

Charity number: 1167785

**British Association for Performing Arts Medicine
(BAPAM)**

**Trustees' Annual Report and Financial Statements
For the year ended 31 December 2023**

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.

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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.

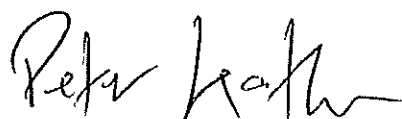
Our relationship with Help Musicians continues to be strong over this period and we are pleased to be working with Sarah Woods, the new CEO, and Laurie Oliva, Director of Services. We are very grateful for Help Musicians' support and to be working alongside their work as clinical partner. Our work with 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.

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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.

A handwritten signature in black ink, appearing to read 'Peter Leatham', with a stylized, flowing script.

PETER LEATHAM, Chairman

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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 Leatham (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) <i>MA MBBS MRCP</i> Hara Trouli <i>MBBS, MSc PAM</i> David Fielding <i>BM BCh MRCS LCRP DRCOG MRCP</i> Tamara Karni Cohen <i>MBChB BSc</i> Christine Hunter <i>MBChB BSc</i> Peter Newman <i>BSc, MBBS, DRCOG, JCPTGP, Dip Coc Med</i> Anita Nathan <i>MB ChB MRCP</i> Declan Costello <i>MA, MBBS, FRCS (ORL-HNS) (resigned August 2023)</i> Tori Burnay <i>(joined October 2023)</i> Sarah Upjohn <i>EdD MA MSCP</i>

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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 Aillsopp, 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, Health 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

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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 Leatham, 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

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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.

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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 Musicians (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.

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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

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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.

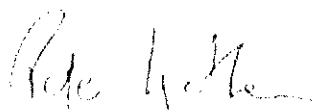
We ensure the calculation at the required level of reserves is an integral part of annual planning, budget and forecasting and takes into account planned activity levels, all financial commitments and the risks associated with different income streams.

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 LEATHAM, Chairman

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

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.

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

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.

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

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

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

**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

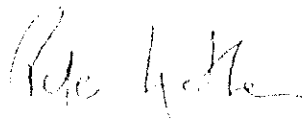
Balance Sheet

As at 31 December 2023

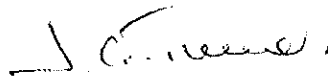
	Notes	2023 £	2022 £
Fixed Assets			
Tangible assets	3	30,524	4,118
Current Assets			
Debtors	4	229,923	215,383
Cash at bank and in hand		<u>153,361</u>	<u>304,426</u>
		383,284	519,809
Creditors: amounts falling due within one year	5	<u>(157,593)</u>	<u>(150,432)</u>
Net Current Assets		<u>225,691</u>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

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	<u>(151,065)</u>	<u>168,402</u>
Cash and cash equivalents at 1 January 2022	304,426	136,024
Cash at 31 December 2022	<u>153,361</u>	<u>304,426</u>
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	<u>(120,630)</u>	<u>170,129</u>

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

**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. Charly 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.

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

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

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	2023	2022
The average monthly number of employees during the year were:	17	12
Employment Costs	2023	2022
(All employment Costs for both years are charged to unrestricted funds)	£	£
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
	<u>667,475</u>	<u>391,121</u>

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
	<u>229,923</u>	<u>215,383</u>

5. Creditors

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

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

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

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)
	<u>256,215</u>	<u>0</u>	<u>256,215</u>	<u>371,644</u>	<u>1,851</u>	<u>373,495</u>

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 £
<i>Financial assets</i>		
Debt instruments measured at amortised cost:		
- debtors and accrued income (note 4)	219,093	208,345
	<u>219,093</u>	<u>208,345</u>

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	
			<u>1,369,845</u>	<u>1,288,359</u>
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		<u>5,369</u>		<u>3,850</u>
Total other Income			<u>42,880</u>	<u>37,097</u>
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	<u>(-)</u>			<u>(-)</u>
		(700,332)		(745,060)
Education and Training net surplus/(deficit)		(1,263)		(2,581)
Premises				
Premises rent and rates	<u>(61,560)</u>			<u>(84,525)</u>
		(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	<u>(66,719)</u>			<u>-</u>
Total staff costs		(667,474)		(391,121)
Marketing and fundraising				
Advertising/ marketing of services	(9,729)			(8,656)
Fundraising expenditure	<u>-</u>			<u>-</u>
		(9,729)		(8,656)

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

	£	£	£	£
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	<u>(5,456)</u>			<u>(2,783)</u>
		(62,645)		(43,698)
Finance costs				
Audit	(7,520)			(4,680)
Accountancy	(17,007)			(8,632)
Bank charges & bad debts	<u>(2,475)</u>			<u>(1,369)</u>
Finance costs		(27,002)		(14,681)
Awards from Research and Education Fund		-		-
Total expenditure		<u>-</u>	(1,530,005)	<u>(1,290,322)</u>
(Deficit)/ Surplus			<u>(117,280)</u>	<u>35,134</u>