colleagues which was very successful. The 40th birthday was another opportunity for additional donations. Paige Crosbie is working with us on a freelance basis to manage this work.

Our partnership development has largely focused on organisations who can share our information with their target populations and this has worked well with clinics outside London which are now filling up thanks to better local engagement, as well as national organisations who can disseminate key health messages. We see all our funders as partners and dedicate time to ensuring that our service works for their populations.

We are developing a new 3-year strategy for 2025-7 and will continue to take forward the occupational health and research aims over this period.

In establishing and delivering BAPAM's mission and Strategic Plan the Trustees confirm that they have considered the Charity Commission's guidance on public benefit. BAPAM's work directly benefits the health and wellbeing of those sections of the community comprising performing arts students and professional performers and professionals, many of whom experience distress and hardship due to health issues and injuries. Details are provided quarterly to our Board, Medical Committee and funders.

Achievements and performance

Clinical Governance

The Care Quality Commission has approved Mansell Street for clinical services but we are yet to have an inspection. Nevertheless, we have continued to maintain scrutiny of our clinical governance processes through the work of Ruth Zadi, our Clinics Manager, our Medical Director and Medical Committee.

Clinics

Our free assessment services remained a core service throughout 2024. We have online appointments available in 8 locations in the UK (Belfast, Gateshead, Liverpool, Birmingham, Cardiff, Manchester and Leeds). We were also able to re-establish our Glasgow clinic. Consultations are booked up in our London premises and are building outside London thanks to targeted health promotions and we have continued to provide the majority of our appointments online Patients numbers from outside London are over 55%. We are most grateful to all our clinicians for their work, not just in providing clinics but also working with us to review and further improve practice.

Clinical workforce

Twenty-seven clinicians, nationally, delivered our free BAPAM clinical assessment services during 2024, providing their services for an honorarium below the market rate. Our clinicians' areas of expertise included general practice, orthopaedic surgery (upper limb), rheumatology, physiotherapy, osteopathy, hand therapy, clinical psychology and psychotherapy. This is a smaller number of assessors than in 2023, but many are working more sessions so that capacity is not effective. We were sad to say goodbye to Dr Christine Hunter, our Belfast GP, who had been with BAPAM from nearly the start and who we hope is enjoying a well earned retirement

Fewer clinical practitioners joined the Directory in 2024 as we paused to review our processes, although we received 80 expressions of interest during that time and any applications received were processed in December 2024 and at the start of 2025. We are pleased that our work on tightening up scrutiny of practitioners is now working very smoothly. We follow up clinicians on an annual basis to check that documentation is current and that they are attending training. If, despite reminders, we do not receive a declaration that documentation is current, they are removed from the Directory. Our current number of practitioners is 307.

We now have over 80 therapists working with us to support performers under the Equity, Dance Professionals, Royal Variety Charity and Music Minds Matters schemes. Our trainee therapists from the Black, Asian and Minority Ethnic training scheme have started to see clients and two have now joined our therapy schemes and two more are about to qualify.

Clinical Activity

During 2024, we managed 3105 clinical enquiries and looked after 2679 patients of which 1748 were new registrations. We provided 2620 free appointments. This is again the highest number of clinics recorded in the last 5 years and thanks go to Ruth Zadi and our helpline for managing first contacts and clinics. Numbers of new patients are slightly lower than in 2023.

All patients:	***2024***	***2023***	***2022***	***2021***	***2020***	***2019***	***2018***	***2017***	***2016***
New registrations	1748	1872	1792	1450	984	1269	1020	573	642
Free appointments	2620	2598	2418	1818	1224	1212	987	702	699

At the end of 2024 40% of patients were presenting with a musculoskeletal issue compared to 33% with a mental health problem. 17% were presenting with voice issues and "other" remained at 7%. It should be

noted that this is based on information taken at registration and after assessment many patients are found to have more than one diagnosis. 58% of our patients are aged between 18 and 35, with 26% being 18-25 years. 42% are between 36 and 65. 58% of patients are identified as female and 18% from Black, Asian or minority ethnic group. 82% of patients are instrumentalists or singers and songwriters, and the remaining 18% actors and dancers/circus performers. Many of our patients do more than one performing art.

Clinical services - evaluation and impact

We have continued to collect extensive anonymous patient satisfaction and survey data throughout 2024. These data enable us to monitor and improve our services, and to assess impact. They also provide evidence of performers' broader healthcare experiences and needs which we share with our partners in the field.

We undertook an assessment of the feedback collected from performers attending BAPAM assessment during 2024. Waiting times have improved significantly with 84% reporting being seen within 2 weeks of contacting BAPAM and 15% within 4 weeks. Only 1 person waited more than 4 weeks. However, 100% of patients were satisfied with waiting times. Clinical advice and manner was rated as 'good' or 'excellent' by 97% of performers, 96% rated clinician knowledge as excellent or good. 99.6% said they would recommend BAPAM to a colleague. The most common appointment outcomes were information about health condition (62%) and advice about healthy performance practice (47%).

Our annual survey which collects feedback from patients 12 months after their appointment received 182 responses. 89% of patients said that BAPAM had helped with their problem. Of the 11% who said BAPAM had not helped, some had long standing complex problems that we could not help with and some had not been able to get NHS follow up. A few would have liked further support and help with next steps. We have been able to implement an offer of routine follow ups for patients after 3 months so that we can pick up people who have not been able to access the support recommended and provide further help. We have also updated our patient information leaflet to explain better what we do and do not cover. Patients told us that 85% were back to performance either fully or partially.

Performer health education

Our health promotion training programme, including partnerships with the Royal Society of Musicians, Music Minds Matter and other organisations, continued this year attracting over 3000 attendees from across the UK. We have been offering regular sessions on injury prevention and vocal health as well as multiple psychoeducation and selfcare sessions to support performers to set and maintain health goals. We have been supporting Music Minds Matter to update their self-care training for the whole of the music industry which is planned to go live in 2025. We continue to work with the winners of the Help Musician Creative Awards to provide health mentorship sessions. We continue to offer our Healthy Practice Diary to help performers identify their own health risks and to develop healthy practices to mitigate them.

We are delighted to have a new training partnership with the Actor's Benevolent Fund to deliver a 6-week psychoeducation programme and to be delivering our healthy practice self-assessment checklist online with the PRS Members Fund. We have also been pleased to provide training to Spotlight, BIMM amongst other organisations this year.

Professional development

We have been continuing to provide regular professional development evening sessions online. We ran 6 events in 2024 with attendance of 256. Topics included breathing techniques, hypermobility, focal dystonia, sleep psychology, reflux and migraine.

The big professional development of the year was the Performing Arts Medicine Association (PAMA) conference in London, hosted by UCL and co-chaired by Dr Hara Trouli and Claire Cordeaux with Steven Simms, otolaryngologist from the USA. Attracting over 400 attendees, one of the largest numbers in their history from all over the world, the conference ran over 4 days with multiple tracks of presentations, workshops and panels. BAPAM and UCL' s work featured strongly in the programme. This was a real

international coup for BAPAM and many thanks to Dr Hara Trouli for her sterling work in enabling the conference to happen and to manage it so well.

Research and academic liaison

We have continued our partnership with the UCL Posgraduate Programme in Performing Arts Medicine during 2024, with contributions to the course from our trustees, staff and volunteer clinical practitioners. Lucie Rayner completed a clinical audit on BAPAM vocal health records over the COVID years with interesting results and recommendations for best practice which we are implementing, and the work was presented at PAMA this year. Ethics approval has now been received for research using this data.

Finance and Fundraising

Fundraising activities

We are extremely grateful to performers, patients, organisations and supporters who raised funds for BAPAM through donations and events during 2024. It is pleasing to note that our partnership working with industry organisations has resulted in increased funding. Our increased training activity is also funding the administration of training programmes and we are very grateful to PPL who have given additional funding to support training.

Financial review

Unrestricted income for the year, including donations in kind (legal advice generously provided by PPL worth £2,800) was £1,156,735, a decrease of increase of £ 230,615 (16%), largely attributable to the reduction of the amount of funding available for mental health therapy sessions. Unrestricted expenditure decreased by £326,990 from £1,502,779 to £ 1,175,789. The main factors in the decreased costs are (i) the reduction in the mental health therapy provision, (ii) the non-repetition of the prior year's exceptional costs associated with a staff grievance procedure. The cost of running the office (premises and general property related overheads) saw the reduction in direct occupancy costs of £16,883 due to the full year's impact of our relocation to Mansell Street. Against this we incurred costs connected to a one-off promotional campaign. The net result was a deficit on unrestricted funds of was £19,054, a considerable improvement over the prior year's deficit of £ 115,429.

Throughout the year we benefited from grants from Help Musicians UK, MU, PPL, PRS, Equity, the Royal Ballet Benevolent Fund and an anonymous donor who has kindly agreed to fund the costs of employing the Medical Director; these are key to BAPAM's sustainability. Towards the end of the year we developed new sources of funding, notably the Royal Variety Charity.

Reserves

BAPAM has a reserves policy designed to maintain reserves at a level to ensure that, in a period of unforeseen difficulty, its activities can be continued for a minimum period of three months. In the event that the organisation can no longer function, this would allow a strategic run-down of activities and full compliance with outstanding personnel and operational obligations.

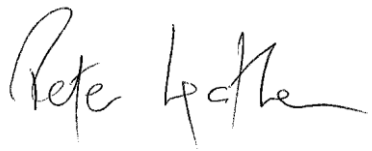
We ensure the calculation at the required level of reserves is an integral part of annual planning, budget and forecasting and takes into account planned activity levels, all financial commitments and the risks associated with different income streams.

We ensure that such reserves are held in readily realisable form and cover: statutory redundancy, contractual obligations to staff, professional fees, three months utilities and other property costs, equipment costs and write downs.

As of the end of 2024, and based on the budget for 2025, we estimate the desired amount of unrestricted reserves to be £230k- £ 250k in accessible funds. At the end of 2024, total unrestricted reserves were £237,161; after deduction of the (illiquid) fixed assets of £ 20,565 the amount of freely available reserves is £216,596. Rebuilding the level of reserves to above £ 230,000 is one of the objectives built into the 2025 budget.

Principal risks and uncertainties and plans for the future

The board of Trustees regularly reviews the principal risks to the charity. Those risks include our reliance on grant funding, the burdens placed on our relatively small staff numbers, and reputational and other risks associated with our professional work. We continue to seek wider and more secure sources of finance and are heartened by the renewed and increased support we are receiving from our funders. We have recently strengthened our staff team. Our professional standards are key; both the board of Trustees and our Medical Committee give continuing and careful attention to the way in which we offer clinical services and advice. We review our insurance requirements annually.



PETER LEATHEM, Chairman

8.5.2025

Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

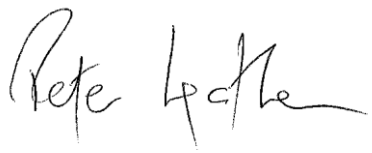
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

Trustee Declaration

So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware. Trustees have taken all the steps necessary to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This report was approved by the BAPAM Board of Trustees on 29 April 2025 and signed on its behalf by



PETER LEATHEM, Chairman

8.5.2025

Independent Auditor's Report to the Trustees of the British Association for Performing Arts Medicine

Opinion

We have audited the financial statements of British Association for Performing Arts Medicine (the 'charity') for the year ended 31st December 2024 which comprise the Statement of Financial Activity, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

· give a true and fair view of the state of the charity's affairs as at 31st December 2024, and of its incoming resources and application of resources, for the year then ended;

· have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

· have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

· the information given in the financial statements is inconsistent in any material respect with the trustees' report; or

· sufficient accounting records have not been kept; or

· the financial statements are not in agreement with the accounting records; or

· we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 10], the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

· We gained an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates through discussions with management, sector research, and the application of relevant audit knowledge and experience

· We made enquiries of management around actual and potential litigation and claims

· We made enquiries of management and relevant staff, and designed our audit procedures, including reviewing financial statement disclosures and testing of supporting documentation, to assess compliance with applicable laws and regulations. We focussed on laws and regulations which could give rise to material misstatement in the financial statements including, but not limited to, the Charities Act 2011, the Charities SORP, and the Financial Reporting Standard 102.

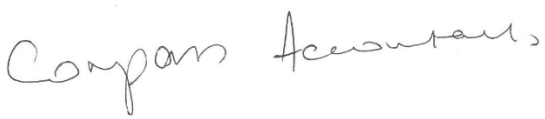
· We identified the risk of material misstatement of the financial statements due to fraud and designed audit procedures to respond to the risk. We performed audit procedures designed to address the risk of fraud arising from management override of controls, including, but not limited to, testing of journal entries and other adjustments, reviewing accounting estimates for evidence of bias, and evaluating the business rationale of significant transactions outside the normal course of business

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Compass Accountants Limited
Chartered Accountants and Statutory Auditor
Venture House, The Tanneries
East Street, Titchfield,
Hampshire, PO14 4AR

Date: 12th May 2025

Statement of Financial Activities
For the year ended 31 December 2024

	Unrestricted Funds £	Restricted Funds £	2024 Total £	Unrestricted Funds £	Restricted Funds £	2023 Total £
Income						
Grants	1,108,772	30,667	1,139,439	1,365,470	25,375	1,390,470
Donations in kind	2,800	0	2,800	5,369	0	5,369
Other donations	43,461	0	43,461	15,084	0	15,084
Investment income	1,702	0	1,702	1,427	0	1,427
Total Incoming Resources	1,156,735	30,667	1,187,402	1,387,350	25,375	1,412,725
Expenditure						
Clinical costs & Therapy costs	367,656	30,667	398,323	674,957	25,375	700,332
Mental Health therapy Costs						
Health Promotion	5,634	0	5,634	1,263	0	1,263
Staffing costs	613,420	0	613,420	667,474	0	667,474
Marketing of services	45,841	0	45,841	9,729	0	9,729
Fundraising expenditure	0	0	0	0	0	0
Premises costs	44,677	0	44,677	61,560	0	61,560
Office costs	76,598	0	76,598	60,794	1,851	62,645
Accountancy and bank charges	17,108	0	17,108	19,482	0	19,482
Legal expenditure	2,800	0	2.800	0	0	0
Governance costs: trustee meetings	0	0	0	0	0	0
Governance costs: audit	2,055	0	2,055	7,520	0	7,520
Awards from Research and Education Fund	0	0	0	0	0	0
Total charitable expenditure	1,175,789	30,667	1,206,456	1,502,779	27,226	1,530,005
Net movement in funds	(19,054)	0	(19,054)	(115,429)	(1,851)	(117,280)
Transfers between funds	0	0	0	0	0	0
Reserves brought forward	256,215	-	256,215	371,644	1,851	373,495
Total funds carried forward	237,161	-	237,161	256,215	-	256,215

All transactions are derived from continuing activities.
All recognised gains and losses are included in the Statement of Financial Activities

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Balance Sheet

As at 31 December 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed Assets					
Tangible assets	**3**		20,564		30,524
Current Assets					
Debtors	**4**	246,984		229,923	
Cash at bank and in hand		131,683		153,361	
		378,667		383,284	
Creditors: amounts falling due within one year	**5**	(162,070)		(157,593)	
Net Current Assets			216,597		225,691
Net Assets			237,161		356,215
Funds					
Unrestricted Funds	**6**		237,161		256,215
Restricted Funds	**7**		-		-
			237,161		256,215

The accounts have been prepared in accordance with the Financial Reporting Standard 102 and the Charities Act 2011.

The financial statements were approved and authorised for issue by the Trustee Board on 29 April 2025 and signed on its behalf by

PETER LEATHEM, Chairman

JOHN TURNER, Honorary Treasurer

Date: 8.5.2025

Cash Flow Statement

For the year ended 31 December 2024

	2024 £	2023 £
Cash Flows from Operating Activities:		
Net Cash Generated/ (Used) in Operating Activities	(21,030)	(120,630)
Cash Flows from Investing Activities:		
Interest Income	1,702	1,427
Purchase of property, plant and equipment	(2,350)	(31,862)
Change in Cash and Cash Equivalents in the year	(21,678)	(151,065)
Cash and cash equivalents at 1 January 2023	153,361	304,426
Cash at 31 December 2024	131,683	153,361

Reconciliation of net income/expenditure to net cash flow from operating activities

	£	£
Net income/(deficit) SOFA	(19,054)	(117,280)
Depreciation	12,310	5,456
Interest income	(1,702)	(1,427)
Reduction/(Increase) in prepayments/debtors	(17,061)	(14,450)
Increase/(Reduction) in accruals/creditors	4,477	7,161
Net Cash Generated/(Used) in Operating Activities	(21,030)	(120,630)

Notes to the financial statements
for the year ended 31 December 2024

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

1.1. Charity information

The British Association for Performing Arts Medicine is a registered charity, number 1167785. The business address is shown on the information page.

The British Association for Performing Arts Medicine meets the definition of a public benefit entity under section 34 of FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated in the relevant accounting policy.

The principal objectives of the charity are detailed in the Trustees report.

1.2. Basis of accounting

The financial statements have been prepared under the historical cost convention and 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 October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice.

1.3. Fund accounting

Unrestricted funds are grants, donations and other incoming resources received or generated for general purposes.

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

1.4. Income

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable. Donated assets are included at the value to the charity where this can be quantified and a third party is bearing the cost. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year to which they relate.

Income from investments is included in the year in which it is receivable.

1.5. Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management. Redundancy and other costs in connection with the termination of employment are recognised in the period in which the decision to terminate the employment is taken. Governance costs include those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

1.6. Financial instruments

The charity's financial assets and liabilities consist of cash and cash equivalents, other debtors and creditors, and accrued expenses. The fair value of these items approximates their carrying value due to their short-term nature. Unless otherwise noted, the charity is not exposed to significant interest, foreign exchange or credit risks arising from these investments.

1.7. Tangible fixed assets

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Leasehold Improvements	- over the remaining life of the lease
Computer Equipment	- 33 1/3% per annum
Office Equipment	- 20% per annum
Fixtures and Fittings	- 20% per annum
Medical Equipment	- 20% per annum

1.8. Going concern

There are no material uncertainties related to events or conditions that may cast significant doubt upon the charity's ability to continue as a going concern.

2. Employees

Number of Employees	**2024**	**2023**
The average monthly number of employees during the year were:	15	17

Employment Costs (All employment Costs for both years are charged to unrestricted funds)	**2024** **£**	**2023** **£**
Salaries	485,569	515,310
Social Security Costs	50,966	41,114
Pension Costs	39,535	37,105
Other staff costs including HR advisory costs	37,350	73,946
	613,420	667,475

During the year the charity made a termination payment of £ 11,907 (2023: £7,045).

During 2024 one staff member earned emoluments in between £70,000 and £80,000 per annum (2023: 1 £70,000 - £80,000). No trustees received any remuneration. During the year, one Trustee was reimbursed £ 365 for expenses of travel to trustee and other meetings (2023: £ 308).

Senior management Remuneration costs (including benefits) were £91,470 (2023: £91,470)

The charity operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the charity.

Notes to the financial statements
for the year ended 31 December 2024

3. Fixed assets

	Leasehold Improvements	Computer Equipment	Furniture	Medical equipment	Total
	£	£	£	£	£
Cost/valuation					
At 1 January 2024	28,644	28,922	1,229	1,773	60,568
Additions	0	1,786	564	0	2,350
Disposals	0	0	0	0	0
At 31 December 2024	28,644	30,708	1,793	1,773	62,918
Amortisation					
At 1 January 2024	(2,387)	(24,655)	(1,229)	(1,773)	(30,044)
Charge for the year	(9,548)	(2,677)	(85)	0	(12,310)
Disposals	0	0	0	0	0
At 31 December 2023	(11,935)	(27,332)	(1,314)	(1,773)	(42,354)
Net Book Value					
At 31 December 2024	16,709	3,376	479	-	20,564
At 31 December 2023	26,257	4,267	-	-	30,524

4. Debtors

	2024	2023
	£	£
Debtors	186,849	146,861
Accrued Income	49,584	72,231
Prepayments	10,551	10,830
	246,984	229,922

5. Creditors

	2024	2023
	£	£
Accruals	18,800	26,720
Deferred income	122,760	102,760
Other Creditors	20,510	28,113
	162,070	157,593

6. Net assets between funds

Analysis of Net Assets between Funds	Unrestricted Funds £	Restricted Funds £	2024 £	Unrestricted Funds £	Restricted Funds £	2023 £
Fund Balances at 31 December as represented by:						
Tangible Fixed Assets	20,564	0	20,564	30,524	0	30,524
Current Assets	378,667	0	378,667	383,283	0	383,283
Current Liabilities	(162,070)	0	(162,070)	(157,593)	0	(157,593)
	237,161	0	237,161	256,690	0	256,690

7. Restricted funds

[The R & D Restricted funds were available for prizes and grants in the field of research and education].

During the course of the prior year a grant was received from the Equity Charitable Fund (ECF), which was spent in its entirety in supporting actors. A grant was received from the Royal Ballet Benevolent Fund (RBBF) which was spent in its entirety for the purposes of supporting professional dancers.

	ECF	RBBF £	Royal Variety £	Total 2024 £	ECF	RBBF £	R & D £	Total 2023 £
Balance as at 31 December	0	0	0	0	0	0	1,851	1,851
Donations received during the year	0	9,960	20,707	30,667	13,000	12,275	0	25,275
Payments made during the year	0	(9,960)	(20,707)	(30,667)	(13,000)	(12,275)	(1,851)	(27,126)
Balance Carried forward as at 31 December	0	0	0	0	0	0	0	0

8. Lease commitments

At 31 December 2024 the Charity's outstanding commitments for future minimum lease payments under non-cancellable operating leases were as follows:

	Land and Buildings 2024 £	2023 £
Expiry Date:		
Within one year	-	-
Between two and five years	45,267	69,314
Over five years	-	-

Notes to the financial statements
for the year ended 31 December 2024

9. Related party transactions

Two trustees received payments totaling £7,728 relating to conducting clinics (2023: two Trustees, £5,628).

10. Financial instruments

The carrying amounts of the charity's financial instruments are as follows:

	2024 £	2023 £
Financial assets		
Debt instruments measured at amortised cost:		
- debtors and accrued income (note 4)	236,433	219,092
	236,433	219,092

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Unrestricted Income and Expenditure for the year to 31 December 2024

(This and the following page are for management information only and do not form part of the statutory financial statements)

	2024 £	2024 £	2024 £	2023 £
Grants				
HMUK			346,941	344,691
Music Mind Matters			476,244	748,241
MU			57,000	50,000
Equity			55,000	68,000
PPL			83,333	75,000
PRS for Music			22,117	10,000
Anonymous funding for Medical Director			52,238	61,538
Royal Variety Charity			20,707	-
Other Grants totaling			15,900	-
Dance Professional Fund			9,960	12,375
			1,139,440	1,369,845
Other income				
Other Income on a per capita basis		0		21,000
Other voluntary income, including donations and fundraisers		43,461		15,084
Bank interest		1,702		1,427
Donations consultancy & advice		2,800		5,369
Total other income			47,963	42,880
Total Income			1,187,403	1,412,725
Clinic costs				
Honoraria paid to clinicians/therapists	(387,266)			(700,332)
Other clinic costs including medical committee	(11,057)			(-)
		(398,323)		(700,332)
Education and Training net surplus/(deficit)		(5,634)		(1,263)
Premises				
Premises rent and rates	(44,676)			(61,560)
		(44,676)		(61,560)
Staff costs				
Salaries including NI and pensions	(576,060)			(598,640)
Temporary staff and recruitment costs	(21,268)			(2,115)
Grievance and HR consultancy	(16,092)			(66,719)
Total staff costs		(613,420)		(667,474)
Marketing and fundraising				(9,729)
Advertising/ promotion/fundraising	(45,840)			
		(45,840)		(9,729)

	£	£	£	£
Office expenditure				
Donated Consultancy advice	(2,800)			(5,369)
Software and IT support	(24,509)			(21,169)
Sundry office expenditure	(29,938)			(24,777)
Insurances	(9,843)			(5,874)
Equipment depreciation	(12,309)			(5,456)
		(79,399)		(62,645)
Finance costs				
Audit	(2,055)			(7,520)
Accountancy	(16,356)			(17,007)
Bank charges & bad debts	(752)			(2,475)
Finance costs		(19,163)		(27,002)
Awards from Research and Education Fund		-		-
Total expenditure			(1,206,455)	(1,530,005)
(Deficit)/ Surplus			(19,052)	(117,280)

BRITISH ASSOCIATION FOR PERFORMING ARTS MEDICINE

England & Wales - Charity number 1167785

Accounts

Charity number: 1167785

British Association for Performing Arts Medicine

(BAPAM)

Trustees' Annual Report and Financial Statements

For the year ended 31 December 2023

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Chairman's Introduction

2023 has again been our busiest year as patient need continues to increase. Although many performance professionals are still presenting with mental health issues, the proportion of these presentations has decreased slightly and there has also been an increase in musculoskeletal injuries which perhaps indicates that performers are back to regular work. BAPAM has demonstrated our agility in adapting services to meet patient need in these changing and challenging times, and we are very grateful for the funding from benevolent funds and industry bodies which enables us to provide this support.

We are delighted that we are now settled in new offices at 63 Mansell Street. We rent the space from Scoliosis SOS who provide a health service and allow us to use their clinic room space. This is a very patient-focused building, and we have been made very welcome. Our London face to face clinics are well attended and we continue to offer face to face clinics alongside our online service in Northern Ireland, Wales, North East and North West of England, Yorkshire and the Humber as well as the West Midlands. By the end of the year 2600 clinical assessments had been delivered this way, the highest number yet recorded. Over 3100 patients contacted BAPAM in 2023, an increase of 12%. We have continued to maintain our objective of ensuring that services are available to performers across the UK, and I am pleased to say that over 55% of patients are from outside London. The clinics team, particularly Ruth Zadi with the support of Usman Iqbal, has done well to manage this significant increase. We were delighted to have increased our Directory of Practitioners to 320 clinicians, all experienced in working with performers.

Our mental health service continues to attract support. Equity renewed their contract for counselling and provide support to members whose mental health problem was caused by the working environment. This has helped to keep demand within budget with the additional support of funding from the Equity Charitable Trust. The Music Minds Matter therapy services funded primarily by Help Musicians continue to provide significant support to musicians although the number of sessions they offer has slightly reduced to ensure no musician is turned away. We also work with the Royal Society of Musicians and PRS Members Fund as well as Tonic Music and Music Support to try and ensure ongoing support for musicians who need it. We have been struck by the helpful and collaborative approach of all these bodies. In all we have worked with well over 1000 mental health patients this year and delivered over 7250 counselling sessions. Our Multidisciplinary Team continues to triage patients more quickly, ensuring that we can identify any patients who are best supported in the NHS at an early stage so that they get the support they need.

We continue to see patients who would have otherwise been seen by the NHS but where clinics were either closed temporarily or had long waiting lists. We do not expect this to be a long-term trend, but we have agreed to work with funders to support patients who need help to get back to work. We are increasingly providing clinical advice to other organisations on how best to support performers who find themselves in this situation. Feedback on this service has been encouraging.

Feedback from our patients continues to show a high level of satisfaction. Our annual survey of patients seen 12 months ago shows that 79% of patients are back to performing within this period and 86% said we had helped. 97% of patients were satisfied with waiting times. Clinical advice, manner and knowledge was rated as 'good' or 'excellent' by 97% of performers, and 98% said they would recommend BAPAM to a colleague.

Our team has grown to manage increased demand, and we have invested in the team structure and their professional development. The mental health team was restructured in 2023 to increase the administrative capacity and medical oversight of the work. We now have two salaried doctors on the team who provide medical cover as well as additional capacity to see patients who may need to be fast-tracked to other services. We have been providing management training to senior staff and reconciliation support for the mental health team remaining in post. We were very pleased that Dr Finola Ryan joined us as Executive Medical Director in September. An Occupational Health Physician, also Honorary Lecturer at the Performing Arts Medicine Postgraduate programme at UCL, Finola brings a very helpful focus to BAPAM's work.

This year we were also able to appoint a Business Systems and Data Analyst thanks to support from PPL following a systems review with PPL consultants. Srujana Sarangi joins Dan Hayhurst and her work has been improving our systems to ensure robust tracking of increasing numbers of patients through our services and improving access and waiting times whilst supporting safety. Dan's leadership has enabled these benefits to be realised and to focus on some of his other responsibilities which include communications and Directory of Practitioners recruitment – an additional 52 practitioners have joined us this year.

Our relationship with Help Musicians continues to be strong over this period and we are pleased to be working with Sarah Woods, the new CEO, and Laurie Oliva, Director of Services. We are very grateful for Help Musicians' support and to be working alongside their work as clinical partner. Our work with the Musicians' Union too, has gone from strength to strength. We have collaborated on training webinars and health resources including our healthy practice guide for teachers and look forward to continuing to work effectively together. We have also continued to enjoy a productive working relationship with the Royal Society of Musicians, and we are most grateful to them for enabling us to use their offices whilst we were seeking our permanent home. BAPAM provides clinical advice to the RSM to support the Trustees in their decision-making on applications received by musicians needing support with health problems and collaborate with RSM on the delivery of health training which is very successful. Our work with the Musicians' Union too, has been very helpful. We have collaborated on training webinars and health resources and look forward to continuing to work effectively together.

During this year, our health education programme has continued to thrive – training over 2500 performing arts professionals through running online sessions. In addition to running general sessions on preventing physical injury, mental and vocal health, we have also offered weekly sessions to support attendees to develop and maintain health goals. The P.E.R.F.O.R.M.A.N.C.E programme which covers the key areas for performance health (Posture, Environment, Routine, Fitness, Overuse, Rest and recovery, Mental health, Anxiety, Nutrition and Clinical Expertise) has proved very successful and we have also launched a new programme with Attitude is Everything for people with neurodivergent traits. This has proved very popular. The psychoeducation programmes which we run with Help Musicians and Equity have also been well received and requested by other organisations. We continue to provide one-to-one mentorship sessions for winners of Help Musicians' creative awards, and Wide Days in Scotland. We are very grateful to the clinicians and trainers who have worked with us on these programmes and thanks to Phoebe Butler who has managed this very successful programme.

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

The accounts for BAPAM for the year to 31 December 2023 ended the year with a deficit on unrestricted funds of £119,410. This occurred as a result of increased clinical activity, and the necessary spend on staffing management. Our year end unrestricted reserves are £ 252,234. This is in line with our reserves policy but is a tighter margin than we would like.

On behalf of our Trustees, I would like to pay a special tribute to our staff and clinicians who have worked hard to ensure that we can continue to provide BAPAM's important services. I am always impressed by the professional commitment and hard work of our staff and the wider community of practitioners to continue the much-needed support to the health of the performing arts sector. Thanks too, to our funders, Help Musicians, Musicians' Union, Equity, Equity Charitable Trust, PPL, PRS Member's Fund, RSM, Dance Professionals Fund, as well as everyone who has given a financial donation or their time and resource to ensure that BAPAM continues its mission to help performers stay healthy.



PETER LEATHEM, Chairman

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Contents

	Page
Legal and administrative information	1 - 3
Trustees' Annual Report	4 - 11
Structure, governance and management	
Objectives and activities	
Strategic report	
Achievements and performance	
Financial review	
Plans for future periods	
Principal risks and uncertainties	
Statement of Trustees' responsibilities	12
Auditor's report to the Trustees	13 - 15
Statement of financial activities	16
Balance sheet	17
Cash flow statement	18
Notes to the financial statements	19 - 23

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Legal and administrative information

Charity number	1167785
Registered Office	63 Mansell Street London E1 8AN
Patrons	Imogen Cooper Sir Mark Elder Dame Evelyn Glennie Sir Simon Rattle Sheila Reid Zeb Soanes Dame Janet Suzman Sir Willard White Julian Lloyd Webber
Trustees	Peter Leathem (Chairman) John Turner (Honorary Treasurer) Penny Wright (Medical Trustee) Adam Adnyana (appointed 30 January 2024) Matthew Hood Hilary Hadley (resigned 30 January 2024) Damien Longson (Medical Trustee) appointed 24 January 2023) Jonathan Morrish Mark Phillips (Medical Trustee) Hara Trouli (Medical Trustee) Chris Walters Aaron Williamon Pat Woo (Medical Trustee)
Medical Committee	Penny Wright (Chair) *MA MBBS MRCGP* Hara Trouli *MBBS, MSc PAM* David Fielding *BM BCh MRCS LCRP DRCOG MRCP* Tamara Karni Cohen *MBChB BSc* Christine Hunter *MBChB BSc* Peter Newman *BSc, MBBS, DRCOG, JCPTGP, Dip Coc Med* Anita Nathan *MB ChB MRCGP* Declan Costello *MA, MBBS, FRCS (ORL-HNS) (resigned August 2023)* *Tori Burnay (joined October 2023)* Sarah Upjohn *EdD MA MSCP*

Legal and administrative information

	Anthony Ordman *MBBS, LRCP MRCS, FFARCS, FRCP, FFPMRCA* Michael Mehta *BSc (hons) Osteopathy Pilates Rehabilitation* Paul Checkley MSc Audiology RHAD,MSHAA Sarah Worsley-Harris, HCPC *Registered Occupational Psychologist (resigned October 2023)*
Chief Executive	Claire Cordeaux
Medical **Team**	Gail Allsopp, Executive Medical Director (To July 2023) Dr Finola Ryan, Executive Medical Director (from September 2023) Dr Nina Amedzro, Salaried GP and interim Medical Director July and August 2023 Dr Anita Nathan (from October 2023)
Administrative Team	Dan Hayhurst, Information Officer Usman Iqbal, Senior Operations Manager Anushka Tanna, Clinical Health Mental Health Ana Cabaco, Mental Health Triage Practitioner (Left September 2023) Ruth Zadi, Clinics Manager Pareis Jean-Marie, Mental Health Manager Tulika Pandey, Clinic Actions Phoebe Butler, Heath Promotion Officer Beverley Zammit, Directory of Practitioners Support Sue Falconer, Helpline (Left August 2023) Imogen Cleverly, Helpline Rory Parker, Mental Health Assistant (joined April 2023) Charlotte Hancy, Helpline Assistant (joined April 2023) Estie McLaurin, Helpline Assistant (joined September 2023 and left October 2023) Srujana Sarangi, Business Systems and Data Analysis (from May 2023)
Auditors	Compass Accountants Venture House, The Tanners East Street, Titchfield Hampshire PO14 4AR

Legal and administrative information

Bankers	Unity Trust Bank Four Brindley Place Birmingham B1 2JB
	CCLA - COIF Charities Deposit Account Senator House 85 Queen Victoria Street London EC4V 4ET

Report of the Trustees for the year ended 31st December 2023

The Trustees present their report and the financial statements for the year ended 31 December 2023. The Trustees who served during the year and up to the date of this report are set out on page 1. The Trustees have had due regard to the guidance issued by the Charity Commission on Public Benefit.

Structure, governance and management

Board of Trustees

In January 2023 the BAPAM Board comprised twelve Trustees: Peter Leathem, who holds a number of music industry Directorships including the role of CEO of Phonographic Performance Ltd (PPL) as chair, five medical doctors (with expertise in performing arts medicine), a chartered accountant, an academic, a music industry communications expert, the MD of a large casting platform, and two representatives from unions (Musicians' Union (MU), Equity).

We were delighted to be joined by Professor Damien Longson, Consultant Liaison Psychiatrist, whose oversight of our mental health work has been enormously helpful. We were sad to say goodbye to Hilary Hadley, our Equity Trustee and wish her well in her retirement. We welcomed Adam Adnyana, also from Equity, in her place and look forward to working with him. The support and guidance of our Trustees during 2023 has been invaluable as we grow the charity.

Trustees are appointed and chosen by existing members. Newly appointed Trustees receive written and verbal guidance from the Chief Executive about the responsibilities of their role and the objectives, structure and activities of the organisation and are invited to all BAPAM's educational events. The Chief Executive also ensures that Trustees regularly receive relevant information from the Charity Commission, Auditors and Solicitors, Care Quality Commission, as well as expert advice and support from colleagues such as the Medical Director.

Chief Executive, medical and administrative team

Trustees delegate much of the charity's business to the paid Chief Executive, who is appointed and supervised by the Board. The Chief Executive is responsible for the day-to-day management of the organisation including appointing and managing staff, financial transactions, performance reporting, fundraising and organising events. The Chief Executive also advises the Board on operational and strategic development and risk management issues.

To support the growing clinical work, we have now appointed a medical team to provide 5-day oversight of the work. Dr Gail Allsopp left in July and was replaced by Dr Finola Ryan as Executive Medical Director. Dr Ryan is an Occupational Health Physician and musician. We are very grateful to Dr Nina Amedzro for providing interim medical leadership over the summer. Dr Amedzro is part of the medical team and was joined by Dr Anita Nathan in October and Dr Arun Castro who joined in January 2024. This is a significant development and enables us to manage any clinical risk as well as providing additional capacity for appointments as patient need grows.

The Chief Executive is supported by an administrative team. During 2023, we needed to bring in HR expertise to review the mental health team where personnel difficulties were impacting staff wellbeing. The HR review recommended a restructuring of the team to increase medical oversight and administrative support. A consultation process took place and Ana Cabaco accepted redundancy whilst Anushka Tanna moved to a Mental Health Ambassador role and Rory Parker's administrative role became full time in support of Pareis Jean Marie. A reconciliation process took place with an occupational psychologist to work with the remaining members of the team. Management training is being provided to all managers, including covering Managing Sickness Absence, Communication, and Equality and Diversity. The medical team was also strengthened. This was a challenging time for the team and resulted in a grievance against the organisation which was not upheld and whose recommendations mirrored the outcome of the HR review. The mental health team has

settled now, and the mental health MDT is overseen by Dr Finola Ryan with a BAPAM GP and Clinical Psychologist, Sam Thompson. The financial cost of managing this process was significant, but we are pleased that it has resulted in a more stable team and that patient care, as measured by feedback and scores, was not impacted.

We have appointed new helpline staff during the year, Charlotte Hancy is now a permanent member of the team, Estie McLaurin worked for two months in September and August and Faiza Navqi joined us in November on a freelance contract. They replaced Sue Falconer who left in the summer and have provided additional capacity to pick up emails and telephone enquiries from patients. Tulika Pandey continues to focus on patient actions post-clinic, our Senior Manager, Special Projects, Dan Hayhurst, has overseen the information and communications function of BAPAM, including clinician recruitment and his skills in developing our CRM together with his understanding of the staff who use it and the purpose of work are invaluable. We were very grateful to be able to recruit Srujana Sarangi as a Business Systems and Data Analyst to support Dan in systems improvement work, and her work has increased our ability to easily track patient episodes and quickly monitor activity and has streamlined processes to enable administrators to be more efficient and effective with their time. This was as a result of PPL's generous additional funding. Dan manages BAPAM's communications and oversees our health education and prevention programme where Phoebe Butler is responsible for delivery of training. He also manages Berenice Beverly Zammit who provides support on the Directory of Practitioners.

At the end of 2023, the team consisted of 12 full time equivalents with five full time staff (The Chief Executive, Senior Operations Manager, Clinics, Mental Health Manager and Mental Health Administrator, Business Systems and Data Analyst and fourteen part-time staff of which two are freelance. Our team is now better equipped to manage the volume of patient care safely and still dedicate time to speaking to new patients calling for help.

Volunteers

We are very grateful to all our volunteers, particularly to those clinicians who give their time for free in Medical Committees and their working groups to develop clinical guidance for the organisation and to distribute across the sector. We held 28 of these meetings over 2023, involving 40 clinicians who gave an estimated 3360 hours in meetings. For our internal purposes we value this at approximately £30,000 which in accordance with accounting principles is not recognised in the Financial Statements.

Committees

The BAPAM Board is supported by one standing committee – the Medical Committee – and delegates responsibility for BAPAM's clinical governance (including statutory compliance) and operations to the Committee. The Medical Committee is chaired by Dr Penny Wright, a Medical Trustee, and is supported operationally by the Medical Director, Chief Executive and team.

The Committee operates in accordance with Terms of Reference developed by the Medical Director and Chief Executive. Members are volunteer healthcare practitioners appointed through a formal application process. Key Committee responsibilities include: the appointment and monitoring of BAPAM's clinical workforce (sessional workers and volunteers); overseeing membership of the Directory of Practitioners; monitoring the safety and quality of BAPAM's clinical and advisory services; overseeing BAPAM's health education and training activities.

Working groups

Finance and Annual Audit are overseen by the Chairman and Treasurer and Trustee Matt Hood kindly chairs the Finance Sub-Committee which is also attended by John Turner, Penny Wright, Damien Longson and reports to the Board. The Communications group, attended by Jonathan Morrish for the Board, is managed by Dan Hayhurst and reports to the Board quarterly. The External Scrutiny Mental Health Group was established following the HR review and is chaired by Damien Longson and attended by Penny Wright with Medical Director, Mental Health Ambassador and Chief Executive input.

Staff appraisals are conducted annually by line managers, and formal salary reviews are conducted every three years by nominated Trustees. The next review is due in 2024. Additional corporate responsibilities are delegated by the Board to working groups of Trustees as required (and similarly, the Medical Committee delegates specific clinical governance issues to individual expert members). At present the following Working Groups are in place:

- Vocal Health: chaired by Tory Burnay. This group of specialist doctors, speech and language therapists and vocal rehabilitation coaches has produced guidance on the recommended care pathway for professional voice users experiencing health problems.
- Psychosocial Health: chaired by Professor Jane Ginsborg. This group brings together therapists working under contract to BAPAM to review and develop practice.
- Audiology: chaired by Dr Finola Ryan. This group of doctors and audiologists is bringing together the most recent evidence for best practice in hearing conservation and treatment of hearing health problems.
- Musculoskeletal: chaired by Dr David Fielding. This group started in 2020 and enables discussion and review of practice as well as overseeing health promotion and education work.
- Research: chaired by Dr Hara Trouli and includes members from UCL and the Centre of Performance Science at RCM. This group has an overview of research and audit.
- Assessing Clinicians chaired by Dr Finola Ryan, this new group brings together assessing clinicians from across the UK to review and discuss practice.

In addition, the internal Multidisciplinary Team (Medical Director, GP, and Mental Health Manager) to manage the triage of mental health patients have also been joined by Dr Sam Thompson, Clinical Psychologist as Sarah Worsley-Harris stepped down from her role at BAPAM. We pay tribute to her for all her work in supporting the mental health project and wish her well in her retirement.

BAPAM Office

We are delighted to have moved into a new office in Mansell Street, E1, taking the second floor of the Scoliosis SOS building where we are also able to use clinic rooms. We are very grateful to the Royal Society of Musicians for allowing us to use their offices whilst we awaited a permanent office.

Networks and other relationships

BAPAM is proud of its lengthy association with many national performing arts organisations. Throughout 2023, we have maintained strong links with our principal funders, Help Musicians UK, and with unions representing performers - particularly the Musicians' Union (MU) and Equity who also provide us with funding.

Our mental service has continued to be very well used, although the proportion of mental health presentations has slightly reduced. Music Minds Matter reduced the number of therapy sessions they could provide in July and asked us to manage the implementation. We were very grateful to the Equity Charitable Trust for providing additional funding to supplement the Equity scheme and both enabled us to provide therapy for creative practitioners. The Dance Professional Fund continued to support therapy for dancers. In total, we supported over 1000 performers with mental health issues in 2023 and delivered over 7250 counselling sessions.

Our relationship with PPL has again been a great source of strength this year thanks to the CEO (and BAPAM Chair), Peter Leathem, who as well as providing us with much needed funding, has also given generous support by enabling BAPAM to access legal, HR, IT and Communications expertise from the PPL senior team. We are also grateful to PRS for their ongoing financial support.

Our relationship with the Royal Society of Musician (RSM) developed into a strong partnership and we are grateful to them for allowing us to use their office space. BAPAM provides routine clinical advice on applications, and we have continued to deliver our joint training programme bringing together over 1400 musicians at webinars in diverse health topics on mental, physical, hearing and vocal health.

We are very pleased to have re-established our face-to-face clinics in 2022, and to be collaborating with the Sage, Gateshead, the Liverpool Philharmonic and the Royal Welsh College of Music and Drama to provide clinics in Gateshead, Liverpool and Cardiff.

We also have ties with educational institutions, both in the performing arts sector (e.g. performance courses at conservatoires and colleges) and in healthcare science and medicine (e.g. performance science and performing arts medicine courses at the Centre for Performance Science at the Royal College of Music and at University College London). We are very grateful to the Royal College of Music for inviting us to collaborate on a PhD project. Michael Durrant has started his PhD in health promotion. Our Chief Executive, Claire Cordeaux, and BAPAM Medical Committee member Sarah Upjohn are members of the Healthy Conservatoires Network Steering Group. Our clinicians regularly provide expert input into teaching on the Masters in Performing Arts Medicine at UCL. We are also the charity partner of Wide Days in Scotland and provide health mentoring for their selected artists.

Objectives and activities
The purpose of BAPAM is: the advancement of education by the promotion of medical research in the field of physical and mental stress and its effects on performance; the protection and preservation of health by the improvement of medical care for actors, musicians, dancers and those involved in the performing arts; by the provision of treatment and preventative care; by encouraging research in this field; and by disseminating the useful results of such research.

BAPAM achieves this through direct provision of information, clinical assessment and referral for student and professional members of the performing arts community, and through broader education, training, research and dissemination of knowledge about best practice in performing arts medicine.

At the start of 2022, we agreed a three-year strategy with our Board and funders with four key aims which are reviewed each year.

- **Clinical Assessment and Diagnosis.** Grow the provision of high quality free clinical assessments to performers and performance professionals to determine a diagnosis and pathway to further assessment and/or treatment to enable access to all genres of performers/performance professionals UK-wide.
- **Onward Referral Development:** Develop onward referral pathways through the NHS, independent healthcare providers, or a combination of the two to ensure the right care is delivered as quickly as possible and explore models of delivery to offer artists and funders efficient options to support their care.
- **Injury Prevention and Health Promotion:** Provide high quality, evidence-based health education and resources to performers and organisations involved in the performance environment.
- **Research:** Draw on BAPAM expertise and data to inform and develop research projects in clinical care and health promotion, which can inform policy and practice in the industry and healthcare and secure funding for development

In 2023, we set out 10 objectives for the year:

Aims

1. 20% growth
2. Smarter more efficient working – stabilising the team
3. Clearer pathway for "complex" patients
4. Development of clinical workforce – managing growth efficiently, safely and with care

5. Clinical and prevention advice to more organisations
6. Fundraising strategy – new Trustee – improved networking
7. Occupational health service development and support
8. Progress on research registry
9. Developing partnerships
10. Permanent premises

In establishing and delivering BAPAM's mission and Strategic Plan the Trustees confirm that they have considered the Charity Commission's guidance on public benefit. BAPAM's work directly benefits the health and wellbeing of those sections of the community comprising performing arts students and professional performers, many of whom experience distress and hardship due to health issues and injuries. Details are provided quarterly to our Board, Medical Committee and funders.

Achievements and performance

Clinical Governance

The Care Quality Commission cancelled a planned onsite inspection as a result of our temporary office move to the Royal Society of Musicians and will inspect again once we are established in our new premises. Nevertheless, we have continued to maintain scrutiny of our clinical governance processes through the work of Usman Iqbal as our Senior Operations Manager, with our Medical Director and Medical Committee.

Clinics

Our free assessment services remained a core service throughout 2023. We have online appointments available in 8 locations in the UK (Belfast, Gateshead, Liverpool, Birmingham, Cardiff, Manchester and Leeds). Consultations are booked up in our new London premises although they are harder to fill outside London, and we have continued to provide the majority of our appointments online. Patient numbers from outside London are over 55%. We are most grateful to all our clinicians for their work, not just in providing clinics but also working with us to review and further improve practice.

Clinical workforce

Thirty-four clinicians, nationally, delivered our free BAPAM clinical assessment services during 2023, providing their services for an honorarium below the market rate. Our clinicians' areas of expertise included general practice, orthopaedic surgery (upper limb), rheumatology, physiotherapy, osteopathy, hand therapy, clinical psychology and psychotherapy.

Fifty-two clinical practitioners joined the Directory in 2023. We are pleased that our work on tightening up scrutiny of practitioners is now working very smoothly. We follow up clinicians on an annual basis to check that documentation is current and that they are attending training. We have had some clinicians who have retired from the Directory. Our current number of practitioners is 318.

We now have over 70 therapists working with us to support performers under the Equity, Dance Professionals and Music Minds Matters schemes. Our trainee therapists from the Black, Asian and Minority Ethnic training scheme have started to see clients and one has now joined our therapy schemes and two more are about to qualify.

Clinical Activity

During 2022, we managed 3177 clinical enquiries and looked after 2850 patients of which 1872 were new registrations. We provided 2598 free appointments. This is again the highest number of clinics recorded in the last 5 years and thanks go to Ruth Zadi and our helpline for managing first contacts and clinics. More patients with complex conditions have called for support, possibly because NHS services have been unavailable.

All patients:	*2023*	*2022*	*2021*	*2020*	*2019*	*2018*	*2017*	*2016*
New registrations	1872	1792	1450	984	1269	1020	573	642
Free appointments	2598	2418	1818	1224	1212	987	702	699

At the end of 2023 39% of patients were presenting with a musculoskeletal issue compared to 31% with a mental health problem. 20% are presenting with voice issues and "other" remains at 7%. It should be noted that this is based on information taken at registration and after assessment many patients are found to have more than one diagnosis. 58% of our patients are aged between 18 and 35, with 25% being 18-25 years. 28% are between 36 and 65. 59% of patients are identified as female and 16% from Black, Asian or minority ethnic group. 78% of patients are instrumentalists or singers and songwriters, and the remaining 22% actors and dancers/circus performers. Many of our patients do more than one performing art.

Clinical services - evaluation and impact

We have continued to collect extensive anonymous patient satisfaction and survey data throughout 2023. These data enable us to monitor and improve our services, and to assess impact. They also provide evidence of performers' broader healthcare experiences and needs which we share with our partners in the field.

We undertook an assessment of the feedback collected from 3,331 performers attending their first BAPAM assessment during 2023. 72% reported being seen within 2 weeks of contacting BAPAM and 89% within 3 weeks. Only 2% waited more than 4 weeks. However, 97% of patients were satisfied with waiting times. Clinical advice and manner was rated as 'good' or 'excellent' by 97% of performers, 96% rated clinician knowledge as excellent or good. 98% said they would recommend BAPAM to a colleague. The most common appointment outcomes were information about health condition (60%) and advice about healthy performance practice (49%).

Our annual survey, which collects feedback from patients 12 months after their appointment received 182 responses. 86% of patients said that BAPAM had helped with their problem. Of the 14% who said BAPAM had not helped, some had long standing complex problems that we could not help with, and some had not been able to get NHS follow-up. A few would have liked further support and help with next steps. We have been able to implement an offer of routine follow-up for patients after 3 months so that we can pick up people who have not been able to access the support recommended and provide further help. Patients told us that 79% were back to performance.

Performer health education

Our health promotion training programme, including partnerships with the Royal Society of Musicians, Help Musicians and other organisations, has continued online this year attracting over 2500 attendees from across the UK. We have been offering monthly sessions on injury prevention and vocal health as well as weekly sessions on our P.E.R.F.O.R.M.A.N.C.E wellness programme to support performers to set and maintain health goals. Our self-care sessions with Help Musicians have been very well evaluated and we have continued to work with the winners of the Help Musician Creative Awards to provide health mentorship sessions. We have been running regular psychoeducation programmes for creative practitioners supported by Equity this year to supplement the counselling programme. We also offered a six-week programme for people with neurodiverse traits to support the development of management strategies. We continue to offer our Healthy Practice Diary to help performers identify their own health risks and to develop healthy practices to mitigate them.

Professional development

We have been continuing to provide regular professional development evening sessions online and Dr Hara Trouli has re-introduced PAM Rounds at UCL for clinicians to meet and share case studies. She also ran a PAM and a PAM Research Day in September which was well attended, and participants appreciated being able to meet together again and discuss recent trends in case mix and best management practice. Enormous thanks

are due to Dr Hara Trouli who has put the programs together and hosted them. Attendance online was 172 in 2023 and over 40 people attended the PAM and Research Days.

Research and academic liaison

We have continued our partnership with the UCL MSc in Performing Arts Medicine during 2023, with contributions to the course from our trustees, staff and volunteer clinical practitioners. We are delighted that future research is planning to use the BAPAM database, starting with audits, to develop research projects. The first of these is on vocal health and the clinic audit will report in early 2024.

Michael Durrant, PhD student from the Centre of Performance Science at the Royal College of Music with BAPAM as collaborative partner is continuing to work on health promotion.

Finance and Fundraising

Fundraising activities

We are extremely grateful to performers, patients, organisations and supporters who raised funds for BAPAM through donations and events during 2023. It is pleasing to note that our partnership working with industry organisations has resulted in increased funding. Our increased training activity is also funding the administration of training programmes.

Financial review

Unrestricted income for the year, including donations in kind (HR and management consultancy services generously provided by PPL worth £5,369) was £1,387,350, an increase of £ 61,894 (5%), largely attributable to increases in funding from PPL and our anonymous supporter who funds the Medical Director role. Unrestricted expenditure increased by £212,457 from £1,290,322 to £ 1,502,779. The main factor in the increased costs lies with (i) the significant increase in average headcount (we only reached the full staffing level at the end of last year, as opposed to the whole of this year, the recruitment of a data analyst and part time GPs (which is compensated by a reduction in clinical costs despite higher volumes) and (ii) an exceptional item connected to a staff grievance procedure linked to the HR review of the mental health team. The cost of running the office (premises and general property related overheads) saw the reduction in direct occupancy costs of £22,965 due to the relocation to first the RSM and subsequently to our new premises in Mansell Street. Against this we note increased travel and general office costs as we recover from COVID. The net result was a deficit on unrestricted funds of was £115,429 (£35,134 surplus in the prior year).

We benefit from grants from Help Musicians UK, MU, PPL, PRS, Equity, the Royal Ballet Benevolent Fund and an anonymous donor who has kindly agreed to fund the costs of employing the Medical Director; these are key to BAPAM's sustainability. Sadly in 2023 we did not achieve our goal of identifying and benefiting from new recurring sources of funding.

Reserves

BAPAM has a reserves policy designed to maintain reserves at a level to ensure that, in a period of unforeseen difficulty, its activities can be continued for a minimum period of three months. In the event that the organisation can no longer function, this would allow a strategic run-down of activities and full compliance with outstanding personnel and operational obligations.

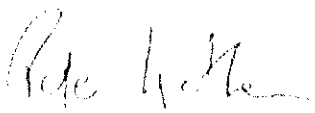
We ensure the calculation at the required level of reserves is an integral part of annual planning, budget and forecasting and takes into account planned activity levels, all financial commitments and the risks associated with different income streams.

We ensure that such reserves are held in readily realisable form and cover: statutory redundancy, contractual obligations to staff, professional fees, three months' utilities and other property costs, equipment costs and write downs.

As of the end of 2023, and based on the budget for 2024, we estimate the desired amount of unrestricted reserves to be £230k- £ 250k in accessible funds. At the end of 2023, total unrestricted reserves were £256,215; after deduction of the (illiquid) fixed assets of £ 30,524 the amount of freely available reserves is £225,691. The recovery of reserves to above £ 230,000 is a key objective for 2024.

Principal risks and uncertainties and plans for the future

The board of Trustees regularly reviews the principal risks to the charity. Those risks include our reliance on grant funding, the burdens placed on our relatively small staff numbers, and reputational and other risks associated with our professional work. We continue to seek wider and more secure sources of finance and are heartened by the renewed and increased support we are receiving from our funders. We have recently strengthened our staff team. Our professional standards are key; both the board of Trustees and our Medical Committee give continuing and careful attention to the way in which we offer clinical services and advice. We review our insurance requirements annually.



PETER LEATHEM, Chairman

Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

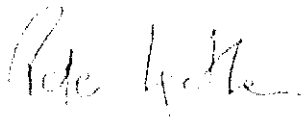
- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP 2019 (FRS 102).
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

Trustee Declaration

So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware. Trustees have taken all the steps necessary to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This report was approved by the BAPAM Board of Trustees on 30 April 2024 and signed on its behalf by



PETER LEATHEM, Chairman

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Independent Auditor's Report to the Trustees of the British Association for Performing Arts Medicine

Opinion

We have audited the financial statements of British Association for Performing Arts Medicine (the 'charity') for the year ended 31st December 2023 which comprise the Statement of Financial Activity, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

· give a true and fair view of the state of the charity's affairs as at 31st December 2023, and of its incoming resources and application of resources, for the year then ended;

· have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

· have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

· the information given in the financial statements is inconsistent in any material respect with the trustees' report; or

· sufficient accounting records have not been kept; or

· the financial statements are not in agreement with the accounting records; or

· we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 10], the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

· We gained an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates through discussions with management, sector research, and the application of relevant audit knowledge and experience

· We made enquiries of management around actual and potential litigation and claims

· We made enquiries of management and relevant staff, and designed our audit procedures, including reviewing financial statement disclosures and testing of supporting documentation, to assess compliance with applicable laws and regulations. We focussed on laws and regulations which could give rise to material misstatement in the financial statements including, but not limited to, the Charities Act 2011, the Charities SORP, and the Financial Reporting Standard 102.

· We identified the risk of material misstatement of the financial statements due to fraud and designed audit procedures to respond to the risk. We performed audit procedures designed to address the risk of fraud arising from management override of controls, including, but not limited to, testing of journal entries and other adjustments, reviewing accounting estimates for evidence of bias, and evaluating the business rationale of significant transactions outside the normal course of business

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Compass Accountants Limited
Chartered Accountants and Statutory Auditor
Venture House, The Tanneries
East Street, Titchfield,
Hampshire, PO14 4AR

Date: 16TH AUGUST 2024

Statement of Financial Activities
For the year ended 31 December 2023

	Unrestricted Funds £	Restricted Funds £	2023 Total £	Unrestricted Funds £	Restricted Funds £	2022 Total £
Income						
Grants	1,365,470	25,375	1,390,845	1,310,359	13,000	1,323,359
Donations in kind	5,369	0	5,369	3,850	0	3,850
Other donations	15,084	0	15,084	10,936	0	10,936
Investment income	1,427	0	1,427	311	0	311
Total Incoming Resources	1,387,350	25,375	1,412,725	1,325,456	13,000	1,338,456
Expenditure						
Clinical costs & Therapy costs	674,957	25,375	700,332	745,060	22,700	767,760
Mental Health therapy Costs						
Health Promotion	1,263	0	1,263	2,581	0	2,581
Staffing costs	667,474	0	667,474	391,121	0	391,121
Marketing of services	9,729	0	9,729	8,656	0	8,656
Fundraising expenditure	0	0	0	0	0	0
Premises costs	61,560	0	61,560	84,525	0	84,525
Office costs	60,794	1,851	62,645	43,698	845	44,543
Accountancy and bank charges	19,482	0	19,482	10,001	0	10,001
Legal expenditure	0	0	0	0	0	0
Governance costs: trustee meetings	0	0	0	0	0	0
Governance costs: audit	7,520	0	7,520	4,680	0	4,680
Awards from Research and Education Fund	0	0	0	0	0	0
Total charitable expenditure	1,502,779	27,226	1,530,005	1,290,322	23,545	1,313,887
Net movement in funds	(115,429)	(1,851)	(117,280)	35,134	(10,545)	24,589
Transfers between funds	0	0	0	0	0	0
Reserves brought forward	371,644	1,851	373,495	336,510	12,396	348,906
Total funds carried forward	256,215	-	256,215	371,644	1,851	373,495

All transactions are derived from continuing activities.
All recognised gains and losses are included in the Statement of Financial Activities

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Balance Sheet

As at 31 December 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed Assets					
Tangible assets	3		30,524		4,118
Current Assets					
Debtors	4	229,923		215,383	
Cash at bank and in hand		153,361		304,426	
		383,284		519,809	
Creditors: amounts falling due within one year	5	(157,593)		(150,432)	
Net Current Assets			225,691		369,377
Net Assets			256,215		373,495
Funds					
Unrestricted Funds	6		256,215		371,644
Restricted Funds	7		-		1,851
			256,215		373,495

The accounts have been prepared in accordance with the Financial Reporting Standard 102 and the Charities Act 2011.

The financial statements were approved and authorised for issue by the Trustees on 30 April 2024 and signed on its behalf by

PETER LEATHEM, Chairman

JOHN TURNER, Honorary Treasurer

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Cash Flow Statement

For the year ended 31 December 2023

	2023	2022
	£	£
Cash Flows from Operating Activities:		
Net Cash Generated/ (Used) in Operating Activities	(120,630)	170,129
Cash Flows from Investing Activities:		
Interest Income	1,427	311
Purchase of property, plant and equipment	(31,862)	(2,038)
Change in Cash and Cash Equivalents in the year	(151,065)	168,402
Cash and cash equivalents at 1 January 2022	304,426	136,024
Cash at 31 December 2022	153,361	304,426

Reconciliation of net income/expenditure to net cash flow from operating activities

	£	£
Net income/(deficit) SOFA	(117,280)	24,589
Depreciation	5,456	2,783
Interest income	(1,427)	(311)
Reduction/(Increase) in prepayments/debtors	(14,540)	25,812
Increase/(Reduction) in accruals/creditors	7,161	117,256
Net Cash Generated/(Used) in Operating Activities	(120,630)	170,129

Notes to the financial statements
for the year ended 31 December 2023

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

1.1. Charity information

The British Association for Performing Arts Medicine is a registered charity, number 1167785. The business address is shown on the information page.

The British Association for Performing Arts Medicine meets the definition of a public benefit entity under section 34 of FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated in the relevant accounting policy.

The principal objectives of the charity are detailed in the Trustees report.

1.2. Basis of accounting

The financial statements have been prepared under the historical cost convention and 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 October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice.

1.3. Fund accounting

Unrestricted funds are grants, donations and other incoming resources received or generated for general purposes.

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

1.4. Income

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable. Donated assets are included at the value to the charity where this can be quantified and a third party is bearing the cost. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year to which they relate.

Income from investments is included in the year in which it is receivable.

1.5. Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management. Redundancy and other costs in connection with the termination of employment are recognised in the period in which the decision to terminate the employment is taken. Governance costs include those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

1.6. Financial instruments

The charity's financial assets and liabilities consist of cash and cash equivalents, other debtors and creditors, and accrued expenses. The fair value of these items approximates their carrying value due to their short-term nature. Unless otherwise noted, the charity is not exposed to significant interest, foreign exchange or credit risks arising from these investments.

1.7. Tangible fixed assets

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Leasehold Improvements	- over the remaining life of the lease
Computer Equipment	- 33 1/3% per annum
Office Equipment	- 20% per annum
Fixtures and Fittings	- 20% per annum
Medical Equipment	- 20% per annum

1.8. Going concern

There are no material uncertainties related to events or conditions that may cast significant doubt upon the charity's ability to continue as a going concern.

2. Employees

Number of Employees The average monthly number of employees during the year were:	2023 17	2022 12
Employment Costs (All employment Costs for both years are charged to unrestricted funds)	**2023 £**	**2022 £**
Salaries	515,310	333,175
Social Security Costs	41,114	27,490
Pension Costs	37,105	21,430
Other staff costs including HR advisory costs	73,946	9,026
	667,475	391,121

During the year the charity made a termination payment of £ 7,045 (2022: nil).

During 2023 one staff member earned emoluments in between £70,000 and £80,000 per annum (2022: 1 £70,000 - £80,000). No trustees received any remuneration. During the year, one Trustee was reimbursed £ 308 for expenses of travel to trustee and other meetings (2022: £nil).

Senior management Remuneration costs (including benefits) were £91,470 (2022: £86,688)

The charity operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the charity.

Notes to the financial statements
for the year ended 31 December 2023

3. Fixed assets

	Leasehold Improvements	Computer Equipment	Furniture	Medical equipment	Total
	£	£	£	£	£
Cost/valuation					
At 1 January 2023	-	25,704	1,229	1,773	28,706
Additions	28,644	3,218	0	0	31,862
Disposals	0	0	0	0	0
At 31 December 2023	28,644	28,922	1,229	1,773	60,568
Amortisation					
At 1 January 2023	-	(21,662)	(1,229)	(1,697)	(24,588)
Charge for the year	(2,387)	(2,993)	0	(76)	(5,456)
Disposals	0	0	0	0	0
At 31 December 2023	(2,387)	(24,655)	(1,229)	(1,773)	(30,044)
Net Book Value					
At 31 December 2023	26,257	4,267	-	-	30,524
At 31 December 2022	-	4,042	-	76	4,118

4. Debtors

	2023	2022
	£	£
Debtors	146,861	2,108
Accrued Income	72,232	206,237
Prepayments	10,830	7,038
	229,923	215,383

5. Creditors

	2023	2022
	£	£
Accruals	26,720	14,158
Deferred income	102,760	102,760
Other Creditors	28,113	33,514
	157,593	150,432

6. Net assets between funds

Analysis of Net Assets between Funds	Unrestricted Funds £	Restricted Funds £	2023 £	Unrestricted Funds £	Restricted Funds £	2022 £
Fund Balances at 31 December as represented by:						
Tangible Fixed Assets	30,524	0	30,524	4,118	0	4,118
Current Assets	383,284	0	383,284	517,958	1,851	519,809
Current Liabilities	(157,593)	0	(157,593)	(150,432)	0	(150,432)
	256,215	0	256,215	371,644	1,851	373,495

7. Restricted funds

The R & D Restricted funds were available for prizes and grants in the field of research and education.

During the course of the prior year a grant was received from the Equity Charitable Fund (ECF), which was spent in its entirety in supporting actors. A grant was received from the Royal Ballet Benevolent Fund (RBBF) which was spent in its entirety for the purposes of supporting professional dancers.

	ECF	RBBF £	R & D £	Total 2023 £	ECF	RBBF £	R & D £	Total 2022 £
Balance as at 31 December	0	0	1,851	12,396	0	9,700	2,696	12,396
Donations received during the year	13,000	12,275	0	13,000	13,000	0	0	13,000
Payments made during the year	(13,000)	(12,275)	(1,851)	(23,545)	(13,000)	(9,700)	(845)	(23,545)
Balance Carried forward as at 31 December	0	0	0	0	0	0	1,851	1,851

8. Lease commitments

At 31 December 2023 the Charity's outstanding commitments for future minimum lease payments under non-cancellable operating leases were as follows:

	Land and Buildings 2023 £	2022 £
Expiry Date:		
Within one year	-	-
Between two and five years	69,314	-
Over five years	-	-

Notes to the financial statements
for the year ended 31 December 2023

9. Related party transactions

Two trustees received payments totaling £5,628 relating to conducting clinics (2022: two Trustees, £4,212).

10. Financial instruments

The carrying amounts of the charity's financial instruments are as follows:

	2023 £	2022 £
Financial assets		
Debt instruments measured at amortised cost:		
- debtors and accrued income (note 4)	219,093	208,345
	219,093	208,345

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Unrestricted Income and Expenditure for the year to 31 December 2023
(This and the following page are for management information only and do not form part of the statutory financial statements)

	2023 £	2023 £	2023 £	2022 £
Grants				
HMUK			344,691	1,086,952
Music Mind Matters			748,241	
MU			50,000	50,000
Equity			68,000	65,440
PPL			75,000	42,369
PRS for Music			10,000	10,000
Anonymous funding for Medical Director			61,538	18,598
Warner			-	10,000
Grand Order of the Water Rats			-	5,000
Dance Professional Fund			12,375	
			1,369,845	1,288,359
Other income				
Other Income on a per capita basis		21,000		22,000
Other voluntary income, including donations and fundraisers		15,084		10,936
Bank interest		1,427		311
Donations consultancy & advice		5,369		3,850
Total other income			42,880	37,097
Total Income			1,412,725	1,325,456
Clinic costs				
Honoraria paid to clinicians/therapists	(700,332)			(745,060)
Other clinic costs including medical committee	(-)			(-)
		(700,332)		(745,060)
Education and Training net surplus/(deficit)		(1,263)		(2,581)
Premises				
Premises rent and rates	(61,560)			(84,525)
		(61,560)		(84,525)
Staff costs				
Salaries including NI and pensions	(598,640)			(382,095)
Temporary staff and recruitment costs	(2,115)			(9,026)
Grievance and HR consultancy	(66,719)			-
Total staff costs		(667,474)		(391,121)
Marketing and fundraising				
Advertising/ marketing of services	(9,729)			(8,656)
Fundraising expenditure	-			-
		(9,729)		(8,656)

	£	£	£	£
Office expenditure				
Donated Consultancy advice	(5,369)			(3,850)
Software and IT support	(21,169)			(19,185)
Trustee meeting expenses	-			-
Sundry office expenditure	(24,777)			(9,881)
Insurances	(5,874)			(8,718)
Equipment depreciation	(5,456)			(2,783)
		(62,645)		(43,698)
Finance costs				
Audit	(7,520)			(4,680)
Accountancy	(17,007)			(8,632)
Bank charges & bad debts	(2,475)			(1,369)
Finance costs		(27,002)		(14,681)
Awards from Research and Education Fund		-		-
Total expenditure			(1,530,005)	(1,290,322)
(Deficit)/ Surplus			(117,280)	35,134

BRITISH ASSOCIATION FOR PERFORMING ARTS MEDICINE

England & Wales - Charity number 1167785

Accounts

Charity number: 1167785

British Association for Performing Arts Medicine

(BAPAM)

Trustees' Annual Report and Financial Statements

For the year ended 31 December 2022

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Chairman's Introduction

2022 has again been our busiest year on record. Whilst artists are now back at work following the COVID-19 pandemic, the increase in patients presenting with mental health problems compared with pre-pandemic times has continued and is now nearly 40% of our work. As artists are starting to get back to performing again following a period of inactivity there has also been an increase in musculoskeletal injuries which are now back at 2019 levels. I am proud of the fact that BAPAM has been able to adjust quickly to help performers with their physical and mental health in this challenging time, and enormously grateful for the additional funding from benevolent funds and industry bodies to enable us to provide this support.

BAPAM has been able to bring back our face to face clinics alongside our online service this year and clinics are now running in Northern Ireland, Wales, North East and North West of England as well as West Midland and London. By the end of the year over 2400 clinical assessments had been delivered this way, the highest number yet recorded. Nearly 3000 patients contacted BAPAM in 2022, an increase of 20%. We have continued to maintain our objective of ensuring that services are available to performers across the UK and I am pleased to say that 50% of patients are from outside London. The clinics team, particularly Ruth Zadi with the support of Usman Iqbal, has done well to manage this significant increase. We were delighted to have increased our Directory of Practitioners to 300 clinicians, all experienced in working with performers.

Our mental health service goes from strength to strength. Equity renewed their contract for counselling and has increased the funding support for this service which was also supported by the Equity Charitable Foundation and helped over 300 Equity members. The Music Minds Matter therapy services funded by Help Musicians has significantly increased and we saw nearly 750 patients in 2022. After a slow start, by the end of 2021 we had also seen 34 dancers under the Dance Professionals Fund. In all we have worked with well over 1000 mental health patients this year and delivered over 6300 counselling sessions. Our new triage service which was launched in October has enabled us to process patients more quickly, ensuring that we can identify any patients who are best supported in the NHS at an early stage so that they get the support they need. Our mental health team, especially Anushka Tanna, Pareis Jean Marie, Ana Cabaco, clinical assessors and therapists are to be congratulated on their safe and caring support of patients.

We continue to see patients who would have otherwise been seen by the NHS but where clinics were either closed temporarily or had long waiting lists. We do not expect this to be a long-term trend, but we have agreed to work with funders to support patients who need help to get back to work. We are increasingly providing clinical advice to other organisations on how best to support performers who find themselves in this situation. Feedback on this service has been encouraging.

Feedback from our patients continues to show a high level of satisfaction. Our annual survey of patients seen 12 months ago shows that 84% of patients are back to performing within this period and 91% said we had helped. 96% of patients were satisfied with waiting times. Clinical advice, manner and knowledge was rated as 'good' or 'excellent' by 96-98.5% of performers, and 99% said they would recommend BAPAM to a colleague

We have significantly increased staffing this year in order to manage increased demand. In July we welcomed Usman Iqbal who joined us as Senior Operations Manager when Katie Webb left. We

have increased our helpline team who have made a significant contribution to ensuring that BAPAM's first point of contact is positive and directs patients to the service they need. Many thanks to Sue Falconer, Sally Mckenna, Imogen Cleverly and Angie Hicks. Dr Gail Allsopp joined us in September as Executive Medical Director. A GP with a background in acting and working as interim Chief Medical Officer at the National Institute of Clinical Excellence, Gail brings significant experience to the role and has been responsible for implementing the mental health triage scheme and supporting the clinical advice service. Ana Cabaco also joined in September as Mental Health Triage Practitioner.

Our relationship with Help Musicians continues to be strong over this period and we are delighted to have agreed terms for ongoing funding for the next three years. In addition to clinical assessments for musicians, the expanded mental health service and health mentorship for artists who have won creative awards, we have also developed a supported self-care training programme which is well attended and evaluated. We will miss James Ainscough as he departs from Help Musicians to become the CEO of the Royal Albert Hall. I would like to thank James for all his support and collaborative work over the last 5 years and I wish him all the very best in his fantastic new role.

We also continue to enjoy a productive working relationship with the Royal Society of Musicians. BAPAM provides clinical advice to the RSM to support the Trustees in their decision-making on applications received by musicians needing support with health problems. We have continued to collaborate with RSM on the delivery of health training which is very successful. In 2022 we have started a new programme which focuses on health practice for specific instrument groups. Our work with the Musicians' Union too, has been very helpful. We have collaborated on training webinars and health resources and look forward to continuing to work effectively together.

During this year, our health education programme has continued to thrive – training over 2500 performing arts professionals through running online sessions. In addition to running general sessions on preventing physical injury, mental and vocal health, we have also offered weekly sessions to support attendees to develop and maintain health goals. In 2022, we created the P.E.R.F.O.R.M.A.N.C.E programme which covers the key areas for performance health (Posture, Environment, Routine, Fitness, Overuse, Rest and recovery, Mental health, Anxiety, Nutrition and Clinical Expertise. This has been published as a guide to healthy practice for teachers with the Musicians' Union and our workshop series has run several times and is proving very popular. Our psycho education programmes which we run with Help Musicians have also been well received and requested by other organisations. We continue to provide one-to-one mentorship sessions for winners of Help Musicians' creative awards, and Wide Days in Scotland. We are very grateful to the clinicians and trainers who have worked with us on these programmes and thanks to Phoebe Butler who has managed this very successful programme.

Thanks are due too, to Dan Hayhurst, Senior Manager, Special Projects for his work on IT systems and communications. He has continued to develop our IT systems to manage additional patient demand efficiently and safely. This, at the same time as leading on communications and Directory of Practitioners recruitment – an additional 70 practitioners have joined us this year.

In 2022, we moved out of Bream's Buildings with the intention of moving into the Institute of Sports Exercise and Health in order to work alongside Dr Hara Trouli and her team delivering the postgraduate programme in performing arts medicine. Unfortunately we were unable to agree

terms and are enormously grateful to the Royal Society of Musicians for allowing us to use their offices temporarily. At the time of writing we are still seeking a more permanent home.

The accounts for BAPAM for the year to 31 December 2022 ended the year with a healthy surplus on unrestricted funds of £35,134. This was achieved despite a significant increase in activity which increased spend on clinical services. Our year end unrestricted reserves are £371,644.

On behalf of our Trustees I would like to pay a special tribute to our staff and clinicians who have worked hard to ensure that we can continue to provide BAPAM's important services. I am always impressed by the professional commitment and hard work of our staff and the wider community of practitioners to continue the much-needed support to the health of the performing arts sector. Thanks too, to our funders, Help Musicians, Musicians' Union, Equity, Equity Charitable Trust, PPL, PRS Member's Fund, RSM, Dance Professionals Fund, Warner Music UK as well as everyone who has given a financial donation or their time and resource to ensure that BAPAM continues its mission to help performers stay healthy.



PETER LEATHEM, Chairman

Contents

	Page
Legal and administrative information	1 - 2
Trustees' Annual Report	3 - 9
Structure, governance and management	
Objectives and activities	
Strategic report	
Achievements and performance	
Financial review	
Plans for future periods	
Principal risks and uncertainties	
Statement of Trustees' responsibilities	10
Auditor's report to the Trustees	11 - 13
Statement of financial activities	14
Balance sheet	15
Cash flow statement	16
Notes to the financial statements	17 - 21

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Legal and administrative information

Charity number	1167785
Registered Office	26 Fitzroy Square London W1T 6BT
Patrons	Imogen Cooper Sir Mark Elder Dame Evelyn Glennie Sir Simon Rattle Sheila Reid Zeb Soanes Dame Janet Suzman Sir Willard White
Trustees	Peter Leathem (Chairman) John Turner (Honorary Treasurer) Penny Wright (Honorary Medical Director) Charles Easmon (resigned 26 October 2022) Matthew Hood Hilary Hadley Damien Longson (appointed 24 January 2023) Jonathan Morrish Mark Phillips Hara Trouli Chris Walters (appointed 20 January 2021) Diane Widdison (resigned 26 October 2022) Aaron Williamon Pat Woo
Medical Committee	Penny Wright (Chair) *MA MBBS MRCGP* Hara Trouli *MBBS, MSc PAM* David Fielding *BM BCh MRCS LCRP DRCOG MRCP* Tamara Karni Cohen *MBChB BSc* Christine Hunter *MBChB BSc* Peter Newman *BSc, MBBS, DRCOG, JCPTGP, Dip Occ Med* Anita Nathan *MB ChB MRCGP* Declan Costello *MA, MBBS, FRCS (ORL-HNS)* Sarah Upjohn *EdD MA MSCP*

Legal and administrative information

Anthony Ordman *MBBS, LRCP MRCS, FFARCS, FRCP, FFPMRCA*
Michael Mehta *BSc (hons) Osteopathy Pilates Rehabilitation*
Paul Checkley MSc Audiology RHAD,MSHAA
Sarah Worsley-Harris, HCPC *Registered Occupational Psychologist*

Chief Executive

Claire Cordeaux

Administrative Team

Dan Hayhurst, Information Officer
Usman Iqbal, Senior Operations Manager (from July 2022)
Gail Allsopp, Executive Medical Director (from September 2022)
Anushka Tanna, Clinical Health Mental Health
Ana Cabaco, Mental Health Triage Practitioner
Ruth Zadi, Clinics Manager
Pareis Jean-Marie, Mental Health Manager
Tulika Pandey, Clinic Actions
Phoebe Butler, Heath Promotion Officer
Beverley Zammit, Directory of Practitioners Support
Sue Falconer, Helpline (from April 2022)
Imogen Cleverly, Helpline (from September 2022)
Sophie Charlton, Clinical Actions (temporary, August 2022)
Sian Breckin, Mental Health (resigned September 2022)
Katie Webb, Senior Operations Manager (resigned May 2022)

Auditors

Compass Accountants
Venture House, The Tanners
East Street, Titchfield
Hampshire PO14 4AR

Bankers

Unity Trust Bank
Four Brindley Place
Birmingham B1 2JB

CCLA - COIF Charities Deposit Account
Senator House
85 Queen Victoria Street
London EC4V 4ET

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

The Trustees present their report and the financial statements for the year ended 31 December 2022. The Trustees who served during the year and up to the date of this report are set out on page 1. The Trustees have had due regard to the guidance issued by the Charity Commission on Public Benefit.

Structure, governance and management

Board of Trustees

In January 2022 the BAPAM Board comprised thirteen Trustees: Peter Leathem, who holds a number of music industry Directorships including the role of CEO of Phonographic Performance Ltd (PPL) as chair, five medical doctors (with expertise in performing arts medicine), a chartered accountant, an academic, a music industry communications expert, the MD of a large casting platform, a representative of a musicians' benevolent fund and two representatives from unions (Musicians' Union (MU), Equity).

Two of our Trustees resigned this year. Dr Charlie Easmon, a primary care doctor specialising in travel, mental ad occupational health medicine, who helped us with developing a more culturally competent service and Diane Widdison who gave BAPAM many years of support in her Musicians' Union role and was instrumental in developing the strong relationship we have with the Royal Society of Musicians today. The support and guidance of our Trustees during 2022 has been invaluable as we grow the charity.

Trustees are appointed and chosen by existing members. Newly appointed Trustees receive written and verbal guidance from the Chief Executive about the responsibilities of their role and the objectives, structure and activities of the organisation and are invited to all BAPAM's educational events. The Chief Executive also ensures that Trustees regularly receive relevant information from the Charity Commission, Auditors and Solicitors, Care Quality Commission, as well as expert advice and support from colleagues such as the Medical Director.

Congratulations are due to Peter Leathem who was awarded an OBE in the New Year's Honours list. His support and promotion of BAPAM in the course of his work has been unstinting and we are much better known as a result.

Chief Executive and administrative team

Trustees delegate much of the charity's business to the paid Chief Executive, who is appointed and supervised by the Board. The Chief Executive is responsible for the day to day management of the 3rganizing3n including appointing and managing administrative staff, financial transactions, performance reporting, fundraising and 3rganizing events. The Chief Executive also advises the Board on operational and strategic development and risk management issues.

The Chief Executive is supported by a growing administrative team. During 2022, we were able to further expand the staff team to meet the increasing demand from performing arts patients including additional support for mental health, the helpline and clinical governance. This year the team has comprised a full-time Senior Operations Manager, Katie Webb who sadly resigned in May and was replaced by Usman Iqbal who joined in July. Other full-time staff are Clinics Manager, Ruth Zadi, and Mental Health Manager, Pareis Jean Marie. Ruth and Pareis have successfully handled a significant increase in activity during the year. Dr Gail Allsopp was appointed as our Executive Medical Director in September for two days a week and has been reviewing and improving clinical governance systems to ensure a safe service as we grow. Ana Cabaco, a trainee health psychologist also joined us in September as Mental Health Triage Practitioner, initially full time, moving to 4 days a week as she completes her PhD.

We have appointed new helpline staff during the year with some contracted support to manage demand whilst appointments were made. Sue Falconer and Imogen Cleverley joined us part time to support the helpline, and we are grateful to Angie Hicks for stepping in to help in the autumn. Recruitment took place over this time and by the end of the year, we had two dedicated helpline staff in place to manage initial calls

and emails to BAPAM. Tulika Pandey continues to focus on patient actions post-clinic, and this was supported by Sophie Charlton who joined us temporarily over the summer. Our Senior Manager, Special Projects, Dan Hayhurst, has overseen the information and communications function of BAPAM, including clinician recruitment and his skills in developing our CRM together with his understanding of the staff who use it and the purpose of work are invaluable. We are delighted that more support will be available to him in 2023 through PPL's generous offer of additional funding. Dan manages BAPAM's communications and oversees our health education and prevention programme where Phoebe Butler is responsible for delivery of training. He also manages Berenice Beverly Zammit who provides support on the Directory of Practitioners.

At the end of 2022, the team consisted of 10.4 full time equivalents with five full time staff (The Chief Executive, Senior Operations Manager, Clinics and Mental Health Manager, Mental Health Triage Practitioner) and eighth part-time staff.

Volunteers

We are very grateful to all our volunteers, particularly to those clinicians who give their time for free in Medical Committees and their working groups to develop clinical guidance for the organisation and to distribute across the sector. We held 64 of these meetings over 2022, involving 38 clinicians who gave an estimated 302 hours in meetings, and have taken forward work to follow up meeting actions of a further 200 hours. For our internal purposes we value this at approximately £25,100 which in accordance with accounting principles is not recognised in the Financial Statements.

Committees

The BAPAM Board is supported by one standing committee – the Medical Committee – and delegates responsibility for BAPAM's clinical governance (including statutory compliance) and operations to the Committee. The Medical Committee is chaired by Dr Penny Wright, a Medical Trustee, and is supported operationally by the Chief Executive and team.

The Committee operates in accordance with Terms of Reference developed by the Medical Director and Chief Executive. Members are volunteer healthcare practitioners appointed through a formal application process. Key Committee responsibilities include: the appointment and monitoring of BAPAM's clinical workforce (sessional workers and volunteers); overseeing membership of the Directory of Practitioners; monitoring the safety and quality of BAPAM's clinical and advisory services; overseeing BAPAM's health education and training activities.

Working groups

Finance and Annual Audit are overseen by the Chairman and Treasurer. Staff appraisals are conducted annually by line managers, and formal salary reviews are conducted every three years by nominated Trustees. The next review is due in 2024. Additional corporate responsibilities are delegated by the Board to working groups of Trustees as required (and similarly, the Medical Committee delegates specific clinical governance issues to individual expert members). At present the following Working Groups are in place:

- Vocal Health: chaired by Mr. Declan Costello. This group of specialist doctors, speech and language therapists and vocal rehabilitation coaches has produced guidance on the recommended care pathway for professional voice users experiencing health problems
- Psychosocial Health: chaired by Professor Jane Ginsborg. This group brings together therapists working under contract to BAPAM to review and develop practice.
- Audiology: chaired by Dr Finola Ryan. This group of doctors and audiologists is bringing together the most recent evidence for best practice in hearing conservation and treatment of hearing health problems.
- Musculoskeletal: chaired by Dr David Fielding. This group started in 2020 and enables discussion and review of practice as well as overseeing health promotion and education work.
- Research: chaired by Dr Hara Trouli, and including members from UCL and the Centre of Performance Science at RCM. This group has an overview of research and audit.

- Regions: chaired by Dr Christine Hunter, this new group brings together regional clinicians from the eight clinics outside London to review and discuss practice
- Communication: chaired by Dan Hayhurst, this group was set up in 2020 to help BAPAM increase its visibility in the industry

In addition a multidisciplinary team met between January and October to review complex mental health cases and to provide a level of project management support as the volume of mental health cases increased. This was replaced in October by an internal Multidisciplinary Team (Clinical Lead for Mental Health, GP, Mental Health Triage Practitioner and Mental Health Manager) to manage the triage of mental health patients.

BAPAM Office

We moved out of Bream's Buildings in September and unfortunately were not able to agree terms with the landlord of the property we had planned to move to. We are very grateful to the Royal Society of Musicians for allowing us to use their offices whilst we await a permanent office.

Networks and other relationships

BAPAM is proud of its lengthy association with many national performing arts organisations. Throughout 2022, we have maintained strong links with our principal funders, Help Musicians UK, and with unions representing performers - particularly the Musicians' Union (MU) and Equity who also provide us with funding.

The Help Musicians' Music Minds Matter service has gone from strength to strength. 746 musicians contacted us for mental health support, and 673 of these were approved by Music Minds Matter for counselling funding. Following clinical review, 551 were referred for therapy. 13% of patients were not referred for therapy as they needed NHS care and remaining 5% found solutions elsewhere. The Equity counselling service continued in 2022 and we have saw over 300 Equity members, 247 of whom were approved by Equity and 194 of whom went forward for therapy. Equity numbers outstripped the budget and we were very grateful to Equity for some additional funding and also to the Equity Charitable Trust who also contributed to meet the shortfall. Donations were used to the remaining cost. Finally 34 dancers approached us with mental health issues. 28 were approved by DPF for the therapy scheme and 19 have received therapy. In total, we supported over 1000 performers with mental health issues in 2022 and delivered over 6000 counselling sessions.

Our relationship with PPL has again been a great source of strength this year thanks to the CEO (and BAPAM Chair), Peter Leathem, who as well as providing us with much needed funding, has also given generous support by enabling BAPAM to access legal, HR, IT and Communications expertise from the PPL senior team. We are also grateful to PRS for their ongoing financial support.

Our relationship with the Royal Society of Musician (RSM) has developed into a strong partnership. BAPAM provides routine clinical advice in applications and we have continued to deliver our joint training programme bringing together over 1400 musicians at webinars in diverse health topics on mental, physical , hearing and vocal health.

We are very pleased to have re-established our face to face clinics in 2022, and to be collaborating with the Sage, Gateshead, the Liverpool Philharmonic and the Royal Welsh College of Music and Drama to provide clinics in Gateshead, Liverpool and Cardiff.

We also have ties with educational institutions, both in the performing arts sector (e.g. performance courses at conservatoires and colleges) and in healthcare science and medicine (e.g. performance science and performing arts medicine courses at the Centre for Performance Science at the Royal College of Music and at University College London). We are very grateful to the Royal College of Music for inviting us to collaborate on a PhD project. Michael Durrant has started his PhD on health promotion. Our Chief Executive, Claire

Cordeaux, and BAPAM Medical Committee member Sarah Upjohn are members of the Healthy Conservatoires Network Steering Group. Our clinicians regularly provide expert input into teaching on the Masters in Performing Arts Medicine at UCL. We are also the charity partner of Wide Days in Scotland and provide health mentoring for their selected artists.

Objectives and activities

The purpose of BAPAM is: the advancement of education by the promotion of medical research in the field of physical and mental stress and its effects on performance; the protection and preservation of health by the improvement of medical care for actors, musicians, dancers and those involved in the performing arts; by the provision of treatment and preventative care; by encouraging research in this field; and by disseminating the useful results of such research.

BAPAM achieves this through direct provision of information, clinical assessment and referral for student and professional members of the performing arts community, and through broader education, training, research and dissemination of knowledge about best practice in performing arts medicine

At the start of 2022, we agreed a three year strategy with our Board and funders with four key aims which are reviewed each year.

- **Clinical Assessment and Diagnosis**. Grow the provision of high quality free clinical assessments to performers and performance professionals to determine a diagnosis and pathway to further assessment and/or treatment to enable access to all genres of performers/performance professionals UK-wide.
- **Onward Referral Development**: Develop onward referral pathways through the NHS, independent healthcare providers, or a combination of the two to ensure the right care is delivered as quickly as possible and explore models of delivery to offer artists and funders efficient options to support their care.
- **Injury Prevention and Health Promotion**: Provide high quality, evidence-based health education and resources to performers and organisations involved in the performance environment.
- **Research**: Draw on BAPAM expertise and data to inform and develop research projects in clinical care and health promotion, which can inform policy and practice in the industry and healthcare and secure funding for development

In establishing and delivering BAPAM's mission and Strategic Plan the Trustees confirm that they have considered the Charity Commission's guidance on public benefit. BAPAM's work directly benefits the health and wellbeing of those sections of the community comprising performing arts students and professional performers, many of whom experience distress and hardship due to health issues and injuries. Details are provided quarterly to our Board, Medical Committee and funders.

Achievements and performance

Clinical Governance

The Care Quality Commission cancelled a planned onsite inspections as a result of our temporary office move to the Royal Society of Musicians, and will inspect again once we are established in our new premises. Nevertheless, we have continued to maintain scrutiny of our clinical governance processes through the work of Katie Webb and then Usman Iqbal as our Senior Operations Manager, Dr Gail Allsopp, our Medical Director and our Medical Committee.

To manage potential risk for mental health patients, as well as to reduce waiting times for assessments, we introduced a triage service for patients from October. We now ask patients to complete a triage form which is reviewed within 7 days by a multidisciplinary team of clinicians. This allows us to refer straight to therapy where appropriate, and to undertake full clinical assessments or refer to the NHS when required. Feedback from our therapists is that this has been a smooth transition and we are following up with patients to review their experience.

Clinics

Our free assessment services remained a core service throughout 2022. We have continued to provide the majority of our appointments online which has facilitated access to clinical expertise. Musculoskeletal clinics are usually by video conference, and this expanded to use for all clinical assessments in 2022. Patients numbers from outside London have been maintained at 50%. During the year we have re-established face to face clinics in Belfast, Gateshead, Liverpool, Birmingham, Cardiff, Manchester and London with plans for Glasgow and Leeds in place. A summary of activity is provided in the table below. We are most grateful to all our clinicians for their work, not just in providing clinics but also working with us to review and further improve practice.

Clinical workforce

Thirty-three clinicians, nationally, delivered our free BAPAM clinical assessment services during 2021, providing their services for an honorarium below the market rate. Our clinicians' areas of expertise included general practice, orthopaedic surgery (upper limb), physiotherapy, osteopathy, hand therapy, clinical psychology and psychotherapy.

Sixty-five clinical practitioners joined the Directory in 2022. We are pleased that our work on tightening up scrutiny of practitioners is now working very smoothly. We follow up clinicians on an annual basis to check that documentation is current and that they are attending training. We have had some clinicians who have retired from the Directory. Our current number of practitioners is 283, and we have a further 19 what are due to send through documentation and 8 who have just applied. We also gained two new assessing clinicians.

We now have over 70 therapists working with us to support performers under the Equity, Dance Professionals and Music Minds Matters schemes. Our trainee therapists from the Black, Asian and Minority Ethnic training scheme have started to see clients and we hope that they will join our therapy schemes when they are qualified. Our thanks to Beverley Hills, their clinical supervisor.

Clinical Activity

During 2022, we managed 2839 clinical enquiries and looked after 2581 patients of which 1792 were new registrations. We provided 2418 free appointments. This is the highest number of clinics recorded in the last 5 years and thanks go to Ruth Zadi and our helpline for managing first contacts and clinics. More patients with complex conditions have called for support, possibly because NHS services have been unavailable.

All patients:	***2022***	***2021***	***2020***	***2019***	***2018***	***2017***	***2016***
New registrations	1792	1450	984	1269	1020	573	642
Free appointments	2418	1818	1224	1212	987	702	699

Mental health (38%) and musculoskeletal (37%) problems presented as the main health conditions this year, 14% presented with vocal problems, 2% with hearing or jaw and dentistry problems whilst "other" conditions were 7% of presentations, up 2% on 2021. It should be noted that this is based on information taken at registration and after assessment many patients are found to have more than one diagnosis. 58% of our patients are aged between 18 and 35, with 25% being 18-25 years. 28% are between 36 and 65. 59% of patients are identified as female and 16% from Black, Asian or minority ethnic group. 78% of patients are instrumentalists or singers and songwriters, and the remaining 22% actors and dancers/circus performers. Many of our patients do more than one performing art.

Clinical services - evaluation and impact

We have continued to collect extensive anonymous patient satisfaction and survey data throughout 2022. This data enables us to monitor and improve our services, and to assess impact. They also provide evidence of performers' broader healthcare experiences and needs which we share with our partners in the field.

We undertook an assessment of the feedback collected from 327 performers attending their first BAPAM assessment during 2022. 65% reported being seen within 2 weeks of contacting BAPAM and 83% within 3 weeks. Only 4% waited more than 4 weeks. However, 96% of patients were satisfied with waiting times. Clinical advice and manner was rated as 'good' or 'excellent' by 98% of performers, 96% rated clinician knowledge as excellent or good. 99% said they would recommend BAPAM to a colleague. The most common appointment outcomes were information about health condition (55%) and advice about healthy performance practice (44%).

Our annual survey which collects feedback from patients 12 months after their appointment is now sent out monthly to patients seen in the 12 months period and received 121 responses. 91% of patients said that BAPAM had helped with their problem. Of the 9% who said BAPAM had not helped, some had long standing complex problems that we could not help with and some had not been able to get NHS follow up. A few would have liked further support and help with next steps. We have been able to implement an offer of routine follow ups for patients after 3 months so that we can pick up people who have not been able to access the support recommended and provide further help. Patients told us that 84% were back to performance, 47% partially and 37% full time.

Performer health education

Our health promotion training programme, including partnerships with the Royal Society of Musicians, Help Musicians and other organisations, has continued online this year attracting over 2500 attendees from across the UK. We have been offering monthly sessions on mental wellbeing, injury prevention and vocal health as well as weekly sessions on our P.E.R.F.O.R.M.A.N.C.E programme to support performers to set and maintain health goals. Our self-care sessions with Help Musicians have been well received. These have been very well evaluated. We have continued to work with the winners of the Help Musician Creative Awards to provide health mentorship sessions. Our Healthy Practice Diary has been valued as a useful resource to help performers identify their own health risks and to develop healthy practices to mitigate them.

Professional development

We have been continuing to provide regular professional development evening sessions online and Dr Hara Trouli has re-introduced PAM Rounds at UCL for clinicians to meet and share case studies. She also ran a PAM Research Day in September which was well attended and participants appreciated being able to meet together again. BAPAM offered a reception after the day to support further networking. Enormous thanks are due to Dr Hara Trouli who has put the programmes together and hosted it. Attendance online was 166 in 2022 and over 40 people attended the Research Day.

Research and academic liaison

We have continued our partnership with the UCL MSc in Performing Arts Medicine during 2022, with contributions to the course from our trustees, staff and volunteer clinical practitioners. We are delighted that future research is planning to use the BAPAM database, starting with audits, to develop research projects.

Michael Durrant, PhD student from the Centre of Performance Science at the Royal College of Music is continuing to work on health promotion.

Communications

With the support of Trustee, Jonathan Morrish and PPL who kindly allowed Lynne Best to work with BAPAM, we have continued to develop our presence. Our health education training is proving an excellent way not just of delivering value to performers but also to increase the visibility of BAPAM. Our website continues to be well used bringing together all of BAPAM's services and resources in an accessible format, and monthly newsletters help to keep engaged our audience. The Communications Working Group, supported by Dan Hayhurst is really helping to provide a focus on how we can ensure that important health messages are shared with the performing arts community.

Finance and Fundraising

Fundraising activities

We are extremely grateful to performers, patients, organisations and supporters who raised funds for BAPAM through donations and events during 2022. It is pleasing to note that our partnership working with industry organisations has resulted in increased funding. Our increased training activity is also funding the administration of training programmes. As a result we are starting 2023 in a healthy financial position.

Financial review

Unrestricted income for the year, including donations in kind (HR and management consultancy services generously provided by PPL £3,850) was £1,325,456, an increase of £ 410,050 (45%), attributable to both an increase in the volume of (non- mental health related) musician patients supported by Help Musicians and the additional funding for mental health initiatives provided by Equity and Help Musicians (who also fund the cost of individuals' therapy sessions through BAPAM). Unrestricted expenditure increased by £563,008 from £727,314 to £1,290,322; the costs incurred in delivering the service (clinical assessments, therapy and staffing) increased by £ 405,184, in line with the additional volume of activity. The cost of running the office (premises and general overheads) saw a significant increase essentially due to the increase in headcount (£99,469), the cost of moving from Breams Buildings. The annual surplus on unrestricted funds was £35,134 (£188,092 in the prior year).

We benefit from grants from Help Musicians UK, MU, PPL, PRS, Warner Music, Equity, the Royal Ballet Benevolent Fund, the Grand Order of Water Rats and an anonymous donor who has kindly agreed to fund the costs of employing the Medical Director; these are key to BAPAM's sustainability.

Reserves

BAPAM has a reserves policy designed to maintain reserves at a level to ensure that, in a period of unforeseen difficulty, its activities can be continued for a minimum period of three months. In the event that the organisation can no longer function, this would allow a strategic run down of activities and full compliance with outstanding personnel and operational obligations.

We ensure the calculation at the required level of reserves is an integral part of annual planning, budget and forecasting and takes into account planned activity levels, all financial commitments and the risks associated with different income streams.

We ensure that such reserves are held in readily realisable form and cover: statutory redundancy, contractual obligations to staff, professional fees, three months utilities and other property costs, equipment costs and write downs.

In the light of the substantial increase in BAPAM's activities and the increase in its commitments (predominantly in due to the increase in staffing levels) the Board has increased the level of target reserves to £220k in accessible funds. At the end of 2022, our unrestricted reserves were £371,644.

Principal risks and uncertainties and plans for the future

The board of Trustees regularly reviews the principal risks to the charity. Those risks include our reliance on grant funding, the burdens placed on our relatively small staff numbers, and reputational and other risks associated with our professional work. We continue to seek wider and more secure sources of finance and are heartened by the renewed and increased support we are receiving from our funders. We have recently strengthened our staff team. Our professional standards are key; both the board of Trustees and our Medical Committee give continuing and careful attention to the way in which we offer clinical services and advice. We review our insurance requirements annually.

PETER LEATHEM, Chairman

Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

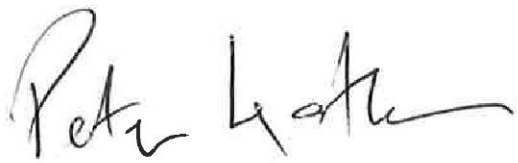
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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

Trustee Declaration

So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware. Trustees have taken all the steps necessary to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This report was approved by the BAPAM Board of Trustees on 26 April 2023 and signed on its behalf by



PETER LEATHEM, Chairman

Independent Auditor's Report to the Trustees of the British Association for Performing Arts Medicine

Opinion

We have audited the financial statements of British Association for Performing Arts Medicine (the 'charity') for the year ended 31st December 2022 which comprise the Statement of Financial Activity, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

· give a true and fair view of the state of the charity's affairs as at 31st December 2022, and of its incoming resources and application of resources, for the year then ended;

· have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

· have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

· the information given in the financial statements is inconsistent in any material respect with the trustees' report; or

· sufficient accounting records have not been kept; or

· the financial statements are not in agreement with the accounting records; or

· we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 10], the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

· We gained an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates through discussions with management, sector research, and the application of relevant audit knowledge and experience

· We made enquiries of management around actual and potential litigation and claims

· We made enquiries of management and relevant staff, and designed our audit procedures, including reviewing financial statement disclosures and testing of supporting documentation, to assess compliance with applicable laws and regulations. We focussed on laws and regulations which could give rise to material misstatement in the financial statements including, but not limited to, the Charities Act 2011, the Charities SORP, and the Financial Reporting Standard 102.

· We identified the risk of material misstatement of the financial statements due to fraud and designed audit procedures to respond to the risk. We performed audit procedures designed to address the risk of fraud arising from management override of controls, including, but not limited to, testing of journal entries and other adjustments, reviewing accounting estimates for evidence of bias, and evaluating the business rationale of significant transactions outside the normal course of business

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Compass Accountants Limited
Chartered Accountants and Statutory Auditor
Venture House, The Tanneries
East Street, Titchfield,
Hampshire, PO14 4AR

Date: 11 July 2023

Statement of Financial Activities
For the year ended 31 December 2022

	Unrestricted Funds £	Restricted Funds £	2022 £	Unrestricted Funds £	Restricted Funds £	2021 Total £
Income						
Grants	1,310,359	13,000	1,323,359	902,306	11,875	914,181
Donations in kind	3,850	0	3,850	3,357	0	3,357
Other donations	10,936	0	10,936	9,740	0	9,740
Investment income	311	0	311	3	0	3
Total Incoming Resources	1,325,456	13,000	1,338,456	915,406	11,875	927,281
Expenditure						
Clinical costs & Therapy costs	745,060	22,700	767,760	339,876	2,175	342,044
Mental Health therapy Costs						
Health Promotion	2,581	0	2,581	1,598	0	1,598
Staffing costs	391,121	0	391,121	291,652	0	291,652
Marketing of services	8,656	0	8,656	6,056	0	6,056
Fundraising expenditure	0	0	0	0	0	0
Premises costs	84,525	0	84,525	50,729	0	50,729
Office costs	43,698	845	44,543	31,386	0	31,386
Accountancy and bank charges	10,001	0	10,001	2,268	0	2,268
Legal expenditure	0	0	0	0	0	0
Governance costs: trustee meetings	0	0	0	0	0	0
Governance costs: audit	4,680	0	4,680	3,756	0	3,756
Awards from Research and Education Fund	0	0	0	0	0	0
Total charitable expenditure	1,290,322	23,545	1,313,887	727,314	2,175	729,489
Net movement in funds	35,134	(10,545)	24,589	188,092	9,700	197,792
Transfers between funds	0	0	0	0	0	0
Reserves brought forward	336,510	12,396	348,906	148,418	2,696	151,114
Total funds carried forward	371,644	1,851	373,495	336,510	12,396	348,906

All transactions are derived from continuing activities.
All recognised gains and losses are included in the Statement of Financial Activities

Balance Sheet

As at 31 December 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed Assets					
Tangible assets	3		4,118		4,863
Current Assets					
Debtors	4	215,383		241,195	
Cash at bank and in hand		304,426		136,024	
		519,809		377,219	
Creditors: amounts falling due within one year	5	(150,432)		(33,176)	
Net Current Assets			369,377		344,043
Net Assets			373,495		348,906
Funds					
Unrestricted Funds	6		371,644		336,510
Restricted Funds	7		1,851		12,396
			373,495		348,906

The accounts have been prepared in accordance with the Financial Reporting Standard 102 and the Charities Act 2011.

The financial statements were approved and authorised for issue by the Trustees on 26 April 2023 and signed on its behalf by

PETER LEATHEM, Chairman

JOHN TURNER, Honorary Treasurer

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Cash Flow Statement

For the year ended 31 December 2022

	2022	2021
	£	£
Cash Flows from Operating Activities:		
Net Cash Generated/ (Used) in Operating Activities	170,129	(3,488)
Cash Flows from Investing Activities:		
Interest Income	311	-
Purchase of property, plant and equipment	(2,038)	(3,919)
Change in Cash and Cash Equivalents in the year	168,402	(7,407)
Cash and cash equivalents at 1 January 2022	136,024	143,431
Cash at 31 December 2022	304,426	136,024

Reconciliation of net income/expenditure to net cash flow from operating activities

	£	£
Net income/(deficit) SOFA	24,589	197,792
Depreciation	2,783	4,954
Interest income	(311)	-
Reduction/(Increase) in prepayments/debtors	25,812	(223,016)
Increase/(Reduction) in accruals/creditors	117,256	16,782
Net Cash Generated/(Used) in Operating Activities	170,129	(3,488)

Notes to the financial statements for the year ended 31 December 2022

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

1.1. Charity information

The British Association for Performing Arts Medicine is a registered charity, number 1167785. The business address is shown in the information page.

The British Association for Performing Arts Medicine meets the definition of a public benefit entity under section 34 of FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated in the relevant accounting policy.

The principal objectives of the charity are detailed in the Trustees report.

1.2. Basis of accounting

The financial statements have been prepared under the historical cost convention and 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 October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice.

1.3. Fund accounting

Unrestricted funds are grants, donations and other incoming resources received or generated for general purposes.

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

1.4. Income

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable. Donated assets are included at the value to the charity where this can be quantified and a third party is bearing the cost. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year to which they relate.

Income from investments is included in the year in which it is receivable.

1.5. Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management. Governance costs include those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Notes to the financial statements
for the year ended 31 December 2022

1.6. Financial instruments

The charity's financial assets and liabilities consist of cash and cash equivalents, other debtors and creditors, and accrued expenses. The fair value of these items approximates their carrying value due to their short-term nature. Unless otherwise noted, the charity is not exposed to significant interest, foreign exchange or credit risks arising from these investments.

1.7. Tangible fixed assets

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer Equipment	- 33 1/3% per annum
Office Equipment	- 20% per annum
Fixtures and Fittings	- 20% per annum
Medical Equipment	- 20% per annum

1.8. Going concern

There are no material uncertainties related to events or conditions that may cast significant doubt upon the charity's ability to continue as a going concern.

2. Employees

Number of Employees	**2022**	**2021**
The average monthly number of employees during the year were:	8	8

Employment Costs (All employment Costs for both years are charged to unrestricted funds)	**2022**	**2021**
	£	**£**
Salaries	333,175	210,661
Social Security Costs	27,490	15,581
Pension Costs	21,430	15,239
Other staff costs – agency/contractors	9,026	50,171
	391,121	291,652

During 2022 one staff member earned emoluments in between £70,000 and £80,000 per annum (2021: 1 £70,000 - £80,000). No trustees received any remuneration. During the year, no Trustee was reimbursed for expenses of travel to trustee and other meetings (2021: £nil).

Senior management Remuneration costs (including benefits) were £86,688 (2021: £82,091)

The charity operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the charity.

Notes to the financial statements
for the year ended 31 December 2022

3. Fixed assets

	Computer equipment £	Furniture £	Medical equipment £	Total £
Cost/valuation				
At 1 January 2022	23,666	1,229	1,773	26,668
Additions	2,038	0	0	2,038
Disposals	0	0	0	0
At 31 December 2022	25,704	1,229	1,773	28,706
Amortisation				
At 1 January 2022	(19,106)	(1,229)	(1,470)	(21,805)
Charge for the year	(2,556)	0	(227)	(2,783)
Disposals	0	0	0	0
At 31 December 2021	(21,662)	(1,229)	(1,697)	(24,588)
Net Book Value				
At 31 December 2022	4,,042	-	76	4,118
At 31 december 2021	4,560	-	303	4,863

4. Debtors

	2022 £	2021 £
Other debtors	208,345	234,237
Prepayments	7,038	6,958
	215,383	241,195

5. Creditors

	2022 £	2021 £
Accruals	14,158	33,176
Deferred income	102,760	-
Other Creditors	33,514	-
	150,432	33,176

6. Net assets between funds

Analysis of Net Assets between Funds	Unrestricted Funds £	Restricted Funds £	2022 £	Unrestricted Funds £	Restricted Funds £	2021 £
Fund Balances at 31 December as represented by:						
Tangible Fixed Assets	4,118	0	4,118	4,863	0	4,863
Current Assets	517,958	1,851	519,809	364,823	12,396	377,219
Current Liabilities	(150,432)	0	(150,432)	(33,176)	0	(33,176)
	371,644	1,851	373,495	336,510	12,396	348,906

7. Restricted funds

The R & D Restricted funds are available for prizes and grants in the field of research and education.

During the course of the prior year a grant was received from the Equity Charitable Fund (ECF), which was spent in its entirety in supporting actors. The balance of the prior year's grant from the Royal Ballet Benevolent Fund (RBBF) was spent in full for the purposes of supporting professional dancers.

	ECF	RBBF £	R & D £	Total 2022 £	RBBF £	R & D £	Total 2021 £
Balance as at 31 December	0	9,700	2,696	12,396	0	2,696	2,696
Donations received during the year	13,000	0	0	13,000	11,875	0	11,875
Payments made during the year	(13,000)	(9,700)	(845)	(23,545)	(2,175)	0	(2,175)
Balance Carried forward at 31 December	0	0	1,851	1,851	9,700	2,696	12,396

8. Lease commitments

At 31 December 2022 the Charity's outstanding commitments for future minimum lease payments under non-cancellable operating leases were as follows:

	Land and Buildings 2022 £	2021 £
Expiry Date:		
Within one year	-	40,875
Between two and five years	-	-
Over five years	-	-

9. Related party transactions

Two trustees received payments totaling £4,212 relating to conducting clinics (2021: two Trustees, £5,600).

10. Financial instruments

The carrying amounts of the charity's financial instruments are as follows:

	2022 £	2021 £
Financial assets		
Debt instruments measured at amortised cost:		
- Other debtors (note 4)	208,345	234,237
	208,345	234,237

Unrestricted Income and Expenditure for the year to 31 December 2022

(This and the following page are for management information only and do not form part of the statutory financial statements)

	2022 £	2022 £	2022 £	2021 £
Grants				
HMUK			1,086,952	715,698
MU			50,000	50,000
Equity			65,440	55,000
PPL			42,369	37,500
PRS for Music			10,000	9,150
Anonymous funding for Medical Director			18,598	
Warner			10,000	5,000
Grand Order of the Water Rats			5,000	-
			1,288,359	872,348
Other income				
Other Income on a per capita basis		22,000		29,957
Other voluntary income, including donations and fundraisers		10,936		9,741
Bank interest		311		3
Donations consultancy & advice		3,850		3,357
Total other income			37,097	43,058
Total Income			1,325,456	915,406
Clinic costs				
Honoraria paid to clinicians/therapists	(745,060)			(333,906)
Other clinic costs including medical committee	(-)			(5,962)
		(745,060)		(339,868)
Education and Training net surplus/(deficit)		(2,581)		(1,598)
Premises				
Premises rent and rates	(84,525)			(50,729)
		(84,525)		(50,729)
Staff costs				
Salaries including NI and pensions	(382,095)			(241,656)
Temporary staff and recruitment costs	(9,026)			(49,996)
Total staff costs		(391,121)		(291,652)
Marketing and fundraising				
Advertising/ marketing of services	(8,656)			(6,056)
Fundraising expenditure	-			-
		(8,656)		(6,056)

	£	£	£	£
Office expenditure				
Donated Consultancy advice	(3,850)			(3,357)
Software and IT support	(19,185)			(10,592)
Trustee meeting expenses	-			-
Sundry office expenditure	(9,881)			(3,804)
Insurances	(8,718)			(8,681)
Equipment depreciation	(2,783)			(4,953)
		(43,698)		(31,387)
Finance costs				
Audit	(4,680)			(3,756)
Accountancy	(8,632)			(2,223)
Bank charges & bad debts	(1,369)			(45)
Finance costs		(14,681)		(6,024)
Awards from Research and Education Fund		-		-
Total expenditure			(1,290,322)	(727,314)
(Deficit)/ Surplus			35,134	188,092

BRITISH ASSOCIATION FOR PERFORMING ARTS MEDICINE

England & Wales - Charity number 1167785

Accounts

Charity number: 1167785

British Association for Performing Arts Medicine

(BAPAM)

Trustees' Annual Report and Financial Statements

For the year ended 31 December 2021

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Chairman's Introduction

2021 has been our busiest year on record. This is perhaps not surprising given the continued impact of the COVID-19 pandemic on creative work. We are now seeing twice the number of patients presenting with mental health problems compared with pre-pandemic times. As artists are starting to get back to performing again following a period of inactivity there has also been an increase in musculoskeletal injuries. I am proud of the fact that BAPAM has been able to help performers with their physical and mental health in this challenging time, and enormously grateful for the additional funding from benevolent funds and industry bodies to enable us to provide this support.

BAPAM has continued to deliver our service online in 2021. By the end of the year a total of 1818 clinical assessments had been delivered this way, the highest number yet recorded. 2149 patients contacted BAPAM in 2021, an increase of 53%. We have continued to maintain our objective of ensuring that services are available to performers across the UK and I am pleased to say that 50% of patients are from outside London. The clinics team, particularly Ruth Zadi, has done well to manage this significant increase. Despite this difficult time, we were delighted to have maintained our Directory of Practitioners at just under 230 clinicians, all experienced in working with performers.

Our mental health service goes from strength to strength. Equity was able to renew their contract for counselling and has increased the funding support for this service which has enabled us to meet the growing numbers of Equity patients with mental health issues. This year we launched the Music Minds Matter therapy services funded by Help Musicians. The initiative provides an integrated approach whereby BAPAM assesses musicians with mental health problems and works closely with Help Musicians to get funding approval for therapy if needed and then contracts with therapists with specialist performing arts knowledge to provide therapy. Patients no longer need to make a formal application for funding and seek out their own support which reduces their burden at a time when they are unwell. Originally planned for 200, the service saw 473 patients in 2021 and delivered over 2000 counselling sessions. This project has enabled us to employ a clinical lead for mental health and Anushka Tanna joined us last April. She has been a valuable addition to the team, managing high risk patients and transitioning them to the NHS, as well as advising on systems and processes from a patient safety perspective. In July, we also agreed a contract to provide mental health therapies for professional dancers with the Dance Professionals fund. In all we have worked with over 600 mental health patients this year. Our mental health team, especially Pareis Jean Marie, assessors, therapists and clinical advisers are to be congratulated on their safe and caring support of patients.

We continue to see patients who would have otherwise been seen by the NHS but where clinics were either closed temporarily or had long waiting lists. We do not expect this to be a long-term trend, but we have agreed to work with funders to support patients who need help to get back to work.

Feedback from our patients continues to show a high level of satisfaction. Our annual survey of patients seen 12 months ago shows that 82% of patients are back to performing within this period. 96% of patients were satisfied with waiting times. Clinical advice, manner and knowledge was rated as 'good' or 'excellent' by 96-98.5% of performers, and 99% said they would recommend BAPAM to a colleague

Our relationship with Help Musicians has strengthened over this period and the new funding arrangement whereby payments increase with demand has been enormously helpful in enabling BAPAM to invest in our internal infrastructure to provide a safe service. In additional to clinical assessments for musicians, the expanded mental health service and health mentorship for artists who have won creative awards, we have also developed a supported self-care training programme which is well attended and evaluated. We also continue to enjoy a productive working relationship with the Royal Society of Musicians ("RSM"). BAPAM provides clinical advice to the RSM to support the Trustees in their decision-making on applications received by musicians needing support with health problems. We have also continued to collaborate on the delivery of health training which is very successful. We are excited that the RSM is keen to support further research into areas which are less well evidenced following feedback from webinars and a number of initial projects will start in 2022.

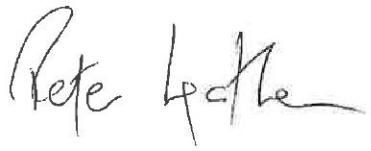
During this year, we have significantly expanded our health education programme – training over 4000 performing arts professionals through running online sessions. In addition to running general sessions on preventing physical injury, mental and vocal health, we have also offered weekly sessions to support attendees to develop and maintain health goals. In addition to the one-to-one and group mentorship sessions for winners of Help Musicians' creative awards, we have also delivered mentorship for Wide Days in Scotland. Following the training partnership with the RSM, we were approached by a number of other industry partners including PRS Members Fund, the professional body for talent agencies, PMA and the Royal Variety Charity which led to a new training programmes for their membership. We are very grateful to the clinicians and trainers who have worked with us on these programmes and thanks to Phoebe Butler who has managed this very successful programme.

Thanks are due too, to Dan Hayhurst, Senior Manager, Special Projects for his work on IT systems and communications. He was able to create systems to manage the new mental health service as a result of a huge effort at the start of the year and has adapted these to meet the needs of the team as we evolve the project. This, at the same time as leading on communications and Directory of Practitioners recruitment. We have been enormously grateful to PPL for their continued support and advice on back-office systems and processes. The Board recognised that BAPAM would need to upgrade our infrastructure as we manage increased numbers of patients and PPL Technology staff have been able to provide consultancy to help us develop a new 5 year plan and a set of actions to help us achieve our aspiration to be a clinical partner to the performing arts sector.

The accounts for BAPAM for the year to 31 December 2021 ended the year with a healthy surplus on unrestricted funds of £188,092. This was achieved despite a significant increase in activity which increased spend on clinical services. Our year end unrestricted reserves are £336,510.

On behalf of our Trustees I would like to pay a special tribute to our staff and clinicians who have consolidated office hybrid working arrangements and remote clinical services to ensure that we can continue to provide BAPAM's important services. As with everyone else, we have all had our personal challenges to manage over this period, and I am always impressed by the professional commitment and hard work of our staff and the wider community of practitioners to continue the much-needed support to the health of the performing arts sector. Thanks too, to our funders, Help Musicians, Musicians' Union, Equity, PPL, PRS Member's Fund, RSM, Dance Professionals Fund,

Warner Music UK as well as everyone who has given a financial donation or their time and resource to ensure that BAPAM continues its mission to help performers stay healthy.



PETER LEATHEM, Chairman

Contents

	Page
Legal and administrative information	1 - 2
Trustees' Annual Report	3 - 9
Structure, governance and management	
Objectives and activities	
Strategic report	
Achievements and performance	
Financial review	
Plans for future periods	
Principal risks and uncertainties	
Statement of Trustees' responsibilities	10
Auditor's report to the Trustees	11 - 13
Statement of financial activities	14
Balance sheet	15
Cash flow statement	16
Notes to the financial statements	17 - 21

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Legal and administrative information

Charity number	1167785
Registered Office	7-9, Bream's Buildings London EC4A 1DT
Patrons	Imogen Cooper Sir Mark Elder Dame Evelyn Glennie Sir Simon Rattle Sheila Reid Zeb Soanes Dame Janet Suzman Sir Willard White Julian Lloyd-Webber
Trustees	Peter Leathem (Chairman) John Turner (Honorary Treasurer) Penny Wright (Honorary Medical Director) Charles Easmon Matthew Hood Hilary Hadley Jonathan Morrish Mark Phillips Hara Trouli Chris Walters (appointed 20 January 2021) Diane Widdison Aaron Williamon Pat Woo
Medical Committee	Penny Wright (Chair) *MA MBBS MRCGP* Hara Trouli *MBBS, MSc PAM* David Fielding *BM BCh MRCS LCRP DRCOG MRCP* Tamara Karni Cohen *MBChB BSc* Christine Hunter *MBChB BSc* Peter Newman *BSc, MBBS, DRCOG, JCPTGP, Dip Occ Med* Anita Nathan *MB ChB MRCGP* Declan Costello *MA, MBBS, FRCS (ORL-HNS)* Sarah Upjohn *EdD MA MSCP*

Legal and administrative information

	Anthony Ordman *MBBS, LRCP MRCS, FFARCS, FRCP, FFPMRCA* Michael Mehta *BSc (hons) Osteopathy Pilates Rehabilitation* Paul Checkley MSc Audiology RHAD,MSHAA Sarah Worsley-Harris, HCPC Registered Occupational Psychologist
Chief Executive	Claire Cordeaux
Administrative Team	Dan Hayhurst, Information Officer Ruth Zadi, Clinics Manager Pareis Jean-Marie, Mental Health Support Manager Tulika Pandey, Helpline Phoebe Butler, Heath Promotion Officer Anushka Tanna, Clinical Health Mental Health (from March) Sally Mckenna, Helpline (from August) Sian Breckin, Helpline (from August), Mental Health Support (from October) Julia Greishofer, Directory of Practitioners Support Katie Webb, Senior Operations Manager
Auditors	Compass Accountants Venture House, The Tanners East Street, Titchfield Hampshire PO14 4AR
Bankers	Unity Trust Bank Four Brindley Place Birmingham B1 2JB
	CCLA - COIF Charities Deposit Account Senator House 85 Queen Victoria Street London EC4V 4ET

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

The Trustees present their report and the financial statements for the year ended 31 December 2021. The Trustees who served during the year and up to the date of this report are set out on page 1. The Trustees have had due regard to the guidance issued by the Charity Commission on Public Benefit.

Structure, governance and management

Board of Trustees

In January 2021 the BAPAM Board comprised thirteen Trustees: Peter Leathem, who holds a number of music industry Directorships including the role of CEO of Phonographic Performance Ltd (PPL) as chair, five medical doctors (with expertise in performing arts medicine), a chartered accountant, an academic, a music industry communications expert, the MD of a large casting platform, a representative of a musicians' benevolent fund and two representatives from unions (Musicians' Union (MU), Equity).

We were delighted that Matt Hood, who left Equity to become Managing Director of Spotlight, agreed to continue to be a BAPAM Trustee, and we were very pleased that Hilary Hadley, Assistant General Secretary, (Live Performance) of Equity has also joined the Board. Similarly, Diane Widdison who has provided so much support to BAPAM over recent years in developing our relationship with the Royal Society of Musicians, has also continued as a Trustee although she has left her role at the Musicians' Union. We were grateful that Chris Walters, National Organiser for Education and Health & Wellbeing at the Musicians' Union was also able to join the Board and we look forward to continuing our valuable partnership with both unions. The support and guidance of our Trustees during 2021 has been invaluable.

Trustees are appointed and chosen by existing members. Newly appointed Trustees receive written and verbal guidance from the Chief Executive about the responsibilities of their role and the objectives, structure and activities of the organisation and are invited to all BAPAM's educational events. The Chief Executive also ensures that Trustees regularly receive relevant information from the Charity Commission, Auditors and Solicitors, Care Quality Commission, as well as expert advice and support from colleagues such as the Honorary Medical Chief Executive.

Chief Executive and administrative team

Trustees delegate much of the charity's business to the paid Chief Executive, who is appointed and supervised by the Board. The Chief Executive is responsible for the day to day management of the organisation including appointing and managing administrative staff, financial transactions, performance reporting, fundraising and organising events. The Chief Executive also advises the Board on operational and strategic development and risk management issues.

The Chief Executive is supported by a small administrative team. During 2021, we were able to expand the staff team to meet the increasing demand from performing arts patients including additional support for mental health, the helpline, the expanding Directory of Practitioners and clinical governance. This year the team has comprised a full-time Senior Operations Manager, Katie Webb, Clinics Manager, Ruth Zadi, and a full time Mental Health Support Manager, Pareis Jean Marie. Anushka Tanna was appointed as our Clinical Lead Mental Health. Tulika Pandey was Helpline Manager and has now moved into a role focusing on patient actions post-clinic. Meanwhile Sally McKenna works on the helpline and Sian Breckin supports mental health. Our Senior Manager, Special Projects, Dan Hayhurst, has overseen the information and communications function of BAPAM, including clinician recruitment and has been responsible for successfully implementing the online CRM. Phoebe Butler is responsible for the health education programme and Julia Greishofer has provided support on the Directory of Practitioners

At the end of 2021, the team consisted of 8.3 full time equivalents with four full time staff (The Chief Executive, Senior Operations Manager, Clinics and Mental Health Support Manager) and seven part-time staff.

Volunteers

We are very grateful to all our volunteers, particularly to those clinicians who give their time for free in Medical Committees and their working groups to develop clinical guidance for the organisation and to distribute across the sector. We held 64 of these meetings over 2021, involving 38 clinicians who gave an estimated 302 hours in meetings, and have taken forward work to follow up meeting actions of a further 200 hours. For our internal purposes we value this at approximately £25,100 which in accordance with accounting principles is not recognised in the Financial Statements.

Committees

The BAPAM Board is supported by one standing committee – the Medical Committee – and delegates responsibility for BAPAM's clinical governance (including statutory compliance) and operations to the Committee. The Medical Committee is chaired by the Honorary Medical Director (a Trustee) and is supported operationally by the Chief Executive and team.

The Committee operates in accordance with Terms of Reference developed by the Medical Director and Chief Executive. Members are volunteer healthcare practitioners appointed through a formal application process. Key Committee responsibilities include: the appointment and monitoring of BAPAM's clinical workforce (sessional workers and volunteers); overseeing membership of the Directory of Practitioners; monitoring the safety and quality of BAPAM's clinical and advisory services; overseeing BAPAM's health education and training activities.

Working groups

Finance and Annual Audit are overseen by the Chairman and Treasurer. Staff appraisals are conducted annually by the Chief Executive, and formal salary reviews are conducted every three years by nominated Trustees. A review took place this year to benchmark salaries against similar jobs elsewhere. We were very grateful that PPL HR department was able to support us and give some external scrutiny to this exercise. As a result of the review some upward adjustments were made to staff salaries. The next review will be due in 2024. Additional corporate responsibilities are delegated by the Board to working groups of Trustees as required (and similarly, the Medical Committee delegates specific clinical governance issues to individual expert members). At present the following Working Groups are in place:

- Vocal Health: chaired by Mr. Declan Costello. This group of specialist doctors, speech and language therapists and vocal rehabilitation coaches has produced guidance on the recommended care pathway for professional voice users experiencing health problems

- Psychosocial Health: chaired by Professor Jane Ginsborg. This group brings together therapists, doctors, membership bodies and charities working to improve mental health in the performing arts to consider and recommend guidance for the sector. Guidance for mental health in the performing arts industry was published in autumn 2019.

- Audiology: chaired by Dr Finola Ryan. This group of doctors and audiologists is bringing together the most recent evidence for best practice in hearing conservation and treatment of hearing health problems.

- Musculoskeletal: chaired by Dr Mike Shipley and latterly Dr David Fielding. This group started in 2020 and will enable discussion and review of practice as well as overseeing health promotion and education work.

- Research: chaired by Dr Hara Trouli, and including members from UCL and the Centre of Performance Science at RCM. This group has an overview of research and audit.

- Regions: chaired by Dr Christine Hunter, this new group brings together regional clinicians from the eight clinics outside London to review and discuss practice

- Communication: chaired by Dan Hayhurst, this group was set up in 2020 to help BAPAM increase its visibility in the industry

In addition we also have a multidisciplinary team which meets to review complex mental health cases and to provide a level of project management support as the volume of mental health cases increases.

Networks and other relationships

BAPAM is proud of its lengthy association with many national performing arts organisations. Throughout 2021, we have maintained strong links with our principal funders, Help Musicians UK, and with unions representing performers - particularly the Musicians' Union (MU) and Equity who also provide us with funding. Our new counselling service which was launched with Equity in 2020 has continued in 2021 and we have seen over 130 Equity members who have accessed 6 sessions of counselling. This has had an overwhelmingly positive impact with measurable reduction in depression and anxiety. Equity members have expressed their gratitude for the service.

Building on our experience with Equity, we were pleased to work with Help Musicians to provide therapy under their Music Minds Matters scheme. Originally intended to support 200 musicians, by the end of 2021, we had provided 473 appointments and over 2000 therapy sessions to musicians with mental health problems. Thanks to the clinical expertise of Anushka Tanna our clinical lead for mental health, we have also been able to provide support to the 13% of mental health patients who needed support to transition into the NHS. We also have a counselling scheme with the Dance Professionals Fund to support dancers in need of mental health support. As the rate of mental health problems increase for performers over the pandemic, BAPAM has been pleased to provide this much-needed service.

Our relationship with PPL has again been a great source of strength this year thanks to the CEO (and BAPAM Chair), Peter Leathem, who as well as providing us with much needed funding, has also given generous support by enabling BAPAM to access legal, HR, IT and Communications expertise from the PPL senior team. We are also grateful to PRS for their ongoing financial support.

Our relationship with the Royal Society of Musician (RSM) has developed into a strong partnership. BAPAM provides routine clinical advice in applications and our joint training programme has gone from strength to strength bringing together over 1400 musicians at webinars in diverse health topics on mental, physical, hearing and vocal health

We also have ties with educational institutions, both in the performing arts sector (e.g. performance courses at conservatoires and colleges) and in healthcare science and medicine (e.g. performance science and performing arts medicine courses at the Centre for Performance Science at the Royal College of Music and at University College London). We are very grateful to the Royal College of Music for inviting us to collaborate on a PhD project. Michael Durrant has started his PhD on health promotion. Our Chief Executive, Claire Cordeaux, and BAPAM Medical Committee member Sarah Upjohn are members of the Healthy Conservatoires Network Steering Group. Our clinicians regularly provide expert input into teaching on the Masters in Performing Arts Medicine at UCL.

Objectives and activities

The purpose of BAPAM is: the advancement of education by the promotion of medical research in the field of physical and mental stress and its effects on performance; the protection and preservation of health by the improvement of medical care for actors, musicians, dancers and those involved in the performing arts; by the provision of treatment and preventative care; by encouraging research in this field; and by disseminating the useful results of such research.

BAPAM achieves this through direct provision of information, clinical assessment and referral for student and professional members of the performing arts community, and through broader education, training, research and dissemination of knowledge about best practice in performing arts medicine

At the start of 2018, we agreed a three year strategy with our Board and funders with five key aims which are reviewed each year. In 2021, we agreed the following update, adding a fundraising aim.

1. **Uphold the standard for clinical practice in Performing Arts Medicine,** providing approval for practitioners and branding for BAPAM approved services
2. **Expand clinical services** to reach more performers in all regions and all relevant specialties by:
    a. maintaining and developing our own our high quality, performer-centred service
    b. supporting the expansion of quality clinical services through the NHS and independent providers.
    c. Improving online resources
3. **Work as a clinical partner with HMUK** to develop relevant services and provide clinical support
4. **Promote evidence-based practice** in performer's health, wellbeing and performance excellence to the wider performance-related and health communities through training, education and resource development
5. **Facilitate development of research** in performing arts medicine, using our database to improve reporting and act as a resource for research.
6. **Improve fundraising** and increase level of funding

In establishing and delivering BAPAM's mission and Strategic Plan the Trustees confirm that they have considered the Charity Commission's guidance on public benefit. BAPAM's work directly benefits the health and wellbeing of those sections of the community comprising performing arts students and professional performers, many of whom experience distress and hardship due to health issues and injuries. Details are provided quarterly to our Board, Medical Committee and funders.

Achievements and performance

Clinical Governance

The Care Quality Commission cancelled onsite inspections as a result of COVID-19 and will be changing their inspection regime going forward. Nevertheless, we have continued to maintain scrutiny of our clinical governance processes through the Medical Committee.

Clinics

Our free assessment services remained a core service throughout 2021. We have continued to provide all our appointments online which has facilitated access to clinical expertise. Musculoskeletal clinics are usually by video conference. This has actually meant that the number of patients from outside London has been maintained at 50% from 40% in 2019. A summary of activity is provided in the table below. We are most grateful to all our clinicians for their work, not just in providing clinics but also in adapting to an online service.

Clinical workforce

Thirty clinicians, nationally, delivered our free BAPAM clinical assessment services during 2021, providing their services for an honorarium below the market rate. Our clinicians' areas of expertise included general practice, orthopaedic surgery (upper limb), physiotherapy, osteopathy, hand therapy, clinical psychology and psychotherapy.

Thirty clinical practitioners joined the Directory in 2021 maintaining our total number at 226. We also gained two new assessing clinicians.

We now have 40 therapists working with us to support performers under the Equity, Dance Professionals and Music Minds Matters schemes. We are delighted that our trainee therapists from the Black, Asian and Minority Ethnic training scheme have all been allocated education places and three have started to see clients. Our thanks to Beverley Hills, their clinical supervisor.

Clinical Activity

During 2021, we looked after 2149 patients of which 1450 were new registrations, and provided 1818 free appointments. This is the highest number of clinics recorded in the last 5 years and thanks go to Ruth Zadi for managing this significant workload. 2349 clinical enquiries were handled. More patients with complex conditions have called for support, possibly because NHS services have been unavailable.

All patients:	*2021*	*2020*	*2019*	*2018*	*2017*	*2016*
New registrations	1450	984	1269	1020	573	642
Free appointments	1818	1224	1212	987	702	699

Half of our patients were from London. Musculoskeletal problems presented as the main problem (44% of cases), although this is a 9% drop, 30% of patients were concerned about psychosocial health, about the double the numbers we saw pre-pandemic, 15% presented with vocal problems, 4% with hearing problems, jaw and dentistry 2% and "other" 5%. It should be noted that this is based on information taken at registration and after assessment many patients are found to have more than one diagnosis. 34% of patients were at the start of their career (either students or "emerging practitioners"). This year for the first time, we have again seen a drop in the number of patients identifying as male – 41% vs 59% female patients. 59% of our patients are aged between 18 and 35, with 26% 18-25 years (a reduction of 7%). 82% of patients are instrumentalists or singers and songwriters, and the remaining 18% actors and dancers/circus performers. Many of our patients do more than one performing art.

Clinical services - evaluation and impact

We have continued to collect extensive anonymous patient satisfaction and survey data throughout 2021. This data enables us to monitor and improve our services, and to assess impact. They also provide evidence of performers' broader healthcare experiences and needs which we share with our partners in the field.

We undertook an assessment of the feedback collected from 268 performers attending their first BAPAM assessment during 2021. 63% reported being seen within 2 weeks of contacting BAPAM and 86% within 3 weeks. Only 5% waited more than 4 weeks. However, 96% of patients were satisfied with waiting times. Clinical advice and manner was rated as 'good' or 'excellent' by 98.5% of performers, 96% rated clinician knowledge as excellent or good. 99% said they would recommend BAPAM to a colleague. The most common appointment outcomes were information about health condition (55%) and advice about healthy performance practice (44%).

Our annual survey which collects feedback from patients 12 months after their appointment is now sent out monthly to patients seen in the 12 months period. 135 responses were received for the October 2021 survey. 76% of patients said that BAPAM had helped with their problem. Of the 24% who said BAPAM had not helped, some had long standing complex problems that we could not help with and some had not been able to get NHS follow up. A few would have liked further support and help with next steps. We have been able to implement an offer of routine follow ups for patients after 3 months so that we can pick up people who have not been able to access the support recommended and provide further help. Patients told us that 82% were back to performance, 46% partially and 36% full time.

Performer health education

Our health promotion training programme, including partnerships with the Royal Society of Musicians, help Musicians and the PRS Members Fund, has continued online this year attracting over 4000 attendees from across the UK – over double the number in the previous year. We have been offering monthly sessions on mental wellbeing, injury prevention and vocal health as well as weekly sessions via the "Community Drop-in" to support performers to set and maintain health goals. These have been very well evaluated. We have continued to work with the winners of the Help Musician "Doing it Differently" and MOBO awards to provide health mentorship sessions. Our Healthy Practice Diary has been valued as a useful resource to help performers identify their own health risks and to develop healthy practices to mitigate them.

Professional development

As our usual continuing professional development days could not be run as a face to face event, we have been running a monthly 2-hour evening session online. Enormous thanks are due to Dr Hara Trouli who has put the programme together and hosted it. Attendance was 232 in 2021 as we considered health issues for performers in lockdown and best practice in remote consultations. It has been well received and is more accessible to clinicians across the UK than our face to face events, although practitioners are missing the social interactions with colleagues. We hope to bring back some level of face to face interaction in 2022

Research and academic liaison

We continued our partnership with the UCL MSc in Performing Arts Medicine during 2020, with contributions to the course from our trustees and volunteer medical practitioners.

Michael Durrant, PhD student from the Centre of Performance Science at the Royal College of Music is continuing to work on health promotion.

Communications

With the support of Trustee, Jonathan Morrish and PPL who kindly allowed Lynne Best to work with BAPAM, we have continued to develop our presence. Our health education training is proving an excellent way not just of delivering value to performers but also to increase the visibility of BAPAM. Our website continues to be well used bringing together all of BAPAM's services and resources in an accessible format, and monthly newsletters help to keep engaged our audience. The Communications Working Group, supported by Dan Hayhurst is really helping to provide a focus on how we can ensure that important health messages are shared with the performing arts community.

Finance and Fundraising

Fundraising activities

We are extremely grateful to performers, patients, organisations and supporters who raised funds for BAPAM through donations and events during 2021. It is pleasing to note that our partnership working with industry organisations has resulted in increased funding. Our increased training activity is also funding the administration of training programmes. As a result we are starting 2022 in a healthier financial position.

Financial review

Unrestricted income for the year, including donations in kind (HR and management consultancy services generously provided by PPL - £3,357) was £915,406, an increase of 123%, attributable to both an increase in the volume of (non- mental health related) musician patients supported by Help Musicians and the additional funding for mental health initiatives provided by Equity and Help Musicians (who also fund the cost of individuals' therapy sessions through BAPAM). Expenditure increased to a slightly lesser extent (102%) from £360,783 to £727,304; the costs incurred in delivering the service (clinical assessments, therapy and staffing) increased in line with the additional volume of activity whereas the cost of running the office (premises and general overheads) remained essentially the same. The annual surplus on unrestricted funds was £188,092 (£ 48,940 in the prior year).

We benefit from grants from Help Musicians UK, MU, PPL,PRS, Warner Music, Equity, the Royal Ballet Benevolent Fund and the Grand Order of Water Rats; these are key to BAPAM's sustainability.

Reserves

BAPAM has a reserves policy designed to maintain reserves at a level to ensure that, in a period of unforeseen difficulty, its activities can be continued for a minimum period of three months. In the event that the organisation can no longer function, this would allow a strategic run down of activities and full compliance with outstanding personnel and operational obligations.

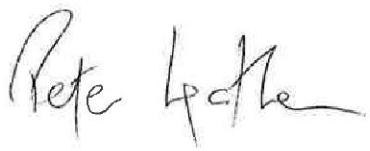
We ensure the calculation at the required level of reserves is an integral part of annual planning, budget and forecasting and takes into account planned activity levels, all financial commitments and the risks associated with different income streams.

We ensure that such reserves are held in readily realisable form and cover: statutory redundancy, contractual obligations to staff, professional fees, three months utilities and other property costs, equipment costs and write downs.

In the light of the substantial increase in BAPAM's activities and the increase in its commitments (predominantly in due to the increase in staffing levels) the Board has increased the level of target reserves to £180k in accessible funds. At the end of 2021, our unrestricted reserves were £336,510.

Principal risks and uncertainties and plans for the future

The board of Trustees regularly reviews the principal risks to the charity. Those risks include our reliance on grant funding, the burdens placed on our relatively small staff numbers, and reputational and other risks associated with our professional work. We continue to seek wider and more secure sources of finance and are heartened by the renewed and increased support we are receiving from our funders. We have recently strengthened our staff team. Our professional standards are key; both the board of Trustees and our Medical Committee give continuing and careful attention to the way in which we offer clinical services and advice. We review our insurance requirements annually.



PETER LEATHEM, Chairman

Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

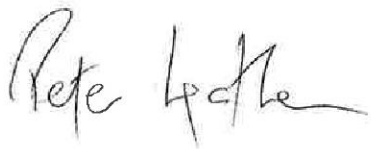
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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

Trustee Declaration

So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware. Trustees have taken all the steps necessary to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This report was approved by the BAPAM Board of Trustees on 27 April 2022 and signed on its behalf by



PETER LEATHEM, Chairman

Independent Auditor's Report to the Trustees of the British Association for Performing Arts Medicine

Opinion

We have audited the financial statements of British Association for Performing Arts Medicine (the 'charity') for the year ended 31st December 2021 which comprise the Statement of Financial Activity, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

· give a true and fair view of the state of the charity's affairs as at 31st December 2021, and of its incoming resources and application of resources, for the year then ended;

· have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

· have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

· the information given in the financial statements is inconsistent in any material respect with the trustees' report; or

· sufficient accounting records have not been kept; or

· the financial statements are not in agreement with the accounting records; or

· we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 10], the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

· We gained an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates through discussions with management, sector research, and the application of relevant audit knowledge and experience

· We made enquiries of management around actual and potential litigation and claims

· We made enquiries of management and relevant staff, and designed our audit procedures, including reviewing financial statement disclosures and testing of supporting documentation, to assess compliance with applicable laws and regulations. We focussed on laws and regulations which could give rise to material misstatement in the financial statements including, but not limited to, the Charities Act 2011, the Charities SORP, and the Financial Reporting Standard 102.

· We identified the risk of material misstatement of the financial statements due to fraud and designed audit procedures to respond to the risk. We performed audit procedures designed to address the risk of fraud arising from management override of controls, including, but not limited to, testing of journal entries and other adjustments, reviewing accounting estimates for evidence of bias, and evaluating the business rationale of significant transactions outside the normal course of business

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Compass Accountants Limited
Chartered Accountants and Statutory Auditor
Venture House, The Tanneries
East Street, Titchfield,
Hampshire, PO14 4AR

Date: 4 MAY 2022

Compass Accountants Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities
For the year ended 31 December 2021

	Unrestricted Funds £	Restricted Funds £	2021 £	Unrestricted Funds £	Restricted Funds £	2020 Total £
Income						
Grants	902,306	11,875	914,181	377,535	0	377,535
Donations in kind	3,357	0	3,357	8,346	0	8,346
Other donations	9,740	0	9,740	23,758	0	23,758
Investment income	3	0	3	84	0	84
Total Incoming Resources	915,406	11,875	927,281	409,723	0	409,723
Expenditure						
Clinical costs & Therapy costs	339,869	2,175	342,044	67,150	0	67,150
Mental Health therapy Costs						
Health Promotion	1,598	0	1,598	0	0	0
Staffing costs	291,652	0	291,652	189,564	0	189,564
Marketing of services	6,056	0	6,056	4,780	0	4,780
Fundraising expenditure	0	0	0	0	0	0
Premises costs	50,729	0	50,729	56,473	0	56,473
Office costs	31,386	0	31,386	28,529	0	28,529
Accountancy and bank charges	2,268	0	2,268	2,290	0	2,290
Legal expenditure	0	0	0	8,346	0	8,346
Governance costs: trustee meetings	0	0	0	51	0	51
Governance costs: audit	3,756	0	3,756	3,600	0	3,600
Awards from Research and Education Fund	0	0	0	0	250	0
Total charitable expenditure	727,314	2,175	729,489	360,783	250	361,033
Net movement in funds	188,092	9,700	197,792	48,940	(250)	48,690
Transfers between funds	0	0	0	0	0	0
Reserves brought forward	148,418	2,696	151,114	99,478	2,946	102,424
Total funds carried forward	336,510	12,396	348,906	148,418	2,696	151,114

All transactions are derived from continuing activities.
All recognised gains and losses are included in the Statement of Financial Activities

Balance Sheet

As at 31 December 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible assets	3		4,863		5,898
Current Assets					
Debtors	4	241,195		18,179	
Cash at bank and in hand		136,024		143,431	
		377,219		161,610	
Creditors: amounts falling due within one year	5	(33,176)		(16,394)	
Net Current Assets			344,043		145,216
Net Assets			348,906		151,114
Funds					
Unrestricted Funds	6		336,510		148,418
Restricted Funds	7		12,396		2,696
			348,906		151,114

The accounts have been prepared in accordance with the Financial Reporting Standard 102 and the Charities Act 2011.

The financial statements were approved and authorised for issue by the Trustees on 27 April 2022 and signed on its behalf by

PETER LEATHEM, Chairman

JOHN TURNER, Honorary Treasurer

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Cash Flow Statement

For the year ended 31 December 2021

	2021	2020
	£	£
Cash Flows from Operating Activities:		
Net Cash Used in Operating Activities	(3,488)	55,369
Cash Flows from Investing Activities:		
Purchase of property, plant and equipment	(3,919)	(2,931)
Change in Cash and Cash Equivalents in the year	(7,407)	52,438
Cash and cash equivalents at 1 January 2021	143,431	90,993
Cash at 31 December 2021	136,024	143,431

Reconciliation of net income/expenditure to net cash flow from operating activities

	£	£
Net income/(deficit) SOFA	197,792	48,690
Depreciation	4,954	5,250
Reduction/(Increase) in prepayments/debtors	(223,016)	(2,218)
Increase/(Reduction) in accruals/creditors	16,782	3,647
Net Cash Generated/(Used) in Operating Activities	(3,488)	55,369

Notes to the financial statements
for the year ended 31 December 2021

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

1.1. Charity information

The British Association for Performing Arts Medicine is a registered charity, number 1167785. The business address is shown in the information page.

The British Association for Performing Arts Medicine meets the definition of a public benefit entity under section 34 of FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated in the relevant accounting policy.

The principal objectives of the charity are detailed in the Trustees report.

1.2. Basis of accounting

The financial statements have been prepared under the historical cost convention and 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 October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice.

1.3. Fund accounting

Unrestricted funds are grants, donations and other incoming resources received or generated for general purposes.

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

1.4. Income

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable. Donated assets are included at the value to the charity where this can be quantified and a third party is bearing the cost. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year to which they relate.

Income from investments is included in the year in which it is receivable.

1.5. Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management. Governance costs include those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

1.6. Financial instruments

The charity's financial assets and liabilities consist of cash and cash equivalents, other debtors and creditors, and accrued expenses. The fair value of these items approximates their carrying value due to their short-term nature. Unless otherwise noted, the charity is not exposed to significant interest, foreign exchange or credit risks arising from these investments.

1.7. Tangible fixed assets

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer Equipment	- 33 1/3% per annum
Office Equipment	- 20% per annum
Fixtures and Fittings	- 20% per annum
Medical Equipment	- 20% per annum

1.8. Going concern

There are no material uncertainties related to events or conditions that may cast significant doubt upon the charity's ability to continue as a going concern.

2. Employees

Number of Employees	**2021**	**2020**
The average monthly number of employees during the year were:	8	6

Employment Costs (All employment Costs for both years are charged to unrestricted funds)	**2021** £	**2020** £
Salaries	210,661	164,612
Social Security Costs	15,581	11,659
Pension Costs	15,239	12,659
Other staff costs – agency/contractors	50,171	-
	291,652	189,195

During 2020 one staff member earned emoluments in between £70,000 and £80,000 per annum (2020: 1 £70,000 - £80,000). No trustees received any remuneration. During the year, no Trustee was reimbursed for expenses of travel to trustee and other meetings (2020: 1 Trustee, £51).

Senior management Remuneration costs (including benefits) were £73,782 (2020: 71,604)

The charity operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the charity.

Notes to the financial statements
for the year ended 31 December 2021

3. Fixed assets

	Computer equipment	Furniture	Medical equipment	Total
	£	£	£	£
Cost/valuation				
At 1 January 2021	19,747	1,229	1,773	22,749
Additions	3,919	0	0	3,919
Disposals	0	0	0	0
At 31 December 2021	23,666	1,229	1,773	26,668
Amortisation				
At 1 January 2021	(14,750)	(986)	(1,115)	(16,851)
Charge for the year	(4,356)	(243)	(355)	(4,954)
Disposals	0	0	0	0
At 31 December 2021	(19,106)	(1,229)	(1,470)	(21,805)
Net Book Value				
At 31 December 2021	4,560	-	303	4,863
At 31 December 2020	4,997	243	658	5,898

4. Debtors

	2021	2020
	£	£
Other debtors	234,237	10,764
Prepayments	6,958	7,415
	241,195	18,179

5. Creditors

	2021	2020
	£	£
Accruals	33,176	16,394
	33,176	16,394

6. Net assets between funds

Analysis of Net Assets between Funds	Unrestricted Funds £	Restricted Funds £	2021 £	Unrestricted Funds £	Restricted Funds £	2020 £
Fund Balances at 31 December as represented by:						
Tangible Fixed Assets	4,863	0	4,863	5,898	0	5,898
Current Assets	364,823	12,396	377,219	158,914	2,696	161,610
Current Liabilities	(33,176)	0	(33,176)	(16,394)	0	(16,394)
	336,510	12,396	348,906	148,418	2,696	151,114

7. Restricted funds

The R & D Restricted funds are available for prizes and grants in the field of research and education.

During the course of the year a grant was received from the Royal Ballet Benevolent Fund for the purposes of supporting professional dancers, which was not fully spent as at the end of the year.

	RBBF £	R & D £	Total 2021 £	RBBF £	R & D £	Total 2020 £
Balance Brought forward at 31 December	0	2,696	2,696	0	2,946	2,946
Donations received during the year	11,875	0	11,875	0	0	0
Payments made during the year	(2,175)	0	(2,175)	0	(250)	(250)
Balance Carried forward at 31 December	9,700	2,696	12,396	0	2,696	2,696

8. Lease commitments

At 31 December 2021 the Charity's outstanding commitments for future minimum lease payments under non-cancellable operating leases were as follows:

	Land and Buildings 2021 £	2020 £
Expiry Date:		
Within one year	40,875	-
Between two and five years	-	95,000
Over five years	-	-

9. Related party transactions

Two trustees received payments totaling £5,600 relating to conducting clinics and presenting Health Promotion workshops (2020: one Trustee, £2,525).

10. Financial instruments

The carrying amounts of the charity's financial instruments are as follows:

	2021 £	2020 £
Financial assets		
Debt instruments measured at amortised cost:		
- Other debtors (note 4)	234,237	10,764
	234,237	10,764

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Unrestricted Income and Expenditure for the year to 31 December 2021

(This and the following page are for management information only and do not form part of the statutory financial statements)

	2021 £	2021 £	2021 £	2020 £
Grants				
HMUK			715,698	200,000
MU			50,000	50,000
Equity			55,000	30,000
PPL			37,500	30,000
PRS for Music			9,150	7,500
Warner			5,000	-
Grand Order of the Water Rats			-	(5,000)
			872,348	312,500
Other income				
Other Income on a per capita basis		29,957		63,035
Other voluntary income, including donations and fundraisers		9,741		23,758
Bank interest		3		84
Donations consultancy & advice		3,357		8,346
Total other income			43,058	97,223
Total Income			915,406	409,723
Clinic costs				
Honoraria paid to clinicians/therapists	(333,906)			(76,321)
Other clinic costs including medical committee	(5,962)			(6,013)
		(339,868)		(82,334)
Education and Training net surplus/(deficit)		(1,598)		15,184
Premises				
Premises rent and rates	(50,729)			(56,473)
		(50,729)		(56,473)
Staff costs				
Salaries including NI and pensions	(241,656)			(189,564)
Temporary staff and recruitment costs	(49,996)			-
Total staff costs		(291,652)		(189,564)
Marketing and fundraising				
Advertising/ marketing of services	(6,056)			(4,780)
Fundraising expenditure	-			-
		(6,056)		(4,780)

	£	£	£	£
Office expenditure				
Donated Consultancy advice	(3,357)			(8,346)
Software and IT support	(10,592)			(7,951)
Trustee meeting expenses	-			(51)
Sundry office expenditure	(3,804)			(8,509)
Insurances	(8,681)			(6,819)
Equipment depreciation	(4,953)			(5,250)
		(31,387)		(36,926)
Finance costs				
Audit	(3,756)			(3,600)
Accountancy	(2,223)			(1,979)
Bank charges & bad debts	(45)			(311)
Finance costs		(6,024)		(5,890)
Awards from Research and Education Fund		-		-
Total expenditure			(727,314)	(360,783)
(Deficit)/ Surplus			188,092	48,940

BRITISH ASSOCIATION FOR PERFORMING ARTS MEDICINE

England & Wales - Charity number 1167785

Accounts

Charity number: 1167785

British Association for Performing Arts Medicine

(BAPAM)

Trustees' Annual Report and Financial Statements

For the year ended 31 December 2020

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Chairman's Introduction

2020 has been an extraordinarily challenging year for everyone as we deal with the COVID-19 pandemic, and I am very proud of the way in which BAPAM has responded to the crisis. The performing arts industry has been particularly hard hit with live performances cancelled and many freelancers not eligible for government funding. Unable to practise their art, and without access to usual support networks, many performers have struggled with their mental health.

BAPAM was able to transform our health service to online delivery from 17 March 2020, the very start of the lockdown, and this has meant we could continue to deliver our service remotely to performers. By the end of the year, a total of 1224 appointments had been delivered this way, the highest number yet recorded. We have seen a decrease in the overall number of patients contacting BAPAM in 2020. This was caused by a drop in numbers in the second quarter of the year when lockdown started. Many performance professionals were, at that point, most concerned with making a living as their livelihood had been wiped out and health matters were lower on the agenda. Some assumed that BAPAM was closed along with many other services. Demand picked up from the summer onwards and, by the end of the year we had supported over 1400 patients. We have continued to maintain our objective of ensuring that services are available to performers across the UK and I am pleased to say that 50% of performers are from outside London, compared to 40% in 2019. Despite this difficult time, we were delighted to have increased our Directory of Practitioners to just under 230 clinicians, all experienced in working with performers. We are sad to say good-bye to Dr Frances Carter (GP) and Carol Chapman (Counselling Psychologist) who have given many years' service both as assessing clinicians and on the Medical Committee. We thank them for all their work over the years and wish them well in retirement.

We have seen a decrease in the number of people coming to us with musculoskeletal problems, usually linked with intense performance schedules, but a significant increase in people with mental health problems. We also picked up a number of patients who would have otherwise been seen by the NHS but where clinics were either closed temporarily or had long waiting lists. Over the summer we offered some interim support for patients with vocal health problems who could not get a diagnosis and we are grateful to our Vocal Rehabilitation Coaches for delivering this service online. Our partnership with Equity to provide counselling for Equity members, has been very successful with measurable improvements at the end of counselling sessions, and patients expressing their gratitude for the service. We were very pleased that the Equity Charitable Trust was also able to support this programme.

Feedback from our patients continues to show a high level of satisfaction, however our annual survey of patients seen between May 2019 and April 2020 shows that only 80% of patients are back to performing within 6-12 months, compared to 90% the previous year. This is partly due to the timing of the survey when very few people were performing anyway, but also highlights a concern with BAPAM's capacity to follow up patients in 2019 when we had a significant increase in demand, but no additional resources. A review of activity over the years showed us that in busy times, BAPAM has to refer patients on to other services because of a lack of capacity to provide appointments. We were delighted this year when Help Musicians agreed to not only renew their contract with BAPAM, but also to increase funding in line with demand.

2020 also strengthened our relationship with the Royal Society of Musicians. BAPAM has provided clinical advice on applications for decision-making, and on policy development as the Royal Society increases the number of applicants they support. Towards the end of the year, we also collaborated on delivery health training with the RSM. The initial sessions sold out and were repeated and this success led to a full programme of events planned for 2021.

During this year, we have significantly expanded our health education programme – training over 2000 performing arts professionals through running online sessions. In addition to running general sessions on preventing physical injury, mental and vocal health, we have also offered weekly Community Drop-in

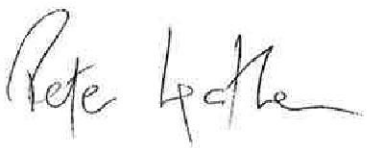
Sessions to support attendees to develop and maintain health goals, thanks to funding from Help Musicians. We have also provided one-to-one and group mentorship sessions for winners of Help Musicians' "Doing it Differently" and MOBO awards. We are very grateful to the clinicians and trainers who have worked with us on these programmes. To manage the increase in activity, Phoebe Butler has joined the team to provide administrative support and has enabled us to deliver a very successful, well evaluated scheme.

Special thanks are due to Dan Hayhurst, Senior Manager, Special Projects for his work on IT systems and communications. We were able to provide online systems to clinicians and staff within a day or two of locking down as a result of his foresight in the design of our database and online document system. He also produced a new website as a result of PPL's introduction and support of a new working partner, Preview. This has enabled us to communicate more effectively with performers and the industry about our service.

The accounts for BAPAM for the year to 31 December 2020 ended the year with a healthy surplus on unrestricted funds of £48,940. This was achieved despite a significant increase in activity which increased spend on clinical services. Our year end unrestricted reserves are £148,418.

On behalf of our trustees I would like to pay a special tribute to our staff and clinicians who have adapted to home working and remote clinical services, and worked through some of the inevitable teething problems to ensure that we can continue to provide BAPAM's important services. It has been a difficult time for everyone, but our commitment and hard work this year will stand us in good stead as we further develop health services for performers. Dr Penny Wright, Honorary Medical Director deserves special thanks for her ongoing clinical guidance to the team, as she has helpfully steered them through this time of change.

Thanks too, to our key funders, Help Musicians, Musicians' Union, Equity, Equity Charitable Trust, PPL, PRS Member's Fund and the Royal Society of Musicians as well as everyone who has given their time and resource to ensure that BAPAM continues its mission to help performers stay healthy.



PETER LEATHEM, Chairman

Contents

	Page
Legal and administrative information	1 - 2
Trustees' Annual Report	3 - 9
Structure, governance and management	
Objectives and activities	
Strategic report	
Achievements and performance	
Financial review	
Plans for future periods	
Principal risks and uncertainties	
Statement of Trustees' responsibilities	10
Auditor's report to the Trustees	11 - 13
Statement of financial activities	14
Balance sheet	15
Cash flow statement	16
Notes to the financial statements	17 - 21

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Legal and administrative information

Charity number	1167785
Registered Office	7-9, Bream's Buildings London EC4A 1DT
Patrons	Imogen Cooper Sir Mark Elder Dame Evelyn Glennie Sir Simon Rattle Sheila Reid Zeb Soanes Dame Janet Suzman Sir Willard White Julian Lloyd-Webber
Trustees	Peter Leathem (Chairman) John Turner (Honorary Treasurer) Penny Wright (Honorary Medical Director) Charles Easmon (appointed 5 February 2020) Matthew Hood Jonathan Morrish Mark Phillips (appointed 5 February 2020) Mike Shipley (retired 5 February 2020) Hara Trouli (appointed 5 February 2020) Chris Waters (appointed 20 January 2021) Jonathan White (retired 20 January 2021) Diane Widdison Ian Winspur (retired 5 February 2020) Aaron Williamon Pat Woo (appointed 5 February 2020)
Medical Committee	Penny Wright (Chair) *MA MBBS MRCGP* Frances Carter *BSc MBBS FRCP FRCGP* (retired Dec 2020) Hara Trouli *MBBS, MSc PAM* David Fielding *BM BCh MRCS LCRP DRCOG MRCP* Tamara Karni Cohen *MBChB BSc* (appointed 5 Feb 2020) Christine Hunter *MBChB BSc* (appointed 5 February 2020) Peter Newman *BSc, MBBS, DRCOG, JCPTGP, Dip Occ Med* (appointed 5 February 2020) Anita Nathan *MB ChB MRCGP* Declan Costello *MA, MBBS, FRCS (ORL-HNS)* Carol Chapman *BA (Hons) MSc DPsych CPsychol* (retired Dec 2020) Sarah Upjohn *EdD MA MSCP*

Legal and administrative information

	Anthony Ordman *MBBS, LRCP MRCS, FFARCS, FRCP, FFPMRCA* (appointed 5 February 2020) Michael Mehta *BSc (hons) Osteopathy Pilates Rehabilitation* Jonathan White MB ChB (retired 5 February 2020) Mike Shipley MA MD FRCP (retired 5 February 2020) Paul Checkley MSc Audiology RHAD,MSHAA
Chief Executive	Claire Cordeaux
Administrative Team	Dan Hayhurst, Information Officer Ruth Zadi, Clinics Manager Pareis Jean-Marie, Office Manager Tulika Pandey, Assistant Information Officer Phoebe Butler, Heath Promotion Officer
Auditors	Compass Accountants Venture House, The Tanners East Street, Titchfield Hampshire PO14 4AR
Bankers	Unity Trust Bank Four Brindley Place Birmingham B1 2JB
	CCLA - COIF Charities Deposit Account St Alphage House, 2 Fore Street London EC2Y 5AQ

Report of the Trustees for the year ended 31st December 2020

The Trustees present their report and the financial statements for the year ended 31 December 2020. The Trustees who served during the year and up to the date of this report are set out on page 1. The Trustees have had due regard to the guidance issued by the Charity Commission on Public Benefit.

Structure, governance and management

Board of Trustees

In January 2020 the BAPAM Board comprised ten Trustees: Peter Leathem, who holds a number of music industry Directorships including the role of CEO of Phonographic Performance Ltd (PPL) as chair, four medical doctors (with expertise in performing arts medicine), a chartered accountant, an academic, a music industry communications expert and two representatives from funder organisations (Musicians' Union (MU), Equity).

We were sorry to say good-bye to two long standing medical trustees, Dr. Mike Shipley and Mr. Ian Winspur who had both given enormous support to BAPAM over the years, both as Trustees, clinicians and in the establishment of the UCL MSc in Performing Arts Medicine.

During 2019, we advertised for and successfully appointed in February 2020 four new Medical Trustees, all of whom have worked as clinicians at BAPAM. We were delighted that Dr. Charlie Easmon (public and occupational health), Mr. Mark Phillips (hand surgery), Dr. Hara Trouli (orthopaedics and lead of UCL MSc in Performing Arts Medicine), Professor Pat Woo (rheumatology) all accepted the role of Trustee and we have been grateful for their support and guidance during 2020

Trustees are appointed and chosen by existing members. Newly appointed Trustees receive written and verbal guidance from the Chief Executive about the responsibilities of their role and the objectives, structure and activities of the organisation and are invited to all BAPAM's educational events. The Chief Executive also ensures that Trustees regularly receive relevant information from the Charity Commission, Auditors and Solicitors, Care Quality Commission, as well as expert advice and support from colleagues such as the Honorary Medical Chief Executive.

Chief Executive and administrative team

During 2020, the role of Director was renamed Chief Executive in recognition of the breadth of responsibility of this role. Trustees delegate much of the charity's business to the paid Chief Executive, who is appointed and supervised by the Board. The Chief Executive is responsible for the day to day management of the organisation including appointing and managing administrative staff, financial transactions, performance reporting, fundraising and organising events. The Chief Executive also advises the Board on operational and strategic development and risk management issues.

The Chief Executive is supported by a small administrative team. This year the team has comprised a full-time Clinics Manager, Ruth Zadi, and a full time Office Manager, Pareis Jean Marie. Tulika Pandey has assisted communications as well as supporting clinical work. Our Senior Manager, Dan Hayhurst, has overseen the information and communications function of BAPAM, including clinician recruitment and has been responsible for successfully implementing our new online CRM and developing our new website. During 2020, Phoebe Butler joined us on a temporary, part-time basis to manage the increase in health education work. As contracts were renewed, her job was extended and she successfully applied to take on this role on a permanent basis at the end of 2020.

At the end of 2020, the team consisted of 5 full time equivalents with three full time staff (The Chief Executive, Clinics and Office Manager) and three part-time staff.

Volunteers

We are very grateful to all our volunteers, particularly to those clinicians who give their time for free in Medical Committees and their working groups to develop clinical guidance for the organisation and to distribute across the sector. We held 13 of these meetings over 2020, involving 35 clinicians who gave an estimated 250 hours in meetings, and have taken forward work to follow up meeting actions of a further 200

hours. For our internal purposes we value this at approximately £22,500 which in accordance with accounting principles is not recognised in the Financial Statements.

Committees

The BAPAM Board is supported by one standing committee – the Medical Committee – and delegates responsibility for BAPAM's clinical governance (including statutory compliance) and operations to the Committee. The Medical Committee is chaired by the Honorary Medical Director (a Trustee) and is supported operationally by the Chief Executive and team.

The Committee operates in accordance with Terms of Reference developed by the Medical Director and Chief Executive. Members are volunteer healthcare practitioners appointed through a formal application process. Key Committee responsibilities include: the appointment and monitoring of BAPAM's clinical workforce (sessional workers and volunteers); overseeing membership of the Directory of Practitioners; monitoring the safety and quality of BAPAM's clinical and advisory services; overseeing BAPAM's health education and training activities.

Working groups

Finance and Annual Audit are overseen by the Chairman and Treasurer. Staff appraisals are conducted annually by the Chief Executive, and formal salary reviews are conducted every three years by nominated Trustees (a review took place in 2017, and is now due in 2021). Additional corporate responsibilities are delegated by the Board to working groups of Trustees as required (and similarly, the Medical Committee delegates specific clinical governance issues to individual expert members). At present the following Working Groups are in place:

- Vocal Health: chaired by Mr. Declan Costello. This group of specialist doctors, speech and language therapists and vocal rehabilitation coaches has produced guidance on the recommended care pathway for professional voice users experiencing health problems
- Psychosocial Health: chaired by Professor Jane Ginsborg. This group brings together therapists, doctors, membership bodies and charities working to improve mental health in the performing arts to consider and recommend guidance for the sector. Guidance for mental health in the performing arts industry was published in autumn 2019.
- Audiology: chaired by Dr Frances Carter. This group of doctors and audiologists is bringing together the most recent evidence for best practice in hearing conservation and treatment of hearing health problems. Hearing conservation guidance commissioned by the Healthy Conservatoires Network was published in 2020.
- Musculoskeletal: chaired by Dr Mike Shipley. This group started in 2020 and will enable discussion and review of practice as well as overseeing health promotion and education work.
- Research: chaired by Dr Hara Trouli, this group has an overview of research and audit.
- Regions: chaired by Dr Christine Hunter, this new group brings together regional clinicians from the eight clinics outside London to review and discuss practice
- Communication: chaired by Dan Hayhurst, this group was set up in 2020 to help BAPAM increase its visibility in the industry

Networks and other relationships

BAPAM is proud of its lengthy association with many national performing arts organisations. Throughout 2020, we have maintained strong links with our principal funders, Help Musicians UK, and with unions representing performers - particularly the Musicians' Union (MU) and Equity who also provide us with funding. Our new counselling service was launched with Equity in 2020 and we have seen over 70 Equity members who have accessed 6 sessions of counselling. This has had an overwhelmingly positive impact with measurable reduction in depression and anxiety. Equity members have expressed their gratitude for the

service. Our relationship with PPL has again been a great source of strength this year thanks to the CEO (and BAPAM Chair), Peter Leathem, who as well as providing us with much needed funding, has also given generous support by enabling BAPAM to access legal, HR, IT and Communications expertise from the PPL senior team. We are also grateful to PRS for their ongoing financial support.

Our relationship with the Royal Society of Musician (RSM) has developed significantly this year. Dr Anthony Ordman and Claire Cordeaux have provided monthly support to review applications from a clinical perspective and have been helping the RSM to review internal process to enable the organisation to deal with the increase in applications for funding. Towards the end of the year, we also started to work collaboratively on health training for musicians which has proved extremely popular and has led to further sessions in 2021.

We also have ties with educational institutions, both in the performing arts sector (e.g. performance courses at conservatoires and colleges) and in healthcare science and medicine (e.g. performance science and performing arts medicine courses at the Centre for Performance Science at the Royal College of Music and at University College London). We are very grateful to the Royal College of Music for inviting us to collaborate on a PhD project. Michael Durrant has started his PhD on health promotion. Our Chief Executive, Claire Cordeaux, and two of our BAPAM Medical Committee members (Sarah Upjohn and Hara Trouli) are members of the Healthy Conservatoires Network Steering Group. Our clinicians regularly provide expert input into teaching on the Masters in Performing Arts Medicine at UCL.

Objectives and activities

The purpose of BAPAM is: the advancement of education by the promotion of medical research in the field of physical and mental stress and its effects on performance; the protection and preservation of health by the improvement of medical care for actors, musicians, dancers and those involved in the performing arts; by the provision of treatment and preventative care; by encouraging research in this field; and by disseminating the useful results of such research.

BAPAM achieves this through direct provision of information, clinical assessment and referral for student and professional members of the performing arts community, and through broader education, training, research and dissemination of knowledge about best practice in performing arts medicine

At the start of 2018, we agreed a three year strategy with our Board and funders with five key aims which are reviewed each year. In 2020, we agreed the following update, adding a fundraising aim.

1. **Uphold the standard for clinical practice in Performing Arts Medicine,** providing approval for practitioners and branding for BAPAM approved services
2. **Expand clinical services** to reach more performers in all regions and all relevant specialties by:
    a. maintaining and developing our own our high quality, performer-centred service
    b. supporting the expansion of quality clinical services through the NHS and independent providers.
    c. Improving online resources
3. **Work as a clinical partner with HMUK** to develop relevant services and provide clinical support
4. **Promote evidence-based practice** in performer's health, wellbeing and performance excellence to the wider performance-related and health communities through training, education and resource development
5. **Facilitate development of research** in performing arts medicine, using our database to improve reporting and act as a resource for research.
6. **Improve fundraising** and increase level of funding

In establishing and delivering BAPAM's mission and Strategic Plan the Trustees confirm that they have considered the Charity Commission's guidance on public benefit. BAPAM's work directly benefits the health and wellbeing of those sections of the community comprising performing arts students and professional performers, many of whom experience distress and hardship due to health issues and injuries. Details are provided quarterly to our Board, Medical Committee and funders.

Achievements and performance

Clinical Governance

The Care Quality Commission cancelled onsite inspections as a result of COVID-19 and will be changing their inspection regime going forward. Nevertheless, we have continued to maintain scrutiny of our clinical governance processes through the Medical Committee.

Clinics

Our free assessment services remained a core service throughout 2020. We continued to provide regular, confidential clinics in London, Birmingham, Cardiff, Glasgow, Belfast, Manchester, Liverpool and Leeds (until mid-March when all subsequent clinics were delivered online, by telephone or Zoom). Musculoskeletal clinics are usually by video conference. This has actually increased the number of patients from outside London to 50% from 40% in 2019. We had planned to run at clinic at the Sage in Gateshead in 2020, but these clinics have been cobranded with the Sage and are running online. A summary of activity is provided in the table below. We are most grateful to all our clinicians for their work, not just in providing clinics but also in adapting to an online service.

Clinical workforce

Twenty-eight clinicians, nationally, delivered our free BAPAM clinical assessment services during 2020, providing their services for an honorarium below the market rate. Our clinicians' areas of expertise included general practice, rheumatology, orthopaedic surgery (upper limb), physiotherapy, osteopathy and clinical psychology.

Thirty clinical practitioners joined the Directory in 2020 taking our total number to 226. We also gained two new assessing clinicians.

Clinical Activity

During 2020, we registered 984 new patients, worked with 425 existing patients and provided 1,224 free appointments (assessments and follow-ups). This is the highest number of clinics recorded in the last 5 years and thanks go to Ruth Zadi for managing this significant workload. 1577 clinical enquiries were handled. In the summer of 2020 as professional vocal health clinics closed at the start of lockdown, we offered , interim sessions with BAPAM vocal rehabilitation coaches to singers with voice problems who were unable to get help elsewhere. More patients with complex conditions have called for support, possibly because NHS services have been unavailable. This caused us to review our practice both at helpline level and in clinical consultations and we have developed further guidance on referral pathways for patients presenting with chronic pain.

All patients:	***2020***	***2019***	***2018***	***2017***	***2016***
New registrations	984	1269	1020	573	642
Free appointments (assessment and follow-up)	1224	1212	987	702	699
Subsidised follow-up appointments			34	148	120
Total appointments	**1224**	**1212**	**1021**	**850**	**819**

Over half of our patients were from London (50%), We are pleased that our service to patients from other regions has increased this year by 10%. Musculoskeletal problems presented as the main problem (55% of cases), although this is a 8% drop, 23% of patients were concerned about psychosocial health, an increase of 8% and 13% presented with vocal problems and 3% with hearing problems. It should be noted that this is based on information taken at registration and after assessment many patients are found to have more than one diagnosis. 35% of patients were at the start of their career (either students or "emerging practitioners"). This year for the first time, we have again seen a drop in the number of patients identifying as male – 44% vs 55% female patients. 64% of our patients are aged between 18 and 35, with 33% 18-25 years. 75% of patients are instrumentalists or singers and songwriters, and the remaining 25% actors and dancers/circus performers. Many of our patients do more than one performing art.

Clinical services - evaluation and impact

We have continued to collect extensive anonymous patient satisfaction and survey data throughout 2020. This data enables us to monitor and improve our services, and to assess impact. They also provide evidence of performers' broader healthcare experiences and needs which we share with our partners in the field.

We undertook an assessment of the feedback collected from 365 performers attending their first BAPAM assessment during 2020. 72% reported being seen within 2 weeks of contacting BAPAM and 87% within 3 weeks. Only 6% waited more than 4 weeks. However, 98% of patients were satisfied with waiting times. Clinical advice and manner was rated as 'good' or 'excellent' by 98% of performers, 98% rated clinician knowledge as excellent or good. 99% said they would recommend BAPAM to a colleague. The most common appointment outcomes were information about health condition (69%) and advice about healthy performance practice (55%).

Our annual survey which collects feedback from patients 6 -12 months or more after their appointment was sent out in October and received 135 responses. It covered patients seen between May 2019 and April 2020. 80% of patients said that BAPAM had helped with their problem compared to 89% in 2018/9. Of the 20% who said BAPAM had not helped, some had long standing complex problems that we could not help with, some could not get financial support for private healthcare and some had not been able to access further help. We have been able to implement an offer of routine follow ups for patients after 3 months so that we can pick up people who have not been able to access the support recommended and provide further help. Patients told us that 79% were back to performance, 45% partially and 34% full time.

Developing remote services

One of our strategies for increasing capacity efficiently was to update our IT systems to enable secure online access with a view to enabling more clinics to be delivered remotely if clinically appropriate. These systems have provided immediate benefit and enabled us to continue to deliver a service online during the COVID-19 lockdown through telephone assessments and online training. Thanks are due to Dan Hayhurst for his work in developing, adapting and maintaining these systems, enabling us to continue to offer a service over the pandemic.

Mental health

Our mental health work increased over 2020, partly due to the Equity counselling project, and also the increase in mental health support required over the pandemic. Our experience with the mental health project, ably supported by Pareis Jean Marie, enabled us to successfully propose a similar, more complex project as part of Help Musicians' Music Mind Matter. We were delighted that this was approved in 2020 to start in 2021. We were well aware that in general, there is a lack of counsellors and psychotherapists from Black, Asian and Minority Ethnic backgrounds. We were delighted that PPL and Help Musicians agreed to co-fund a project to fund bursaries for music professionals from this background to provide an opportunity to develop a career in therapy. We successfully advertised and were able to award bursaries. Practitioners will undertake their clinical placement at BAPAM with performing artist clients.

Performer health education

Our health promotion training programme, supported by Help Musicians and Equity, went online from mid-March and has attracted over 2000 attendees from across the UK – over double the number in the previous year. We have been offering monthly sessions on mental wellbeing, injury prevention and vocal health as well as weekly sessions – the "Community Drop-in" from June to support performers to set and maintain health goals. These have been very well evaluated, and as a result, we have been approached by other organisations to co-run further training events. The Royal Society of Musician workshops sold out and were repeated and have led to a further full programme in 2021, more sessions were requested by PRS Members Fund and the Royal Variety Charity. We have continued to work with the winners of the Help Musician "Doing it Differently" and MOBO awards to provide health mentorship sessions. Our Healthy Practice Diary has been valued as a useful resource to help performers identify their own health risks and to develop healthy practices to mitigate them. Phoebe Butler joined us to help with the administration work required to manage the training programme and has been a large factor in its success.

Professional development

As our usual continuing professional development days could not be run as a face to face event, we have been running a monthly 2-hour evening session online, starting from October 2020. Attendance was 56 in 2020 as we considered health issues for performers in lockdown and best practice in remote consultations. The programme continues until June 2021. It has been well received and is more accessible to clinicians across the UK than our face to face events, although practitioners are missing the social interactions with colleagues.

Research and academic liaison

We continued our partnership with the UCL MSc in Performing Arts Medicine during 2020, with contributions to the course from our trustees and volunteer medical practitioners.

Michael Durrant, PhD student from the Centre of Performance Science at the Royal College of Music is continuing to work with us on health promotion.

Communications

With the support of Trustee, Jonathan Morrish and PPL who kindly allowed Lynne Best, their Communications Lead, to work with BAPAM, we have made significant progress in this area. We launched our new website in early summer with the help of Preview who did an excellent job of bringing together all of BAPAM's services and resources in an accessible format. With this foundation, we have been able to update our resources and create new content, knowing that it is more likely to be seen by a wider audience. We also produced our first promotional annual report for some years. The Communications Working Group, supported by Dan Hayhurst and Tulika Pandey is really helping to provide a focus on how we can ensure that important health messages are shared with the performing arts community.

Finance and Fundraising

Fundraising activities

We are extremely grateful to performers, patients, organisations and supporters who raised funds for BAPAM through donations and events during 2020. It is pleasing to note that our partnership working with industry organisations has resulted in increased funding. BAPAM has been recompensed for our CEO's time in advising the Royal Society of Musicians, and we were grateful for additional funding from the Equity Charitable Trust to support counselling for creative practitioners. Our increased training activity is also funding the administration of training programmes. As a result we are starting 2021 in a healthier financial position.

Financial review

Unrestricted income for the year, including donations in kind (legal services generously funded by PPL - £8,346) was £409,723, a substantial increase of 22% over 2019, largely attributable to the additional funding for specific projects undertaken for Help Musicians, Equity and the Royal Society of Musicians. We are also grateful for the receipt of £10,000 as an exceptional grant from the Greater London Authority. Expenditure increased but to a lesser extent (7%) from £338,405 to £360,783; the additional costs incurred in delivering the additional projects being to some extent offset by the lower costs of travel, and being obliged to conduct consultations remotely for a large part of the year due to the Covid pandemic. The annual surplus on unrestricted funds was £48,940 (versus a deficit in the prior year of £5,375).

We benefit from grants from Help Musicians UK, MU, PPL, [and] Equity [and the Grand Order of Water Rats]; these are key to BAPAM's sustainability.

Reserves

BAPAM has a reserves policy designed to maintain reserves at a level to ensure that, in a period of unforeseen difficulty, its activities can be continued for a minimum period of three months. In the event that the organisation can no longer function, this would allow a strategic run down of activities and full compliance with outstanding personnel and operational obligations.

We ensure the calculation at the required level of reserves is an integral part of annual planning, budget and forecasting and takes into account planned activity levels, all financial commitments and the risks associated with different income streams.

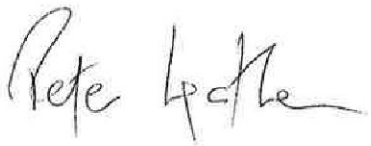
We ensure that such reserves are held in readily realisable form and cover: statutory redundancy, contractual obligations to staff, professional fees, three months utilities and other property costs, equipment costs and write downs.

BAPAM's Reserves Policy sets a target of £100k in accessible funds. At the end of 2020, our unrestricted reserves were £148,418.

Principal risks and uncertainties and plans for the future

The board of Trustees regularly reviews the principal risks to the charity. Those risks include our reliance on grant funding, the burdens placed on our relatively small staff numbers, and reputational and other risks associated with our professional work. We continue to seek wider and more secure sources of finance and are heartened by the renewed and increased support we are receiving from our funders. We have recently strengthened our staff team. Our professional standards are key; both the board of Trustees and our Medical Committee give continuing and careful attention to the way in which we offer clinical services and advice. We review our insurance requirements annually.

Working closely with our funders we plan to increase the volume of the clinical services we offer in London and to widen our reach to more cities outside the capital.



PETER LEATHEM, Chairman

Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

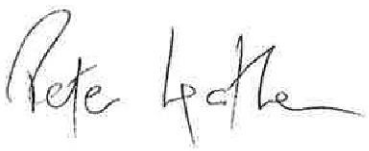
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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

Trustee Declaration

So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware. Trustees have taken all the steps necessary to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This report was approved by the BAPAM Board of Trustees on 14 April 2021 and signed on its behalf by



PETER LEATHEM, Chairman

Independent Auditor's Report to the Trustees of the British Association for Performing Arts Medicine

Opinion

We have audited the financial statements of the British Association for Performing Arts Medicine (the 'charity') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2020, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Report of the Trustees, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise

appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charity has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 10], the trustees are responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 145 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management around actual and potential litigation and claims;
- Enquiry of entity staff in finance functions to identify any instances of non-compliance with laws and regulations;

- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Compass Accountants Limited, Statutory Auditor

Venture House, The Tanneries
East Street, Titchfield
Hampshire, PO14 4AR

Date 28 APRIL 2021

Compass Accountants Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities
For the year ended 31 December 2020

	Unrestricted Funds £	Restricted * Funds £	2020 £	Unrestricted Funds £	Restricted * Funds £	2019 Total £
Income						
Grants	377,535	0	377,535	317,850	0	317,850
Donations in kind	8,346	0	8,346	6,100	0	6,100
Other donations	23,758	0	23,758	8,805	2,000	10,805
Investment income	84	0	84	275	0	275
Total Incoming Resources	409,723	0	409,723	333,030	2,000	335,030
Expenditure						
Clinical costs-general	67,150	0	67,150	54,037	0	54,037
Health Promotion	0	0	0	2,885	0	2,885
Staffing costs	189,564	0	189,564	167,809	0	167,809
Marketing of services	4,780	0	4,780	51	0	51
Fundraising expenditure	0	0	0	950	0	950
Premises costs	56,473	0	56,473	61,166	0	61,166
Office costs	28,529	0	28,529	40,879	0	40,879
Accountancy and bank charges	2,290	0	2,290	1,312	0	1,312
Legal expenditure	8,346	0	8,346	4,900	0	4,900
Governance costs: trustee meetings	51	0	51	416	0	416
Governance costs: audit	3,600	0	3,600	4,000	0	4,000
Awards from Research and Education Fund	0	250	0	0	1,212	1,212
Total charitable expenditure	360,783	250	361,033	338,405	1,212	339,617
Net movement in funds	48,940	(250)	48,690	(5,375)	788	(4,587)
Transfers between funds	0	0	0	0	0	0
Reserves brought forward	99,478	2,946	102,424	104,853	2,158	107,011
Total funds carried forward	148,418	2,696	151,114	99,478	2,946	102,424

All transactions are derived from continuing activities.
All recognised gains and losses are included in the Statement of Financial Activities
*The restricted fund represents sums set aside for research and education in performing arts medicine

Balance Sheet

As at 31 December 2020

	Notes	2020 £	2020 £	2019 £	2019 £
Fixed Assets					
Tangible assets	3		5,898		8,217
Current Assets					
Debtors	4	18,179		15,961	
Cash at bank and in hand		143,431		90,993	
		161,610		106,954	
Creditors: amounts falling due within one year	5	(16,394)		(12,747)	
Net Current Assets			145,216		94,207
Net Assets			151,114		102,424
Funds					
Unrestricted Funds	6		148,418		99,478
Restricted Funds	7		2,696		2,946
			151,114		102,424

The accounts have been prepared in accordance with the Financial Reporting Standard 102 and the Charities Act 2011.

The financial statements were approved and authorised for issue by the Trustees on 14 April 2021 and signed on its behalf by

PETER LEATHEM, Chairman

JOHN TURNER, Honorary Treasurer

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Cash Flow Statement

For the year ended 31 December 2020

	2020	2019
	£	£
Cash Flows from Operating Activities:		
Net Cash Used in Operating Activities	55,369	9,561
Cash Flows from Investing Activities:		
Purchase of property, plant and equipment	(2,931)	(2,671)
Change in Cash and Cash Equivalents in the year	52,438	6,890
Cash and cash equivalents at 1 January 2020	90,993	84,103
Cash at 31 December 2020	143,431	90,993

Reconciliation of net income/expenditure to net cash flow from operating activities

	£	£
Net income/(deficit) SOFA	48,690	(4,587)
Depreciation	5,250	6,135
Reduction/(Increase) in prepayments/debtors	(2,218)	6,137
Increase/(Reduction) in accruals/creditors	3,647	1,876
Net Cash Generated/(Used) in Operating Activities	55,369	9,561

Notes to the financial statements
for the year ended 31 December 2020

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

1.1. Charity information

The British Association for Performing Arts Medicine is a registered charity, number 1167785. The business address is shown in the information page.

The British Association for Performing Arts Medicine meets the definition of a public benefit entity under section 34 of FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated in the relevant accounting policy.

The principal objectives of the charity are detailed in the Trustees report.

1.2. Basis of accounting

The financial statements have been prepared under the historical cost convention and 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 October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice.

1.3. Fund accounting

Unrestricted funds are grants, donations and other incoming resources received or generated for general purposes.

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

1.4. Income

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable. Donated assets are included at the value to the charity where this can be quantified and a third party is bearing the cost. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year to which they relate.

Income from investments is included in the year in which it is receivable.

1.5. Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management. Governance costs include those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

1.6. Financial instruments

The charity's financial assets and liabilities consist of cash and cash equivalents, other debtors and creditors, and accrued expenses. The fair value of these items approximates their carrying value due to their short-term nature. Unless otherwise noted, the charity is not exposed to significant interest, foreign exchange or credit risks arising from these investments.

1.7. Tangible fixed assets

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer Equipment	- 33 1/3% per annum
Office Equipment	- 20% per annum
Fixtures and Fittings	- 20% per annum
Medical Equipment	- 20% per annum

1.8. Going concern

There are no material uncertainties related to events or conditions that may cast significant doubt upon the charity's ability to continue as a going concern.

2. Employees

Number of Employees	**2020**	**2019**
The average monthly number of employees during the year were:	6	5

Employment Costs (All employment Costs for both years are charged to unrestricted funds)	**2020**	**2019**
	£	**£**
Salaries	164,612	146,923
Social Security Costs	11,659	11,138
Pension Costs	12,659	11,272
Other staff costs	-	-
	189,195	169,333

During 2020 one staff member earned emoluments in between £70,000 and £80,000 per annum (2019: 1 £60,000 - £70,000). No trustees received any remuneration. During the year, 1 Trustee was paid a total amount of £51 expenses (2019: 1 Trustee, £376) to reimburse costs of travel to trustee and other meetings.

Senior management Remuneration costs (including benefits) were £71,604 (2020: £63,036)

The charity operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the charity.

Notes to the financial statements
for the year ended 31 December 2020

3. Fixed assets

	Computer equipment	Furniture	Medical equipment	Total
	£	£	£	£
Cost/valuation				
At 1 January 2020	16,816	1,229	1,773	19,818
Additions	2,931	0	0	2,931
Disposals	0	0	0	0
At 31 December 2020	19,747	1,229	1,773	22,749
Amortisation				
At 1 January 2020	(10,100)	(741)	(760)	(11,601)
Charge for the year	(4,650)	(245)	(355)	(5,250)
Disposals	0	0	0	0
At 31 December 2020	(14,750)	(986)	(1,115)	(16,851)
Net Book Value				
At 31 December 2020	4,997	243	658	5,898
At 31 december 2019	6,716	488	1,013	8,217

4. Debtors

	2020	2019
	£	£
Other debtors	10,764	11,430
Prepayments	7,415	4,531
	18,179	15,961

5. Creditors

	2020	2019
	£	£
Accruals	16,394	12,747
	16,394	12,747

Notes to the financial statements
for the year ended 31 December 2020

6. Net assets between funds

Analysis of Net Assets between Funds	Unrestricted Funds £	Restricted Funds £	2020 £	Unrestricted Funds £	Restricted Funds £	2019 £
Fund Balances at 31 December as represented by:						
Tangible Fixed Assets	5,898	0	5,898	8,217	0	8,217
Current Assets	158,914	2,696	161,610	104,008	2,946	106,954
Current Liabilities	(16,394)	0	(16,394)	(12,747)	0	(12,747)
	148,418	2,696	151,114	99,478	2,946	102,424

7. Restricted funds

Restricted funds are available for prizes and grants in the field of research and education.

	2020 £	2019 £
Balance as at 31 December prior year	2,946	2,158
Donations received during the year	0	2,000
Awards made during the year	(250)	(1,212)
Balance carried forward at 31 December	2,696	2,946

8. Lease commitments

At 31 December 2020 the Charity outstanding commitments for future minimum lease payments under non-cancellable operating leases as follows:

	Land and Buildings 2020 £	2019 £
Expiry Date:		
Within one year	-	53,500
Between two and five years	95,000	-
Over five years	-	-

9. Related party transactions

One of the trustees received £2,525 in payments relating to conducting clinics [and presenting Health Promotion workshops] (2019: one Trustee, £875).

10. Financial instruments

The carrying amounts of the charity's financial instruments are as follows:

	2020 £	2019 £
Financial assets		
Debt instruments measured at amortised cost:		
- Other debtors (note 4)	10,764	11,430
	10,764	11,430

British Association for Performing Arts Medicine (BAPAM) Charity No 1167785

Unrestricted Income and Expenditure for the year to 31 December 2020

(This and the following page are for management information only and do not form part of the statutory financial statements)

	2020 £	2020 £	2020 £	2019 £
Grants				
HMUK			200,000	200,000
MU			50,000	50,000
Equity			30,000	30,000
PPL			30,000	30,000
PRS for Music			7,500	6,750
Grand Order of the Water Rats			(5,000)	-
			312,500	316,750
Other income				
Income on a per capita basis		65,035		1,100
Other voluntary income, including donations and fundraisers		23,758		8,805
Bank interest		84		275
Donations legal advice		8,346		4,900
Donation of Room Occupancy		0		1,200
Total other income			97,223	16,280
Total Income			409,723	333,030
Clinic costs				
Honoraria paid to clinicians	(76,321)			(44,696)
Other clinic costs including medical committee	(6,013)			(9,745)
Clinicians training courses surplus/(deficit)	-			403
		(82,334)		(54,038)
Education and Training net surplus/(deficit)		15,184		(2,885)
Premises				
Premises rent and rates	(56,473)			(59,966)
Donated Occupancy (Meeting Rooms made available)	-			(1,200)
Premises fit out	-			-
		(56,473)		(61,166)
Staff costs				
Salaries including NI and pensions	(189,564)			(167,809)
Temporary staff and recruitment costs	-			-
Total staff costs		(189,564)		(167,809)
Marketing and fundraising				
Advertising/ marketing of services	(4,780)			(51)
Fundraising expenditure	-			(950)
		(4,780)		(1,001)

	£	£	£	£
Office expenditure				
Donated legal advice	(8,346)			(4,900)
Software and IT support	(7,951)			(5,044)
Trustee meeting expenses	(51)			(416)
Sundry office expenditure	(8,509)			(24,394)
Insurances	(6,819)			(5,305)
Equipment depreciation	(5,250)			(6,135)
		(36,926)		(46,195)
Finance costs				
Audit	(3,600)			(4,115)
Accountancy	(1,979)			(856)
Bank charges & bad debts	(311)			(341)
Finance costs		(5,890)		(5,311)
Awards from Research and Education Fund		-		-
Total expenditure			(360,783)	(338,405)
(Deficit)/ Surplus			48,940	(5,375)