

Charity number: 1167785

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

**Trustees' Annual Report and Financial Statements
For the year ended 31 December 2024**

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.

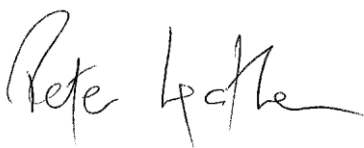
Feedback from our patients continues to show a high level of satisfaction. Our annual survey of patients seen 12 months ago shows that 85% of patients are back to performing within this period and 89% said we had helped. 100% of patients were satisfied with waiting times. Clinical advice, manner and 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 LEATHAM, Chairman

8.5.2025

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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 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) <i>MA MBBS MRCGP (resigned 30 July 2024)</i> Hara Trouli <i>MBBS, MSc PAM</i> David Fielding <i>BM BCh MRCS LCRP DRCOG MRCP (resigned January 2025)</i> Christine Hunter <i>MBChB BSc (resigned October 2024)</i> Peter Newman <i>BSc, MBBS, DRCOG, JCPTGP, Dip Occ Med</i> Anita Nathan <i>MB ChB MRCGP</i> Tori Burnay <i>(joined April 2024)</i> Sarah Upjohn <i>EdD MA MSCP (resigned January 2024)</i>

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 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 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 been 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 Postgraduate 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.

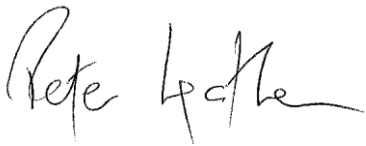
We ensure the calculation at the required level of reserves is an integral part of annual planning, budget and forecasting and takes into account planned activity levels, all financial commitments and the risks associated with different income streams.

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.

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

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:

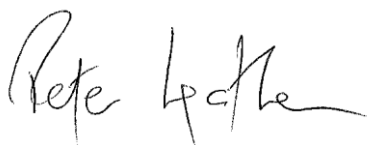
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material 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

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

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:

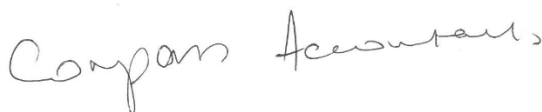
- We gained an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates through discussions with management, sector research, and the application of relevant audit knowledge and experience
- We made enquiries of management around actual and potential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

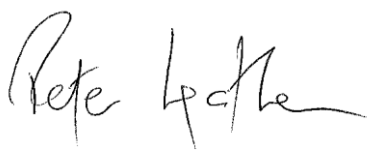
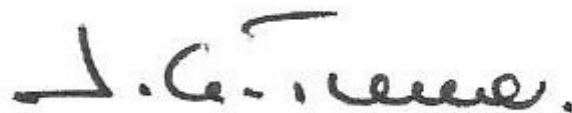
Balance Sheet

As at 31 December 2024

	Notes	2024 £	2023 £
Fixed Assets			
Tangible assets	3	20,564	30,524
Current Assets			
Debtors	4	246,984	229,923
Cash at bank and in hand		<u>131,683</u>	<u>153,361</u>
		378,667	383,284
Creditors: amounts falling due within one year	5	<u>(162,070)</u>	<u>(157,593)</u>
Net Current Assets		<u>216,597</u>	<u>225,691</u>
Net Assets		<u>237,161</u>	<u>356,215</u>
Funds			
Unrestricted Funds	6	237,161	256,215
Restricted Funds	7	<u>-</u>	<u>-</u>
		<u>237,161</u>	<u>256,215</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 Trustee Board on 29 April 2025 and signed on its behalf by

PETER LEATHAM, 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.

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

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	2024	2023
(All employment Costs for both years are charged to unrestricted funds)	£	£
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
	<u>613,420</u>	<u>667,475</u>

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	Computer		Medical	
	Improvements	Equipment	Furniture	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
	<u>246,984</u>	<u>229,922</u>

5. Creditors

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

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

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)
	<u>237,161</u>	<u>0</u>	<u>237,161</u>	<u>256,690</u>	<u>0</u>	<u>256,690</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 £	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
	£	£
<i>Financial assets</i>		
Debt instruments measured at amortised cost:		
- debtors and accrued income (note 4)	236,433	219,092
	<u>236,433</u>	<u>219,092</u>

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
			<u>1,139,440</u>	<u>1,369,845</u>
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		<u>2,800</u>		<u>5,369</u>
Total other income			<u>47,963</u>	<u>42,880</u>
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	<u>(11,057)</u>			(-)
		(398,323)		(700,332)
Education and Training net surplus/(deficit)		(5,634)		(1,263)
Premises				
Premises rent and rates	<u>(44,676)</u>			<u>(61,560)</u>
		(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	<u>(16,092)</u>			<u>(66,719)</u>
Total staff costs		(613,420)		(667,474)
Marketing and fundraising				
Advertising/ promotion/fundraising	<u>(45,840)</u>			<u>(9,729)</u>
		(45,840)		<u>(9,729)</u>

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

	£	£	£	£
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	<u>(12,309)</u>			<u>(5,456)</u>
		(79,399)		(62,645)
Finance costs				
Audit	(2,055)			(7,520)
Accountancy	(16,356)			(17,007)
Bank charges & bad debts	<u>(752)</u>			<u>(2,475)</u>
Finance costs		(19,163)		(27,002)
Awards from Research and Education Fund		<u>-</u>		-
Total expenditure			<u>(1,206,455)</u>	<u>(1,530,005)</u>
(Deficit)/ Surplus			<u>(19,052)</u>	<u>(117,280)</u>