LEWISHAM MUSIC

England & Wales · Charity number 1169721

Details

Status	Registered
Legal form	CIO
Registered	2016-10-17
Register	View on the Charity Commission register

Contact

Address	First Floor The Fellowship Inn Randlesdown Road London SE6 3BT
Phone	02036378088
Email	info@lewishammusic.org
Website	www.lewishammusic.org

Activities

Objects: THE OBJECTS OF THE CHARITY ARE FOR THE PUBLIC BENEFIT:1.1 TO ADVANCE EDUCATION PARTICULARLY (BUT NOT EXCLUSIVELY) IN RELATION TO MUSIC;1.2 TO ADVANCE THE ARTS AND CULTURE, PARTICULARLY (BUT NOT EXCLUSIVELY), BY PROMOTING AND FACILITATING ACCESS TO, PERFORMANCES OF, AND PARTICIPATION IN PERFORMANCES OF, MUSIC; 1.3 TO PROVIDE FOR THE RECREATION OF MEMBERS OF THE PUBLIC BY PROVIDING EQUIPMENT, FACILITIES AND SERVICES TO THEM IN THE INTERESTS OF SOCIAL WELFARE WITH THE OBJECT OF IMPROVING THEIR CONDITIONS OF LIFE.

Activities: Lewisham Music is the lead music education hub organisation in Lewisham, funded by Arts Council England. It operates in accordance with the core and extension roles for music hubs. The charity also facilitates a wide and diverse network of local, regional and national partner and associate organisations which enrich musical opportunities and pathways for young people across the borough.

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Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Other Finance, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,250,670	£1,296,546	£459,779	77
2024-03-31	£1,198,730	£1,208,651	£694,655	85
2023-03-31	£1,179,734	£1,241,574	£623,576	81
2022-03-31	£1,241,359	£1,172,798	£525,416	75
2021-03-31	£891,399	£927,657	£312,855	61

Trustees

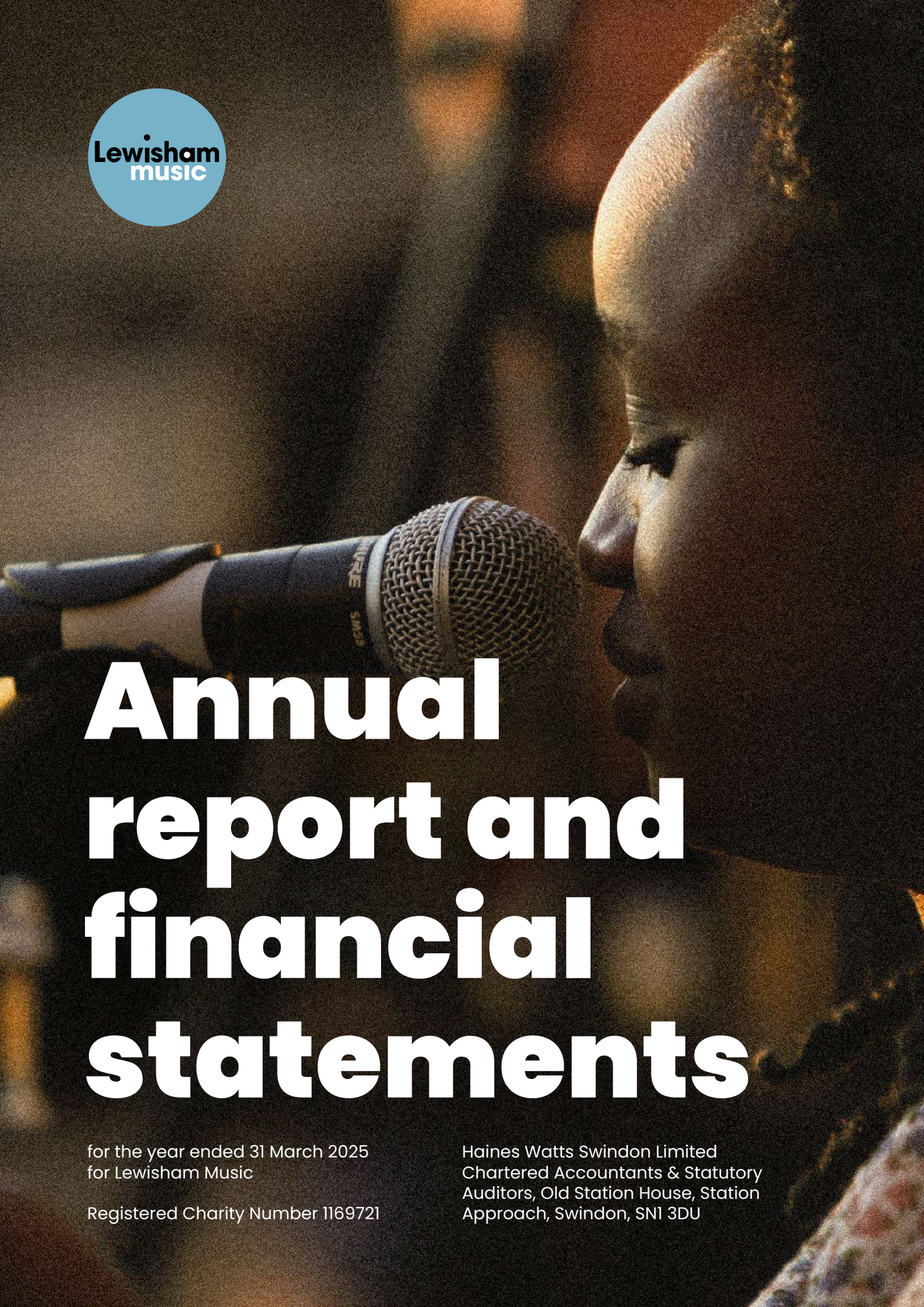
Name	Role	Appointed
Audrey Bleazard		2021-07-22
James Ripley		2022-03-23
Jenetta Hurst		2025-03-20
Kathleen Mary Boyle		2025-02-10
Lateefah Rukiya Brown-Grant		2023-07-19
Nadiya Hoffman		2023-07-19
Natalie Antoinette Clarke		2025-02-10
Robert Kiruta-Kigozi		2021-07-22
Thomas Oliver Toomse-Smith		2024-05-15

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LEWISHAM MUSIC

England & Wales - Charity number 1169721

Accounts



Annual report and financial statements

for the year ended 31 March 2025
for Lewisham Music

Registered Charity Number 1169721

Haines Watts Swindon Limited
Chartered Accountants & Statutory Auditors, Old Station House, Station Approach, Swindon, SN1 3DU

Legal and administrative information

Trustees	Ms N Hoffman	
	Ms L R Brown-Grant	
	Mr J Ripley	
	Ms A Bleazard	
	Mr R Kiruta-Kigozi	
	Ms J Hurst	(Appointed 20 March 2025)
	Ms K M Boyle	(Appointed 10 February 2025)
	Ms N A Clarke	(Appointed 10 February 2025)
	Mr T O Toomse-Smith	(Appointed 15 May 2024)
Senior management	Ms J Hurst	Chair
	Mr T O Toomse-Smith	Treasurer
	Mr K Sykes	Chief Executive
Charity registration	England and Wales	1169721
Auditor	Haines Watts Swindon Limited, Old Station House, Station Approach Swindon, Wiltshire, SN1 3DU	







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Statement from the Chair of Trustees

2024–25 has been a year of creativity, progress and organisational transition for Lewisham Music. Throughout this period, our commitment to ensuring that all young people can access high-quality, inclusive music opportunities has remained steadfast.

As Chair of Trustees, I am proud to reflect on our achievements and the resilience shown during a year that included changes in both the Chair of Trustees and Chief Executive roles. These transitions were carefully managed to ensure continuity and stability. I would like to thank our outgoing Chair, Dame Joan Ruddock, and our outgoing Chief Executive, Charly Richardson, for their significant contribution. I am delighted to work alongside our new Chief Executive, Keith Sykes, as the charity enters its next chapter.

Our work continues to be recognised on high-profile stages, including performances at the live final of Future Makers at the Royal Albert Hall and the London Youth Awards. Programme diversification remained a priority. A new collaboration with the Lewisham Young Mayor's Team led to the launch of Radio Lewisham, a youth-led radio station amplifying young people's voices and creativity. A new phase of Jazz Hang, delivered with Tomorrow's Warriors and Trinity Laban, continued to widen access to jazz for young Black and female musicians aged 11–14. Place-based work included the creation of the Bellingham Centenary Digital Gallery, celebrating 100 years of local community through music and storytelling.

In schools, we delivered targeted support visits and network meetings to strengthen Whole Class Ensemble Teaching, alongside a second year of inclusion-focused cross-borough CPD with South Riverside Music Partnership and Sound Connections. Through the Connector role, part of Young Sound UK's national programme, we continued to increase capacity to offer tailored guidance to young people and families.

We also completed the first year of our five-year partnership with the Merchant Taylors' Foundation, surpassing projected outputs across our bursary programmes, creative careers training and music mentoring. Supporting creative careers remained a key focus, including a co-produced music industry training programme with Independent Venue Community and support for over 100 young adults through our Creative Futures programme.

A major strategic milestone was the establishment of South East London Music Hub as the new Hub Lead Organisation for the area, formed with five partner organisations through the Department for Education's Music Hub Investment Programme, managed by Arts Council England. The Hub became operational in September 2024, providing greater stability and opportunities for growth.

Lewisham Music continues to operate within a challenging financial landscape. Ongoing reductions in core funding, combined with financial pressures on schools and families, have affected activity levels, traded income and demand for bursaries. Despite these challenges, Lewisham Music remains committed to ensuring music is accessible to all young people.

I extend my sincere thanks to our CEO, staff, Music Tutors, trustees, partners and funders for their dedication, and I am pleased to welcome two new trustees, Kathleen Boyle and Natalie Clarke, who contribute valuable experience and insight. As we look ahead to 2025 and beyond, Lewisham Music is well-positioned to build on recent progress and embrace future opportunities.

Sincerely,



Jenetta Hurst
Chair of Trustees
Lewisham Music

Date: 20 January 2026



Trustees' report

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

The creation of Lewisham Music

Lewisham Music was registered with the Charity Commission on 17 October 2016 as a Charitable Incorporated Organisation (CIO), registered charity number 1169721. On 1 April 2017, Lewisham Music Service was transferred from Lewisham Council to Lewisham Music. Staff were transferred across under Transfer Undertakings (Protection of Employment) (TUPE) guidelines. Pre-transfer redundancy costs and Local Government Pension Scheme liabilities for transferring members have been underwritten by Lewisham Council for the lifetime of the charity.

Music Hubs and the updated national structure

Following a change in the Department for Education's investment programme, managed by Arts Council England, the number of music education hubs in England reduced from 118 to 43. This reflected a move to larger regional areas, alongside the appointment of a 'Hub Lead Organisation' for each region.
Lewisham Music's Board of Trustees agreed to form a partnership with Bromley, Bexley, Greenwich, Lambeth and Southwark music services to lead the South East London Music Hub from 2024. A new company limited by guarantee, SEL Music Education Ltd, was incorporated on 30 September 2023 to act as Hub Lead Organisation (HLO) for the South East London Hub.

The Principal Partners of SEL Music Education Ltd are:

- Bexley Music (London South East Academies Trust)
- Lambeth Music Service (Lambeth Council)
- Bromley Youth Music Trust
- Royal Greenwich Music Service (Greenwich Council)
- Southwark Music (Southwark Council)

Objectives and activities

Who are we?

Lewisham Music is an award-winning youth charity and a Principal Partner in South East London Music Hub. Working alongside local and national partners, we deliver and support a diverse range of musical opportunities in schools and communities across Lewisham.

Our vision and mission

We want every child and young person in Lewisham to experience the power of music through accessible, inclusive programmes that inspire creativity and confidence. We believe music can unlock potential and build happier, healthier communities.

Our values

- **Young people-centred:** We prioritise the needs, abilities, and interests of young people, empowering them to actively shape their own musical journey.
- **Community-driven:** We actively listen to the voices of young people, parents, carers, and communities, ensuring their input shapes the future of our programmes and the charity's direction.
- **High-quality delivery:** We deliver high-quality, authentic learning experiences led by professional musicians and educators, ensuring every interaction is enriching and impactful.
- **Inclusive and equitable access:** We are committed to breaking down barriers to participation, making music education accessible and equitable for all young people, regardless of background or circumstance.
- **Celebrating diversity:** We honour and embrace the rich diversity of our community, respecting the identities, cultures, and unique perspectives of the young people we serve.

- **Commitment to growth:** We are dedicated to ongoing learning and professional development, continuously evolving our offer to remain innovative and relevant.
- **Sustainability:** We strive to ensure that our programmes are financially sustainable and deliver long-term impact. Additionally, we are dedicated to minimising the environmental footprint of our work.

Public benefit

The charity trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

The public benefit is that young people develop their musical, social and cultural skills through participation in Lewisham Music's activities and those of its partners and schools. The charity's provision of musical education through access to guidance and support from expert practitioners, and to facilities, equipment and services, enhances the conditions of life of the young people involved. Young people's families also benefit through attendance at live events and other opportunities to celebrate their children's achievements.

What do we do?

What we do	We aim to...	We do this by offering...
Learning & skills	• Give every child and young person the opportunity to learn and make music • Support young musicians to explore their musicality by providing them with instruments and equipment • Offer young musicians the opportunity to progress their musical journey through opportunities in their community • Give young musicians the opportunity to make music with their peers • Learn about the 'building blocks of music' through musicality and music theory lessons • Provide inspirational performance opportunities for young musicians in venues across the borough and beyond.	• Professional Music Tutors in schools, SEND and alternative provision settings and community spaces • Individual, small group and whole class programmes • A wide variety of instrumental learning, covering everything from violin to clarinet and Djembe • Ensembles, choirs and bands in schools and the community covering a range of styles (rock, jazz, classical, Samba, R&B and more) • Instrument hire • Access to musical resources including e-learning and music production software • Live events, gig and concerts • Vocal/singing tuition • Rap & Lyricism tuition • Songwriting tuition • Music Production programmes • Music Technology and Assistive Music Technology • Professional musical experiences with partner organisations • Access to musical exam opportunities supported by professional accompanists. • Creative holiday programmes like *Lewisham Junior Orchestra*, *Animate Orchestra* and *Fellowship Music Collective.*

Community impact	• Prioritise equity of access to help children and young people overcome barriers • Put children and young people's needs, ideas and decisions at the heart of our work • Offer creative spaces where children and young people can express themselves, socialise and explore though music • Support the development and progression of young musicians through support, advice and signposting • Celebrate the history and culture of our community • Use music to promote positive wellbeing and mental health.	• Bursary programmes to make music education accessible for all families, including partnerships with *London Music Fund* and *Young Sounds UK Connect*, and mentoring and family support. • Co-production opportunities • Paid opportunities for Young Producers, allowing them to research, advocate and produce content (such as the award-winning podcast *Front Line Young Minds)* • The *Music Connector* role, offering bespoke information advice and guidance to support families and young musicians in their musical journey • Place-based musical programmes which explore the history of our community • Mental-health programmes such as the award-wining *Sonic Minds* • Creative music programmes allowing people to create their own music and write songs individually and in groups.
Creative careers	• Mentor the next generation of creative professionals • Provide creative industry skills and training • Help young people in Lewisham overcome barriers to the creative industries • Broker access to voluntary and paid experiences in the creative industries • Improve visibility of jobs and other opportunities • Connect young people with inspiring professional role models.	• *Creative Futures* careers programme, funded by Merchant Taylors' Foundation, including mentoring, workshops and panel events, and work experience opportunities • Podcasting training, equipment and partnership opportunities • *Radio Lewisham*, in partnership with Lewisham Young Mayor and Bloomsbury Radio • Bringing music industry professionals to talk about their work with local young people.
Sector support	• Work in partnership with organisations locally, regionally and nationally to maximise opportunities for young people • Support smaller organisations in the area to build capacity and create opportunities • Ensure a confident and skilled music education workforce in schools and community settings across the borough • Provide a space for local organisations to work, offer training and engage with the community.	• Continuing Professional Development and training for the music education workforce (Lewisham Music staff, school staff, partner organisations, freelancers) • Networking and Peer Learning for school staff • Professional advice, support and consultancy for school music coordinators, Heads of Music and Senior Leadership Teams • Partnership Forums with local organisations • Consultancy support for the music education and charity sector • Capacity building for local arts organisations through advice and support

		• Hire of our premises at The Fellowship to local organisations, artists and schools • Joint fundraising initiatives with partner organisations • Hosting *Resource for Autism's* Lewisham Autism Hub • Hosting Merchant Taylors' Foundation's Community Investment Manager • Hosting local charity *Fairbeats!*

Partnerships

Partnership is at the heart of our work, and Lewisham Music are lucky to work with a diverse range of brilliant local, regional, and national delivery organisations as well as community and referral partners. You can find out more about our partners on our website.

Achievements and performance 2023-2024

- Lewisham Music's Lewisham Vocal Collective selected to perform at the live final of Future Makers at the Royal Albert Hall.
- Lewisham Music was selected to perform at the 2024 London Youth Awards.

Programme diversification

- Launched a new phase of Jazz Hang, a partnership with Tomorrow's Warriors and Trinity Laban, to diversify participation in jazz, particularly among young black and female musicians aged 11-14.
- Lewisham Music worked alongside the Lewisham Young Mayor's Team to co-produce and launch Radio Lewisham – A diverse youth-led radio station giving a platform for all young people in the borough to share their views and creativity.

Place-based work

- Launched the Bellingham Centenary digital gallery, celebrating 100 years of Lewisham's community through storytelling, photography, spoken word and original music.

School support

- A significant programme of support visits to schools, focused on Whole Class Ensemble Teaching programmes and School Music Development Plans.
- Collaborating with South Riverside Music Partnership (SRMP) and Sound Connections on the second year of an inclusion-focused cross borough CPD programme, including sessions on 'Diversifying the curriculum' and 'Trauma-informed practice'.

Music and wellbeing

- Lewisham Music disseminated evaluation of their award-winning music and mental health programme Sonic Minds, as well as their youth led podcast series Front Line Young Minds.

Progression

- A partnership with Independent Venue Community led to a co-produced 5 week music industry partnership.
- In 2024 we completed our first year of our major new 5-year partnership with Merchant Taylors' Foundation. This partnership supported our Connect programme, our Community Programme Producer Role, and an exciting new creative careers programme Creative Futures.

Governance

- The recruitment and induction of four new trustees, Jenetta Hurst (Chair), Kathleen Boyle, Natalie Clarke and Thomas Toomse-Smith (Treasurer).

Plans for future periods

Notable plans for 2024-2025 include:

- The purchasing of new instruments and music technology equipment through the new Department for Education funded Capital Grant Scheme.
- The set-up of a new industry standard radio suite for Radio Lewisham. Alongside the full youth-led radio schedule launch.
- The launch of Rooftop Sessions - a new youth-led series of live music gigs here at our HQ The Fellowship Inn.
- The appointment of three Lead Schools for music as part of the revised Arts Council England framework for music education hubs. These Lead Schools will play an important role in co-designing specialised professional development, and championing music-making throughout our communities.

Financial review

The financial position of the charity at the year-end is set out on page 18.

Our principal funding continues to come from the Department for Education ("DFE") via Arts Council England ("ACE"), which is supplemented by charges to schools and parents, grants, donations and sponsorships.

Music Hub – DfE Funding through Arts Council England

The previous grant given directly to Lewisham Music to run the Lewisham Music Education Hub ceased as of 31 August 2024. From that point the grant has moved to being administered through SEL Music Education Ltd. This was due to a requirement from the DfE and ACE to reorganise the structure of Music Hubs.

South East London Music Hub (SELMH) and SEL Music Education Ltd

On 22 July 2024, SEL Music Education Ltd entered into a grant agreement with ACE in respect of funding for the delivery of music education services in the South East London area. SEL Music Education Ltd (company number 15178185) will then 're-grant' this funding to the Principal Partners, based on the published DfE funding, linked to each local authority area overseen by individual Principal Partners.

SEL Music Education Ltd. is set up as a Special Purpose Vehicle (SPV) for this purpose.

In addition, SEL Music Education Ltd. has received grant funding from the DfE to be restricted for the purpose of Capital Purchase of Instruments.

We maintained a strong relationship with ACE and received the full Music Education Hub ("MEH") Funding, the DfE grant administered by ACE. The DfE published the "Curriculum and Assessment Review" in Nov 2025 and indicated that Music Hub funding will continue post 2028, further details to be provided by the DfE in due course.

Allocated Revenue Grant to Lewisham Music

Academic Year 2024-25 : £344,756
Academic Year 2025-26 : £340,286

Allocated Capital Grant to Lewisham Music

Academic Year 2024-25 : £67,950
Academic Year 2025-26 : £45,300

External Funding

We will also continue to develop our fundraising strategy so that we can build on our successful grant portfolio into 2025-2026. We are always reviewing budgets to determine if there are any efficiencies or savings to be made.

Trade Creditors

Trade creditors of the charity at the year end (£31,187) were equivalent to 55 day's purchases, based on the average daily amount invoiced by suppliers during the year.

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three month's salary, premises costs and contractual obligations and as at 31 March 2025, this amounted to £262,740 (£289,069 in 2023). The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Total reserve as at 31 March 2025 was £459,779 (£694,655 in 2024) of which £219,078 (£220,140 in 2024) represents a designated instrument fund. The remaining £240,701 (£268,314 in 2024) represented unrestricted free funds. Overall the charity therefore practically meets it target reserves policy as set out above.

Statement of Risk

South East London Music Hub has been assessed by Arts Council England as being in the lowest category of risk. This reflects the strength of the partnership, effective governance arrangements and the quality of collective service delivery across the Hub.

As an independent charity, Lewisham Music remains responsible for identifying and managing its own organisational risks. The Trustees oversee this through regular review of the risk register by the Finance & General Purposes Committee, with further scrutiny and approval by the full Board of Trustees.

The principal risks facing Lewisham Music are financial. Ongoing annual reductions in core funding from the Department for Education continue to place pressure on the organisation's resources. In addition, financial pressures on schools affect levels of activity and traded income, while the cost-of-living crisis has increased demand for bursaries and reduced some families' ability to participate in paid musical activities.

These risks are actively managed through a strategic fundraising plan, continued diversification of income streams and careful financial monitoring to ensure the charity remains sustainable while maintaining access and inclusion.





Risk management

Lewisham Music - Risk Register (Updated July 2025)

KEY	
Red - major risks that score 20 or more Yellow - moderate risks that score between 10 and 20 **Green** - minor risks scoring 10 or less ACE - Arts Council England DfE - Department for Education	KS - Keith Sykes, Chief Executive SF - Simon Francis, Director of Business & Operations SP - Sarah Plummer, Schools Music Leader AW - Ania Wróblewska, Director of Community Programmes

POTENTIAL RISK	POTENTIAL or CONFIRMED?	IMPACT (1-5)	LIKELI-HOOD (1-5)	RISK SCORE *(IMPACT x LIKELIHOOD) + IMPACT*	PREVENTATIVE ACTIONS	ACTIONS IF RISK OCCURS	RESPONSIBILITY	MONITORING	REVIEW DATE/ FREQUENCY	PREVIOUS RISK RATING
Hours of delivery in schools reduce due to school budget challenges.	**CONFIRMED**	**3**	**5**	**18**	- Explore new engagement routes with Headteachers including networking events and Services for Schools platform. -Continue to refine comms and promotional strategy to engage schools. -Continue to build relationships with schools.	-Activity in schools just about recovers cost (not including admin/backroom costs). Therefore, there is a limited financial risk as expenditure should drop roughly in-line with income. -The main impact would be regarding our delivery output and therefore our impact on the young people of Lewisham, and how ACE/DfE view us.	KS/SP	KS/SP/Board	Quarterly	Up until Dec 2024- **18**
DfE Hub grant to Lewisham continues to go down in cash and real terms.	**CONFIRMED**	**3**	**5**	**18**	-Support campaigns for uplift in funding attached to new led by ISM, Ed Sheeran Foundation and Music Mark. -Campaign locally and regionally with MPs and policy makers -Seek support of private donors, corporations, Trusts/Foundations towards core costs.	-Same as preventative actions- this is a long-term problem rather than us suddenly facing a 'cliff-edge'.	KS	KS/SF/Board	Annually	April 2022- **15** Since October 2022- **18**
Cost-of-living crisis impacts parent/carer buying power so demand drops	**CONFIRMED**	**3**	**5**	**18**	-Continue to encourage schools to use Pupil Premium Grant and curriculum budget to subsidise tuition. -Continue to develop and strengthen partnerships with London Music Fund and Young Sounds UK -Continue fundraising to support bursary schemes.	-The need to make cuts would depend on the severity of the drop.	KS/SF/SP	KS/SP/SF/ Board	Termly	April 2022 – **12** December 2024 - **18**

Cost-of-living crisis impacts tutor workforce's ability to live and work within Lewisham/ London	**CONFIRMED**	**3**	**2**	**9**	-Improve clarity of how work is allocated and volume of work available at recruitment stage -Continue to ensure schools are following notice periods for cancelation of programmes.	-Recruitment and onboarding of new staff becomes more frequent -Recruitment processes and efficiency will need to improve. Ensuring we maintain our existing high recruitment standards.	KS/SP/SF	KS/SP/SF/ Board	Annually	*New risk added in July 25*
Hire of our premises at The Fellowship Inn no longer financially viable	**POTENTIAL**	**3**	**2**	**9**	-Maintain and build on positive relationship with Phoenix Community Housing. -Ensure 10-15% of new funding goes towards core running costs, where possible. - Identify new income and funding streams and potentially private, corporate or Trust/Foundation sponsorship to support running costs. -Maintain positive relationship with hiring organisations such as Resources for Autism and Fairbeats.	- Find new office premises and continue to rely on school premises for out-of-school activity. - The main impact would be reputational. - Ask Phoenix Community Housing for a significant rent reduction/permanent rent holiday.	KS/SP/AW	KS/SF/Board	Quarterly	February 2021- **12** Since June 2021- **9**
Cyber security Unauthorised access to IT systems due to phishing or malware	**POTENTIAL**	**3**	**4**	**15**	- Implement Multi-Factor Authentication (MFA) - Headstart IT to patch systems and update antivirus software regularly - Purchase Cyber Security Insurance.	- Engage cyber insurance provider if applicable. - Inform Headstart IT. -Notify regulators (e.g. GDPR authorities) if personal data is affected – usually within 72 hours under GDPR. - Preserve Evidence - Secure and document system logs, traffic captures, emails, and any digital evidence. -Conduct a Post-Incident Review - analyse how the breach occurred and what failed. - Report and Compliance Documentation - Keep a record of all actions taken during and after the breach. - Communications Management - Develop and issue a public or internal statement if necessary.	KS/SF/ Headstart IT	KS/SF/ Headstart IT	Quarterly	**New Sept 2025**

Structure, governance and management

The trustees and leaders who served during the year and up to the date of signature of the financial statements were:

Mr C Richardson	(Resigned 20 March 2025)
Mr K Sykes	(Appointed February 2025)
Ms N Hoffman	
Ms L R Brown-Grant	
Mr J Ripley	
Ms A Bleazard	
Mr R Kiruta-Kigozi	
Dame Joan Ruddock	(Resigned March 2025)
Ms J Hurst	(Appointed 20 March 2025)
Ms K M Boyle	(Appointed 10 February 2025)
Ms N A Clarke	(Appointed 10 February 2025)
Mr T O Toomse-Smith	(Appointed 15 May 2024)

Statement of Trustees' responsibilities

The trustees are responsible for preparing the Trustees' 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 and 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 year.

- 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;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient 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.

Approved by order of the board of trustees on	**Date** 20 January 2026
and signed on its behalf by Trustee	Signature 



Independent auditor's report

Opinion

We have audited the financial statements of Lewisham Music (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 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 Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires 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 statement of trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to 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 the Act and relevant regulations made or having effect thereunder.

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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the industry in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP (FRS102) and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of directors and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the design effectiveness of the controls in place to prevent and detect fraud;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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

Other matters

Your attention is drawn to the fact that the charity has prepared financial statements 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)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

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.

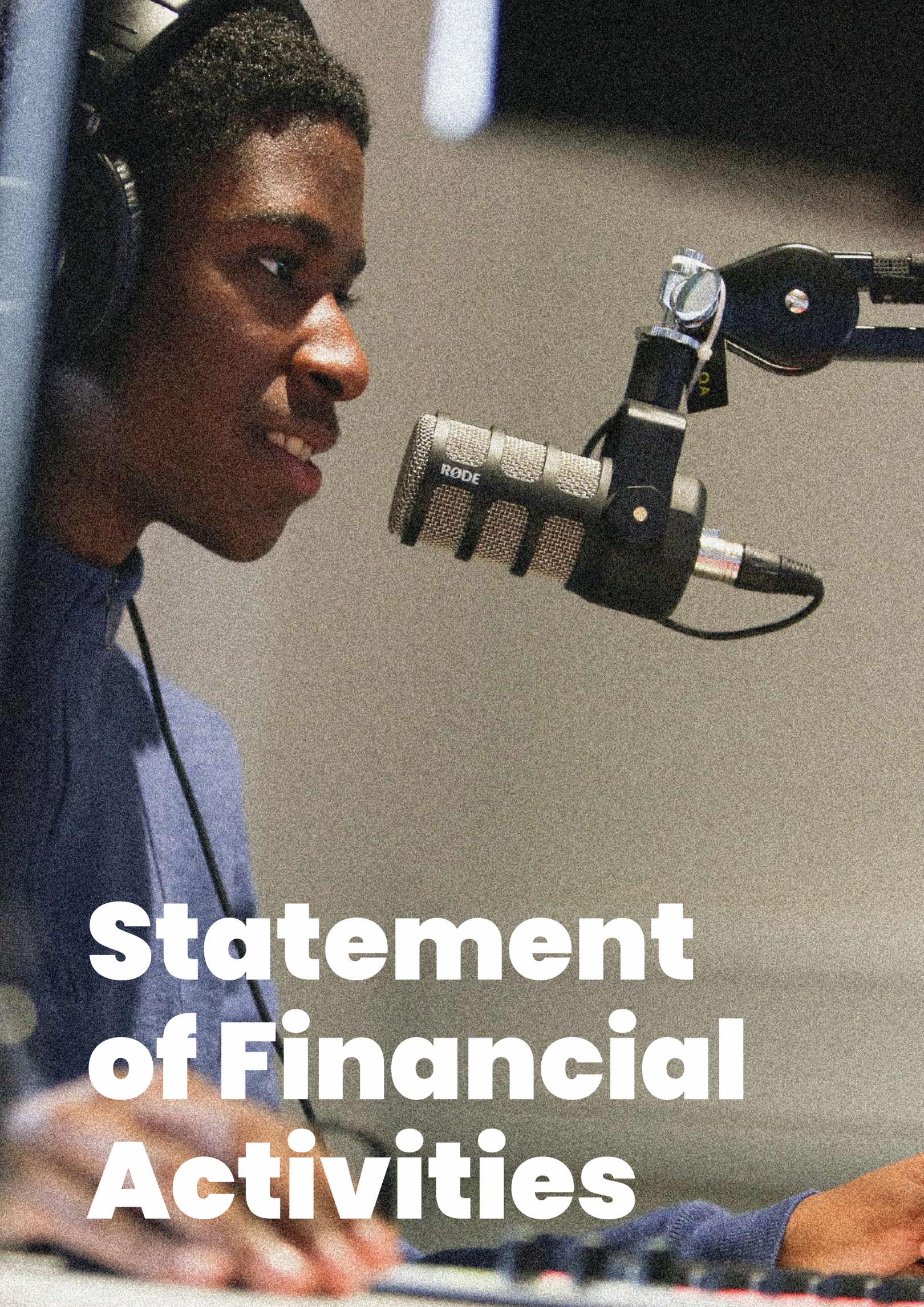
Haines Watts Swindon Limited

Chartered Accountants & Statutory Auditors
Old Station House
Station Approach
Swindon
Wiltshire
SN1 3DU

Approved by Auditor on	**Date** 26 January 2026
and signed on its behalf by	**Signature** Haines Watts



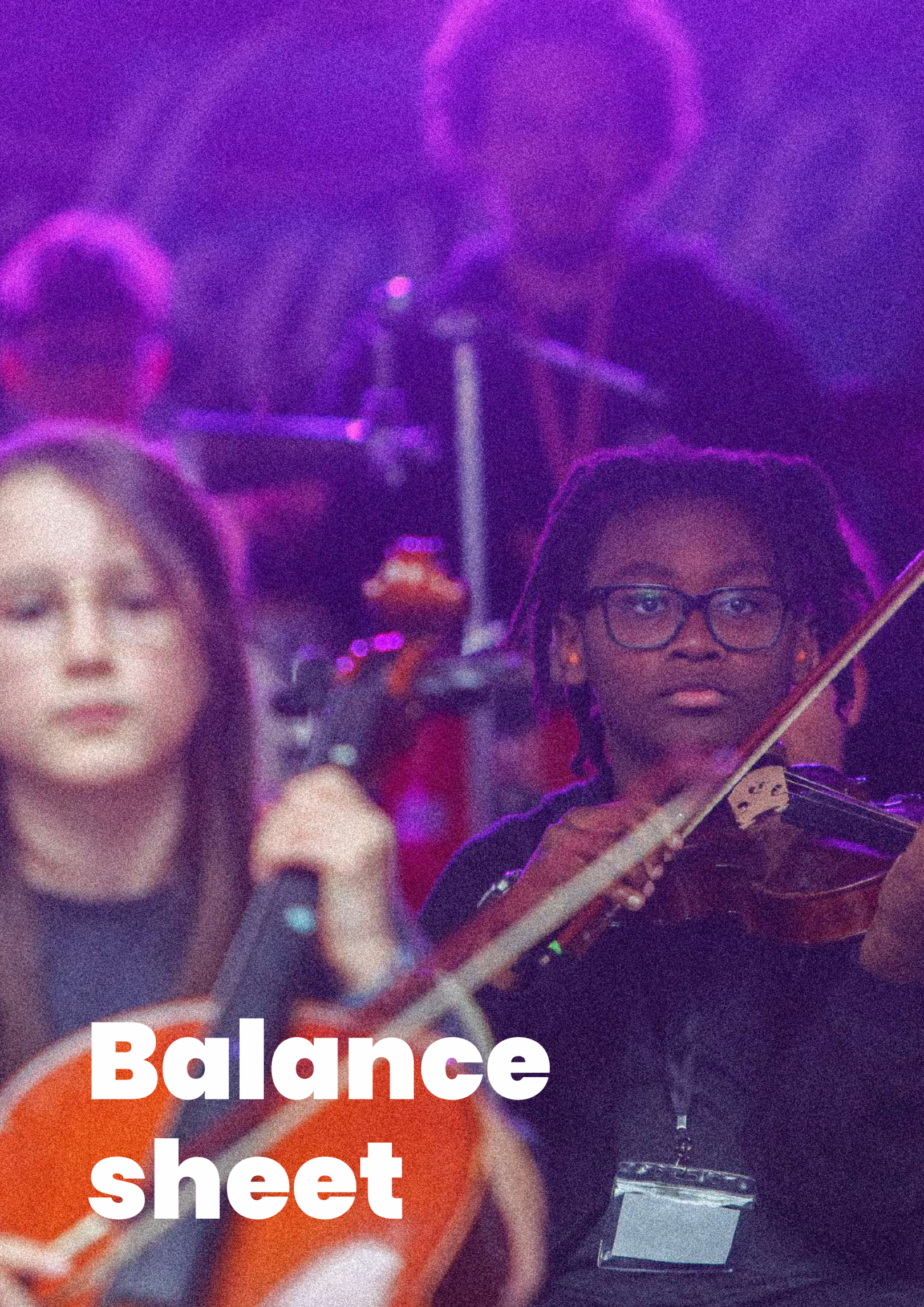




Statement of Financial Activities

Statement of financial activities
Including income and expenditure account
For the year ended 31 March 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:							
Donations and legacies	**2**	417,927	165,236	583,163	466,268	103,079	569,347
Charitable activities	**3**	659,111	-	659,111	626,465	-	626,465
Investments	**4**	4,175	-	4,175	2,918	-	2,918
Other income	**5**	4,221	-	4,221	-	-	-
Total income		1,085,434	165,236	1,250,670	1,095,651	103,079	1,198,730
Expenditure on:							
Raising funds	**6**	18,747	-	18,747	16,292	-	16,292
Charitable activities							
Education	**7**	824,659	185,302	1,009,961	864,980	73,740	938,720
Arts and culture (performances)	**7**	215,345	-	215,345	208,021	-	208,021
Recreation of social welfare	**7**	52,493	-	52,493	45,618	-	45,618
Total charitable expenditure		1,092,497	185,302	1,277,799	1,118,619	73,740	1,192,359
Total expenditure		1,111,244	185,302	1,296,546	1,134,911	73,740	1,208,651
Net expenditure		(25,810)	(20,066)	(45,876)	(39,260)	29,339	(9,921)
Transfers between funds		(2,865)	2,865	-	77,725	(77,725)	-
Other recognised gains and losses:							
Actuarial gains/(losses) on defined benefit pension schemes	**19**	(189,000)	-	(189,000)	81,000	-	81,000
Net movement in funds	**10**	(217,675)	(17,201)	(234,876)	119,465	(48,386)	71,079
Reconciliation of funds:							
Fund balances at 1 April 2024		677,454	17,201	694,655	557,989	65,587	623,576
Fund balances at 31 March 2025		459,779	-	459,779	677,454	17,201	694,655



Balance sheet

Balance sheet

As at 31 March 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	**14**		217,653		231,232
Current assets					
Debtors	**15**	69,654		60,772	
Cash at bank and in hand		347,017		367,739	
		416,671		428,511	
Creditors: amounts falling due within one year	**16**	(174,545)		(154,088)	
Net current assets			242,126		274,423
Total assets less current liabilities			459,779		505,655
Net assets excluding pension (liability)/surplus			459,779		505,655
Defined benefit pension (liability)/surplus	**18**		-		189,000
The funds of the charity					
Restricted income funds	**20**		-		17,201
Unrestricted funds	**21**		459,779		488,454
Pension reserve			-		189,000
			459,779		694,655

The financial statements were approved by the Board of Trustees and authorised for issue on	**Date** 20 January 2026
and were signed on its behalf by Trustee	**Signature**



Statement of Cash Flows

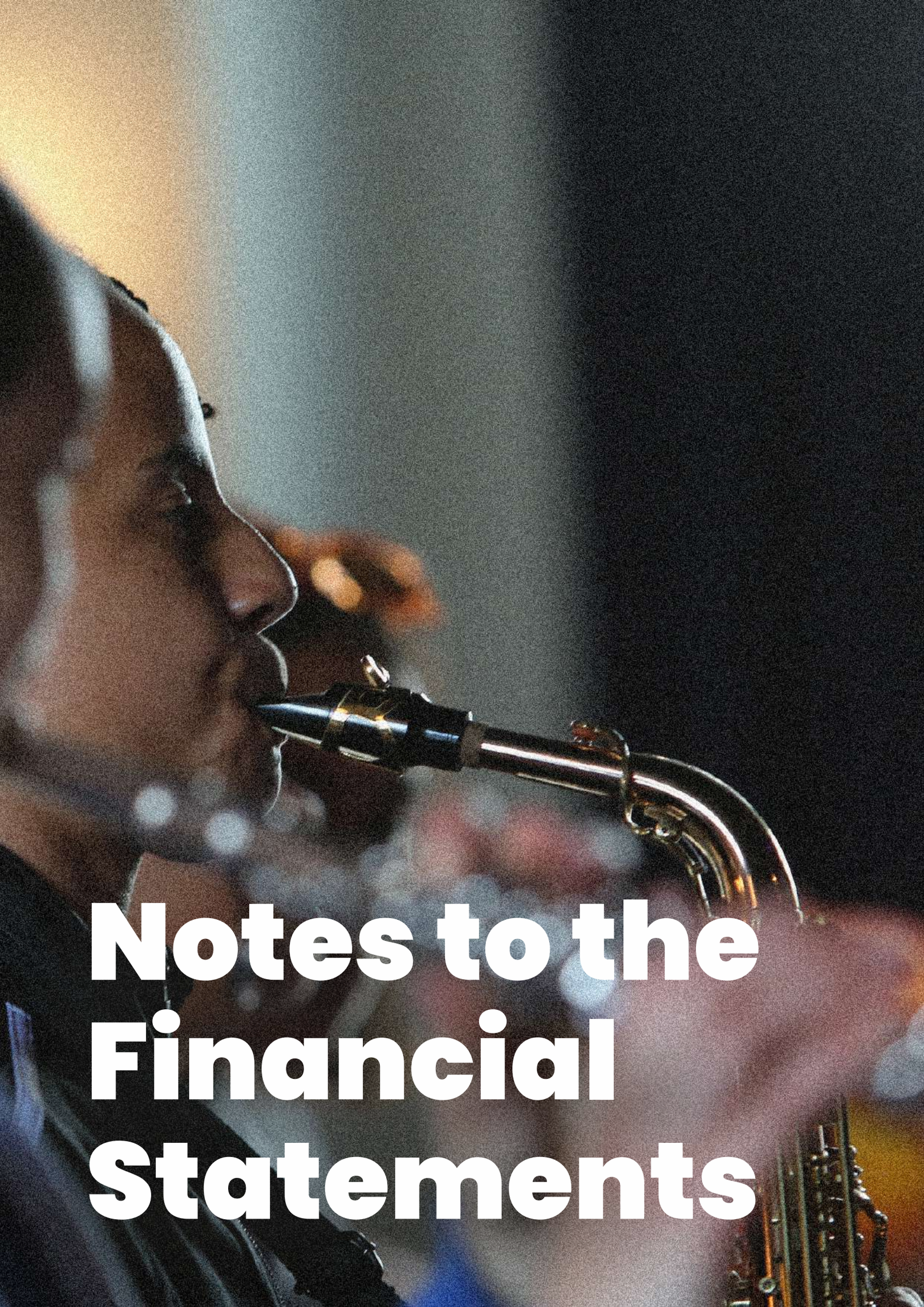
Statement of Cash Flows

For the year ended 31 March 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	**24**		(27,547)		28,622
Investing activities					
Purchase of tangible fixed assets		(1,571)		(2,221)	
Proceeds from disposal of tangible fixed assets		4,221		893	
Investment income received		4,175		2,918	
Net cash generated from investing activities			6,825		1,590
Net cash generated from financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(20,722)		30,212
Cash and cash equivalents at beginning of year			367,739		337,527
Cash and cash equivalents at end of year			347,017		367,739







Notes to the Financial Statements

Notes to the Financial Statements

For the year ended 31 March 2025

1 Accounting policies

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.4 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Support costs are allocated between activities based on staff time. See note 7.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Instruments	20% straight line
Office equipment	20% straight line
IT equipment	33.33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Taxation

The charity is exempt from tax on its charitable activities.

1.8 Retirement benefits

Retirement benefits to employees are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes. For further details see note 17. The charity also operates a defined contribution pension scheme. Contributions payable are charged to the Statement of Financial Activities in the period to which they relate.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.10 Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

2 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	71,076	141,620	212,696	116,473	103,079	219,552
Grants	347,573	33,975	381,548	349,795	-	349,795
Less: deferred income	(722)	(10,359)	(11,081)	-	-	-
	417,927	165,236	583,163	466,268	103,079	569,347
Grants						
Arts Council England - Music Education Hub	346,853	-	346,853	349,795	-	349,795
Arts Council England - Capital grant	-	33,975	33,975	-	-	-
Other	720	-	720	-	-	-
	347,573	33,975	381,548	349,795	-	349,795

3 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Education	659,111	626,465

4 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Deposit account interest	4,175	2,918

5 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Net gain on disposal of tangible fixed assets	4,221	-

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Raising donations and legacies		
Support costs	18,747	16,292





7 Expenditure on charitable activities

	Education	Arts and culture (performances)	Recreation of social welfare	Total	Education	Arts and culture (performances)	Recreation of social welfare	Total
	2025 £	2025 £	2025 £	2025 £	2024 £	2024 £	2024 £	2024 £
Direct costs								
Staff costs	543,795	-	-	543,795	649,923	-	-	649,923
Depreciation and impairment	5,107	-	-	5,107	-	6,674	-	6,674
Activities undertaken directly	182,289	159,103	-	341,392	73,740	152,470	-	226,210
	731,191	159,103	-	890,294	723,663	159,144	-	882,807
Grant funding of activities (see note 8)	31,305	-	-	31,305	-	-	-	-
Share of support and governance costs (see note 9)								
Support	247,465	56,242	52,493	356,200	215,057	48,877	45,618	309,552
	1,009,961	215,345	52,493	1,277,799	938,720	208,021	45,618	1,192,359
Analysis by fund								
Unrestricted funds - general	824,659	215,345	52,493	1,092,497	864,980	208,021	45,618	1,118,619
Restricted funds	185,302	-	-	185,302	73,740	-	-	73,740
	1,009,961	215,345	52,493	1,277,799	938,720	208,021	45,618	1,192,359

8 Grants payable

	Education 2025 £
Grants to institutions:	
Distribution of instruments grant	31,305

9 Support costs allocated to activities

	2025 £	2024 £
Staff costs	219,889	220,513
Depreciation	10,043	12,996
Finance	895	2,339
Human resources	8,012	6,316
Information technology	10,912	8,497
Premises	31,273	32,460
General office	23,012	16,390
Travel	507	2,312
Equipment hire and maintenance	6,045	6,180
Other professional fees	7,367	8,502
Other	14,682	2,326
Governance costs	42,310	7,013
	374,947	325,844
Analysed between:		
Fundraising	18,747	16,292
Education	247,465	215,057
Arts and culture (performances)	56,242	48,877
Recreation of social welfare	52,493	45,618
	374,947	325,844

10 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	7,541	4,853
Depreciation of owned tangible fixed assets	15,150	19,670
Profit on disposal of tangible fixed assets	(4,221)	-

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	77	85

Employment costs	**2025** **£**	**2024** **£**
Wages and salaries	605,213	686,097
Social security costs	24,787	55,730
Other pension costs	133,684	128,609
	763,684	870,436

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 to £70,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	223,950	215,945

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.





14 Tangible fixed assets

	Instruments	Office equipment	IT equipment	Total
	£	£	£	£
Cost				
At 1 April 2024	484,603	24,320	46,754	555,728
Additions	787	265	518	1,519
At 31 March 2025	485,390	24,585	47,272	557,247
Depreciation and impairment				
At 1 April 2024	264,514	16,533	43,397	324,444
Depreciation charged in the year	8,617	3,852	2,681	15,150
At 31 March 2025	273,131	20,385	46,078	339,594
Carrying amount				
At 31 March 2025	212,259	4,200	1,194	217,653
At 31 March 2024	220,088	7,787	3,357	231,232

15 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	38,460	44,963
Other debtors	13,725	500
Prepayments and accrued income	17,469	15,309
	69,654	60,772

16 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Other taxation and social security		-	15,261
Deferred income	17	33,681	21,500
Trade creditors		31,187	23,791
Accruals		109,677	93,536
		174,545	154,088

17 Deferred income

	2025	2024
	£	£
Other deferred income	33,681	21,500

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	33,681	21,500
Movements in the year: Deferred income at 1 April 2024	21,500	-
Released from previous periods	(21,500)	-
Resources deferred in the year	33,681	21,500
Deferred income at 31 March 2025	33,681	21,500

18 Retirement benefit schemes

Defined contribution schemes	**2025** **£**	**2024** **£**
Charge to profit or loss in respect of defined contribution schemes	133,684	128,609

Defined benefit schemes

The charity's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for teaching staff, and the closed Local Government Pension Scheme (LGPS) for non-teaching staff. A third was introduced in 2019, The People's Pension Scheme, also for non-teaching staff. TPS and LGPS are defined-benefit schemes.

The latest actuarial valuation of the TPS was 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £16,299 (2024: £17,092) were payable to the schemes at 31 March 2025 and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary. These contributions, along with those made by employers, are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Retirement benefit schemes

Valuation

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS every four years in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2023 published by HM Treasury. The aim of the review is to specify the level of future contributions, and ensure scheme costs are recognised and managed appropriately. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits, and many other factors.

The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was

published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HM Treasury, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The pension costs paid to TPS in the period amounted to £159,551 (2024: £158,113) of which £34,936 was employee contributions and £124,615 was the employer's contribution.

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.





Local Government Pension Scheme (LGPS)

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 March 2025 was £1,261, of which employee's contributions totalled £1,261. There were no employer contributions made due to an excess in employer fund value, The agreed contribution rates for future years are 33.2% for employers and 5.5% to 9.9% (depending on salary and section) for employees.

Under the terms of the Transfer Agreement dated 30 March 2017, the Administering Authority (that administers the LGPS on behalf of the Authority, Lewisham Council) does not require the Admission Body (Lewisham Music) to put in place any indemnity or bond in respect of the eligible employees. Lewisham Council has agreed to provide the Administering Authority with an LGPS Guarantee in a form acceptable to the Administering Authority and the Admission Body in respect of the Admission Body's obligations to the Administering Authority and will take any other steps required by the Administering Authority to ensure that an indemnity or bond is not required for the duration of the Admission Body's participation in the LGPS Fund.

The Council shall indemnify the Charity from and against all costs, expenses or contributions arising from any pension payable as a result of the dismissal of any of the Eligible Employees on grounds of redundancy or efficiency of the service and any pensions payable on grounds of ill-health, On termination of the Admission Agreement or on the Charity no longer having any Eligible Employees actively contributing to the Fund. The Council shall also indemnify the Charity for any costs, expenses or liabilities to the Fund in respect of the Eligible Employees (including for the avoidance of doubt any deferred or pensioner members of the Fund) arising on termination of the Admission Agreement or on the Charity no longer having any Eligible Employees actively contributing to the Fund. Any payment due by the Charity shall be refunded by Lewisham Council upon written notice within 10 business days.

Key assumptions

	2025 %	2024 %
Discount rate	5.8	4.8
Expected rate of increase of pensions in payment	2.8	2.8
Expected rate of salary increases	3.8	3.8

Mortality assumptions

The assumed life expectations on retirement at age 65 are:

	2025 Years	2024 Years
Retiring today		
- Males	23.2	23.3
- Females	23.8	23.9
Retiring in 20 years		
- Males	20.5	20.6
- Females	25.6	25.7

Amounts recognised in the profit and loss account

Costs/(income):	2025 £	2024 £
Current service cost	3,000	5,000
Net interest on defined benefit liability/(asset)	(9,000)	(5,000)
Total costs/(income)	(6,000)	-

Amounts recognised in other comprehensive income	**2025**	**2024**
Costs/(income):	**£**	**£**
Actual return on scheme assets	(33,000)	(119,000)
Less: calculated interest element	50,000	46,000
Return on scheme assets excluding interest income	17,000	(73,000)
Actuarial changes related to obligations	(126,000)	(8,000)
Effect of changes in the amount of surplus that is not recoverable	304,000	-
Total costs/(income)	195,000	(81,000)

The amounts included in the balance sheet arising from the charity's obligations in respect of defined benefit plans are as follows:

	2025	**2024**
Liabilities/(assets):	**£**	**£**
Present value of defined benefit obligations	750,000	875,000
Fair value of plan assets	(1,054,000)	(1,064,000)
Surplus in scheme	(304,000)	(189,000)
Restriction on scheme assets	304,000	-
Total liability/(asset) recognised	-	(189,000)

Movements in the present value of defined benefit obligations	**2025** **£**
Liabilities at 1 April 2024	875,000
Current service cost	3,000
Benefits paid	(44,000)
Contributions from scheme members	1,000
Actuarial gains and losses	(126,000)
Interest cost	41,000
At 31 March 2025	750,000

The defined benefit obligations arise from plans which are wholly or partly funded.

Movements in the fair value of plan assets	**2025** **£**
Fair value of assets at 1 April 2024	1,064,000
Interest income	50,000
Return on plan assets (excluding amounts included in net interest)	(17,000)
Benefits paid	(44,000)
Contributions by scheme members	1,000
At 31 March 2025	1,054,000

The actual return on plan assets was £33,000 (2024 - £119,000).

Fair value of plan assets	2025 £	2024 £
Equity instruments	695,640	766,080
Debt instruments	221,340	170,240
Property	94,860	95,760
Cash	42,160	31,920
	1,054,000	1,064,000

19 Local Government Pension Scheme (LGPS) Asset Ceiling assessment

Change in Asset Recognition

Lewisham Music participates in the Local Government Pension Scheme (LGPS), a defined benefit pension arrangement. At 31 March 2024, the charity recognised a pension surplus (assets exceeding liabilities) of £189,000 as an asset on the balance sheet.

Change in Circumstances

During 2025 the board undertook an exercise that considered the appropriateness of continued recognition of the pensions surplus. Based on our review of the available actuarial information, scheme rules and changes in the make-up of scheme membership we concluded there was significant uncertainty in relation to recoverability of any surplus, as such it was no longer appropriate to recognise the surplus as an asset benefiting the organisation.

Accounting Impact

The pension asset has been written down from £189,000 to £nil during 2024/25. This creates an actuarial loss of £189,000 which is included in the Statement of Financial Activities.





20 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
London Music Fund (LMF)	-	10,082	(6,749)	-	3,333
Jack Petchey	912	1,800	(2,712)	-	-
Awards For Young Musicians	-	34,709	(34,709)	-	-
Bursaries	10,339	3,874	(10,339)	-	3,874
IDEA project	950	-	-	-	950
Lewisham Legends	-	19,600	(19,600)	-	-
The Young Mayor's Fund	5,000	7,810	(12,231)	-	579
London Music Fund (Jazz Hang)	-	9,607	(7,457)	-	2,150
Merchant Taylors' Foundation	-	66,454	(88,113)	2,865	(18,794)
Elizabeth Fund	-	11,300	(3,392)	-	7,908
	17,201	165,236	(185,302)	2,865	-

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
London Music Fund (LMF)	7,500	9,441	(2,284)	(14,657)	-
Jack Petchey	1,199	1,800	(1,087)	(1,000)	912
Awards for Young Musicians	-	30,537	(30,537)	-	-
Bursaries	4,851	8,822	(3,334)	-	10,339
IDEA project	1,950	-	(1,000)	-	950
Lewisham Legends	1,000	24,500	(4,571)	(20,929)	-
The Young Mayor's Fund	-	5,000	-	-	5,000
London Music Fund (Sounds of the Next Generation)	7,500	8,552	(16,052)	-	-
Sydenham Arts	670	-	(670)	-	-
Garden Memorial Fund	-	-	(84)	84	-
Sonic Minds	24,778	14,427	(3,024)	(36,181)	-
Amplifying Voices	4,124	-	(4,124)	-	-
Kusuma Trust	4,000	-	(4,000)	-	-
Sony Social Justice Grant	8,015	-	(2,973)	(5,042)	-
	65,587	103,079	(73,740)	(77,725)	17,201

Arts Council England (ACE) /SEL Music Hub Revenue Grant
This grant was initially direct from ACE to Lewisham Music and as described in the Trustee's report is now administered through SEL Music Education Ltd. This grant is to be used to fulfil the ambitions of the National Plan for Music Education as published by the DfE in June 2022.

ACE/SEL Capital Project Grant This grant is over 2 academic years, 2024-26, to purchase instruments to be used by individuals and in group settings across education and community settings.

London Music Fund (LMF)
London Music Fund is a funding body with the Mayor of London as its Patron. Income is from individual philanthropy, corporate support and trusts and foundations. Its vision is that children who demonstrate

significant musical ability, enthusiasm and commitment to learning an instrument are given the opportunity to develop their potential.

Funding is used to enhance musical opportunities and experiences for a current cohort of 11 scholars who receive a period of 4 years funding. Nominated and chosen by their music teachers and Lewisham Music the fund is dedicated to those children who are on free school meals and families that face financial hardship.

Jack Petchey
This fund is for the purposes of the Jack Petchey Achievement Award that participants across our Community Music programme can access. This youth led award programme is used to recognise young people's development, i.e. a young person who has faced a challenge, someone who has pushed themselves outside of their comfort zone, or an opportunity to recognise a young person's commitment to supporting their peers.

Awards For Young Musicians
Awards for Young Musicians (AYM) is a UK wide charity founded in 1998 which enables talented young people from low-income families to fulfil their potential. Lewisham Music is a partner on the Furthering Talent programme, which annually supports 30 young musicians from Lewisham with free music tuition, group music-making experiences, and additional bursaries to enhance their musical journeys. The funding also supports the freelance Furthering Talent Producer role.

Bursaries
Lewisham Music is ambitious about making music education accessible to all. Our bursary fund allows us to subsidise music tuition and group music-making for children and young people from low-income families. Funds our raised from cash donations at performances, donations made via our website, our Goodbox device, payroll giving, Amazon Smile and Easy Fundraising. The scheme also received matched funding from the Big Give Campaign via the Childhood Trust and the Barnett & Sylvia Shine Charitable Trust.

IDEA programme:
Lewisham Music are continuing our EDI development journey alongside Youth Music through the IDEA programme/framework.
The programme has included a range of training, practice sharing networks, mentoring and a micro grant, which we used to recruit and onboard two new trustees aged 18-30.

Lewisham Legends
A two-year place-based music programme funded by Arts Council England (£49,000). Working with resident-led housing association Phoenix, we will co-create spaces for residents to tell their stories of community - Recorded through a podcast series. Shaped by local children, young people (CYP) a two-year programme of regular music making will run at 'The Fellowship Inn'. Creative opportunities will include regular programmes of music production, lyricism and singing. Complimented by intensive songwriting projects that will unite residents. All activity will be co-created, giving residents opportunities to connect, respond and reimagine local people's stories. New music will be performed in repurposed local civic spaces celebrating the Bellingham (2023) and Downham (2024) estate centenary.

Young Mayors Fund - Radio Lewisham
Radio Lewisham is a youth-led radio programme delivered by Lewisham Music in partnership with Lewisham's Young Mayors Team and Bloomsbury Institute, this phase has been funded by Young Mayors Fund. The programme engages over 100 young people through storytelling, music and broadcasting. This youth-led platform allows young people to explore topics they're passionate about, whilst developing their skills in research, script writing, communication and digital literacy.

London Music Fund (Jazz Hang)
Established in 2011, the London Music Fund is an independent charity with a mission to transform under- served communities by enabling children to access high-quality music education. Funded by LMF (£8,989) Jazz Hang is a project delivered by Lewisham Music in partnership with Trinity Laban and Tomorrow Warrior's, brining jazz music training to school and community settings. This year-long Jazz Hang programme offers weekly after-school jazz sessions for 10–14-year-olds in Bellingham, supported by targeted outreach to engage female, African diaspora, and economically disadvantaged young people. Masterclasses, jams, and performances at

TL's Greenwich campus will connect participants with a wider community of young musicians and provide opportunity for progression into TW's Young Artists' Development Programme. Alongside this, a schools' outreach programme supports active school band at Gordonbrock Primary to engage new young musicians and build pathways into continued music learning.

Merchant Taylors' Foundation

Merchant Taylors' Foundation makes educational grants that benefit a wide range of age groups and educational projects: from transformational bursaries and well-being initiatives in schools to community-based music-making and training programmes for ex-offenders. Creative Futures is a pioneering creative careers development programme co-designed with and for young people of Lewisham and supported by Merchant Taylor's Foundation 5-year funding (grant of £86,333 for 2024-25). CF is designed to address the main barriers to career progression within the cultural sector and help young people in Lewisham gain career- specific skills. We work with young people aged 18-30 through targeted, co-designed creative skills courses, individual mentoring and advice, networking opportunities and work-experience opportunities to provide a holistic approach to career development. By working with a network of over 30 referral partners and industry experts we aim to increase young people's confidence in occupation specific skills, improve their motivation, attitudes and skills for finding work.

Elizabeth Legacy Fund

The Elizabeth Legacy Fund was established by Sir Ian Mills, a distinguished resident of Lewisham, in memory of his wife Elizabeth, with the overall objective of supporting young people in need, the principal focus being on those in Lewisham. The grant from Elizabeth Legacy Fund (£31,622) supports Radio Lewisham - a diverse youth-led radio station giving a platform for all young people in the borough to share their views and creativity. Based at Lewisham Music's headquarters in Bellingham, Radio Lewisham is a partnership project between Lewisham Music, Lewisham's Young Mayor's Team, with support from Bloomsbury Radio and Undeniable, giving young people a voice and platform to explore what matters to them. Funding from ELF allowed us to employ Learning and Outreach Manager to develop and manage Radio Lewisham and weekly radio training programme. Aportion of the grant was also used to purchase new radio equipment.





21 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2025 £
General fund	268,314	1,085,434	(1,110,182)	(2,865)	-	240,701
Designated fund - instruments	220,140	-	(1,062)	-	-	219,078
	488,454	1,085,434	(1,111,244)	(2,865)	-	459,779
Pension fund	189,000	-	6,000	-	(195,000)	-
	677,454	1,085,434	(1,105,244)	(2,865)	(195,000)	459,779

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2024 £
General fund	223,872	1,095,651	(1,128,934)	77,725	-	268,314
Designated fund - instruments	226,117	-	(5,977)	-	-	220,140
	449,989	1,095,651	(1,134,911)	77,725	-	488,454
Pension fund	108,000	-	-	-	81,000	189,000
	557,989	1,095,651	(1,134,911)	77,725	81,000	677,454

22 Operating lease commitments Lessee

At the reporting end date, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	9,600	3,200
Between two and five years	17,576	-
	27,176	3,200

23 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

24 Cash (absorbed by)/generated from operations	2025 £	2024 £
Deficit for the year	(45,876)	(9,921)
Adjustments for:		
Investment income recognised in statement of financial activities	(4,175)	(2,918)
Gain on disposal of tangible fixed assets	(4,221)	(893)
Depreciation and impairment of tangible fixed assets	15,150	19,670
Movements in working capital:		
(Increase)/decrease in debtors	(8,882)	27,641
Increase/(decrease) in creditors	8,276	(26,457)
Increase in deferred income	12,181	21,500
Cash (absorbed by)/generated from operations	(27,547)	28,622



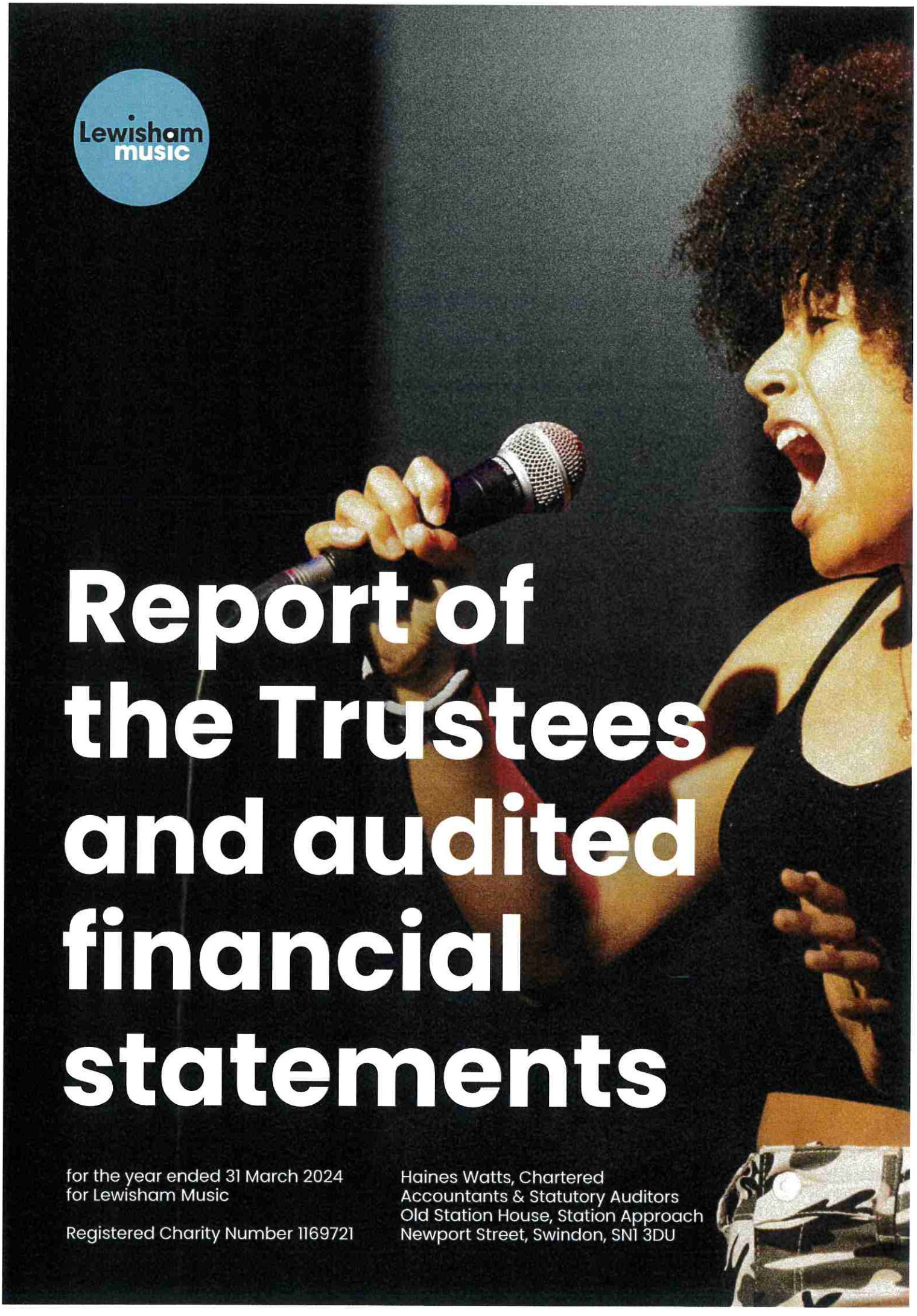




LEWISHAM MUSIC

England & Wales - Charity number 1169721

Accounts



Report of the Trustees and audited financial statements

for the year ended 31 March 2024
for Lewisham Music

Registered Charity Number 1169721

Haines Watts, Chartered
Accountants & Statutory Auditors
Old Station House, Station Approach
Newport Street, Swindon, SN1 3DU



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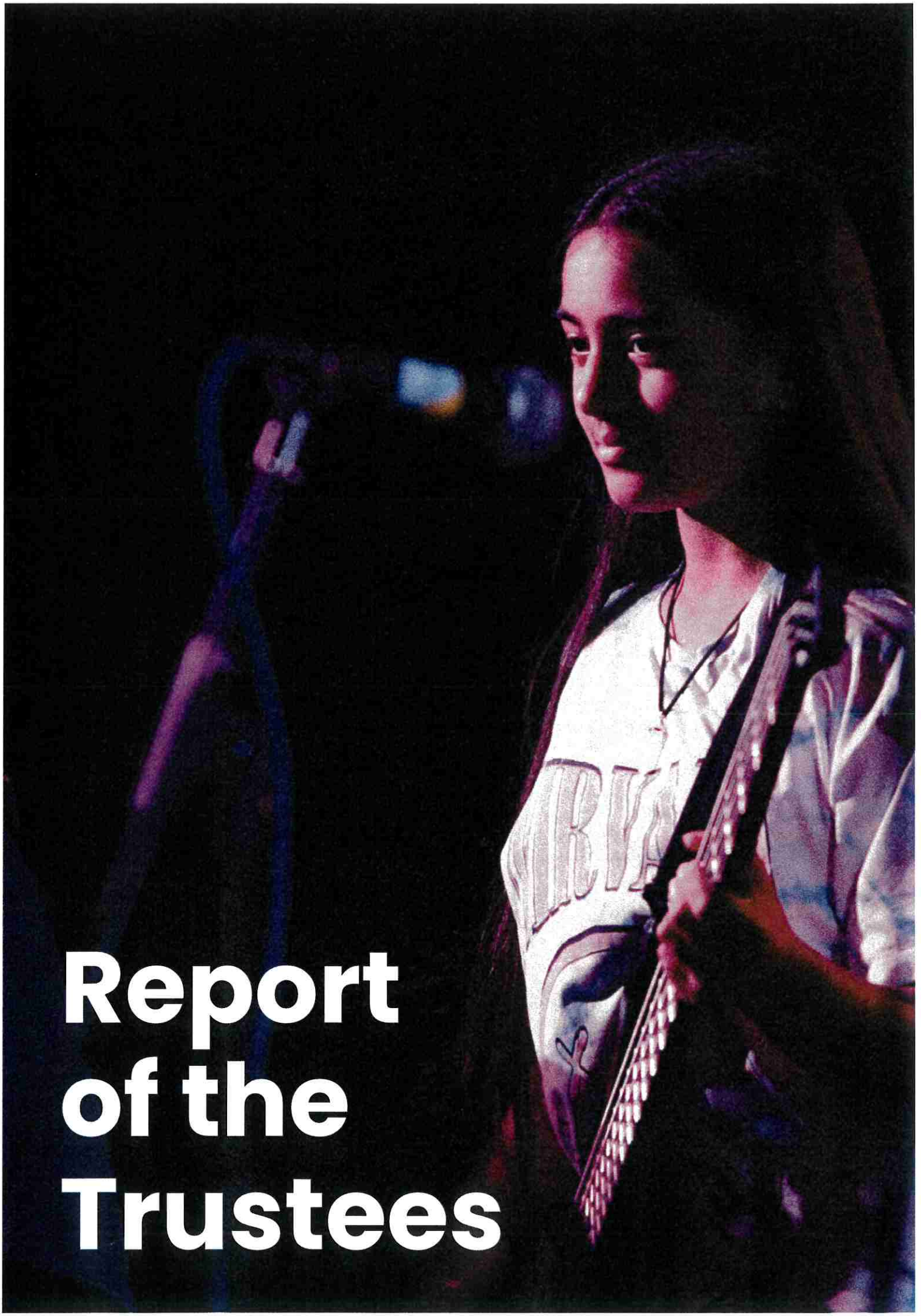
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Report of the Trustees

The trustees present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The financial statements cover the period from 1 April 2023 to 31 March 2024.

Trustees

Name	Trustee since	Term comes to an end
Audrey Bleazard	22 July 2021	2nd term ends 10 July 2027
Dame Joan Ruddock	20th March 2019	2nd term ends 20 March 2025
Fiona Lambert	10 December 2018	2nd term ends 10 December 2024
Jim Ripley	23 March 2022	1st term ends 23 March 2025
Lateefah Brown	19 July 2023	1st term ends 19 July 2026
Nadiya Hoffman	19 July 2023	1st term ends 19 July 2026
Robert Kiruta-Kigozi	22 July 2021	2nd term ends 10 July 2027
Susie York Skinner	10 December 2018	2nd term ends 10 December 2024
Thomas Toomse-Smith	15 May 2024	1st term ends 15 May 2027

Chair	Dame Joan Ruddock from March 2019
Secretary	Stephen Sealy
Chief Executive	Charly Richardson

The creation of Lewisham Music

Lewisham Music was registered with the Charity Commission on 17 October 2016 as a Charitable Incorporated Organisation (CIO), registered charity number 1169721. On 1 April 2017, Lewisham Music Service was transferred from Lewisham Council to Lewisham Music. Staff were transferred across under Transfer Undertakings (Protection of Employment) (TUPE) guidelines. Pre-transfer redundancy costs and Local Government Pension Scheme liabilities for transferring members have been underwritten by Lewisham Council for the lifetime of the charity.

Music Hubs and the National Plan for Music Education

There are 118 Music Education Hubs across England, which were established in 2012 after the Department for Education and the Department for Culture, Media & Sport published *The Importance of Music: A National Plan for Music Education*. Music Education Hubs are a collective of music education providers in a local authority area, led by one organisation. Lewisham Music is the lead partner of the Music Education Hub for the London Borough of Lewisham. In partnership with local and national organisations, we deliver and support a range of musical opportunities in schools and community settings across Lewisham.

In June 2022, a refreshed National Plan for Music Education '*The power of music to change lives*' was published. This laid out aims and strategic functions for Music Hubs which built on the original National Plan. It also mentioned the desire from the Department for Education to reduce the number of Music Hubs from 118 to 43.

Statement from the Chair of Trustees

2023–2024 has been a year of both opportunity and challenge for Lewisham Music, but one where our commitment to empowering young people through music has never wavered. As Chair of Trustees, I am proud to reflect on our achievements and the resilience that has defined this period.

One of the year's highlights was receiving the *2023 Music Mark Award for Youth Initiative of the Year* for our podcast series, Front Line Young Minds. This national recognition affirms our dedication to amplifying youth voices and addressing the issues that matter most to them.

Our programmes continue to diversify and innovate. The launch of *Jazz Hang*, in partnership with Tomorrow's Warriors and Trinity Laban, has opened up pathways for young Black and female musicians in jazz. Meanwhile, our *Lewisham Legends* project marked the centenary of the Bellingham and Downham estates with music and stories.

In schools, we strengthened our support by conducting targeted visits to develop Whole Class Ensemble Teaching and School Music Development Plans. We also collaborated with South Riverside Music Partnership and Sound Connections to deliver an inclusion-focused CPD programme

Progression for young musicians remains at the heart of our mission. Through the Connector role, introduced as part of Young Sound UK's programme, we have increased capacity and expertise to offer tailored guidance to young people and families, helping them navigate musical and creative pathways. We also began an exciting new chapter in September 2023 with a five-year partnership with the Merchant Taylors' Foundation.

Much of the year was consumed by Arts Council England's Music Hub Investment Programme. In collaboration with five other existing Music Hub Lead Organisations, we formed a consortium to create South East London Music Hub. Our bid was submitted in October 2023, and we were delighted to learn of its success in early 2024. South East London Music Hub will start operating from September 2024. This development provides much-needed stability and the opportunity to expand our impact across the area.

However, the challenges we face cannot be ignored. Ongoing annual cuts to our core funding from the Department for Education continue to strain our resources. In addition, this year it was announced that from September 2024 the Department for Education plans to cut additional funding which supports access to the Teachers Pensions Scheme for independent Music Hubs. For Lewisham Music this is a potential loss of over £66,000 annually.

The financial pressures on schools have impacted activity levels and traded income, while the cost-of-living crisis has increased the demand for financial bursaries and reduced some families' ability to engage in paid musical activities. Despite these difficulties, Lewisham Music remains resolute in ensuring that music is accessible to all young people.

I extend my heartfelt gratitude to our CEO, staff, Music Tutors, trustees, partners, and funders who have worked tirelessly to uphold our mission. I am particularly proud of the recruitment of two trustees, Lateefah Brown and Nadiyah Hoffman, who are already bringing fresh perspectives and ideas to our leadership.

As we look ahead to 2024 and beyond, Lewisham Music is well-positioned to embrace new opportunities, navigate future challenges and build on all the positive changes we have made over recent years.

Sincerely,

Joan Ruddock

Dame Joan Ruddock

Chair of Trustees
Lewisham Music



Objectives and activities

Who are we?

Lewisham Music is an award-winning youth charity and a Principal Partner in South East London Music Hub. Working alongside local and national partners, we deliver and support a diverse range of musical opportunities in schools and communities across Lewisham.

Our vision and mission

We want every child and young person in Lewisham to experience the power of music through accessible, inclusive programmes that inspire creativity and confidence. We believe music can unlock potential and build happier, healthier communities.

Our values

- **Young people-centred:** We prioritise the needs, abilities, and interests of young people, empowering them to actively shape their own musical journey.
- **Community-driven:** We actively listen to the voices of young people, parents, carers, and communities, ensuring their input shapes the future of our programmes and the charity's direction.
- **High-quality delivery:** We deliver high-quality, authentic learning experiences led by professional musicians and educators, ensuring every interaction is enriching and impactful.
- **Inclusive and equitable access:** We are committed to breaking down barriers to participation, making music education accessible and equitable for all young people, regardless of background or circumstance.
- **Celebrating diversity:** We honour and embrace the rich diversity of our community, respecting the identities, cultures, and unique perspectives of the young people we serve.
- **Commitment to growth:** We are dedicated to ongoing learning and professional development, continuously evolving our offer to remain innovative and relevant.
- **Sustainability:** We strive to ensure that our programmes are financially sustainable and deliver long-term impact. Additionally, we are dedicated to minimising the environmental footprint of our work.

What do we do?

What we do	We aim to...	We do this by offering...
Learning & skills	• Give every child and young person the opportunity to learn and make music • Support young musicians to explore their musicality by providing them with instruments and equipment • Offer young musicians the opportunity to progress their musical journey through opportunities in their community • Give young musicians the opportunity to make music with their peers • Learn about the 'building blocks of music' through musicality and music theory lessons • Provide inspirational performance opportunities for young musicians in venues across the borough and beyond.	• Professional Music Tutors in schools, SEND and alternative provision settings and community spaces • Individual, small group and whole class programmes • A wide variety of instrumental learning, covering everything from violin to clarinet and Djembe • Ensembles, choirs and bands in schools and the community covering a range of styles (rock, jazz, classical, Samba, R&B and more) • Instrument hire • Access to musical resources including e-learning and music production software • Live events, gig and concerts • Vocal/singing tuition • Rap & Lyricism tuition • Songwriting tuition • Music Production programmes • Music Technology and Assistive Music Technology

		• Professional musical experiences with partner organisations • Access to musical exam opportunities supported by professional accompanists. • Creative holiday programmes like *Lewisham Junior Orchestra*, *Animate Orchestra* and *Fellowship Music Collective.*
Community impact	• Prioritise equity of access to help children and young people overcome barriers • Put children and young people's needs, ideas and decisions at the heart of our work • Offer creative spaces where children and young people can express themselves, socialise and explore though music • Support the development and progression of young musicians through support, advice and signposting • Celebrate the history and culture of our community • Use music to promote positive wellbeing and mental health.	• Bursary programmes to make music education accessible for all families, including partnerships with *London Music Fund* and *Young Sounds UK Connect*, and mentoring and family support. • Co-production opportunities • Paid opportunities for Young Producers, allowing them to research, advocate and produce content (such as the award-winning podcast *Front Line Young Minds)* • The *Music Connector* role, offering bespoke information advice and guidance to support families and young musicians in their musical journey • Place-based musical programmes which explore the history of our community • Mental-health programmes such as the award-wining *Sonic Minds* • Creative music programmes allowing people to create their own music and write songs individually and in groups.
Creative careers	• Mentor the next generation of creative professionals • Provide creative industry skills and training • Help young people in Lewisham overcome barriers to the creative industries • Broker access to voluntary and paid experiences in the creative industries • Improve visibility of jobs and other opportunities • Connect young people with inspiring professional role models.	• *Creative Futures* careers programme, funded by Merchant Taylors' Foundation, including mentoring, workshops and panel events, and work experience opportunities • Podcasting training, equipment and partnership opportunities • *Radio Lewisham*, in partnership with Lewisham Young Mayor and Bloomsbury Radio • Bringing music industry professionals to talk about their work with local young people.
Sector support	• Work in partnership with organisations locally, regionally and nationally to maximise opportunities for young people • Support smaller organisations in the area to build capacity and create opportunities	• Continuing Professional Development and training for the music education workforce (Lewisham Music staff, school staff, partner organisations, freelancers) • Networking and Peer Learning for school staff

	• Ensure a confident and skilled music education workforce in schools and community settings across the borough • Provide a space for local organisations to work, offer training and engage with the community.	• Professional advice, support and consultancy for school music coordinators, Heads of Music and Senior Leadership Teams • Partnership Forums with local organisations • Consultancy support for the music education and charity sector • Capacity building for local arts organisations through advice and support • Hire of our premises at The Fellowship to local organisations, artists and schools • Joint fundraising initiatives with partner organisations • Hosting *Resource for Autism's* Lewisham Autism Hub • Hosting Merchant Taylors' Foundation's Community Investment Manager • Hosting local charity *Fairbeats!*

Partnerships

Partnership is at the heart of our work, and Lewisham Music are lucky to work with a diverse range of brilliant local, regional, and national delivery organisations as well as community and referral partners. You can find out more about our partners on our website.

Public benefit

The charity trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

The public benefit is that young people develop their musical, social and cultural skills through participation in Lewisham Music's activities and those of its partners and schools. The charity's provision of musical education through access to guidance and support from expert practitioners, and to facilities, equipment and services, enhances the conditions of life of the young people involved. Young people's families also benefit through attendance at live events and other opportunities to celebrate their children's achievements.

Achievements and performance 2023-2024

Awards

- Lewisham Music won the 2023 Music Mark Award for *Youth Initiative of the Year* for our podcast series, Front Line Young Minds

Programme diversification

- Launched **Jazz Hang,** a partnership with Tomorrow's Warriors and Trinity Laban, to diversify participation in jazz, particularly among young Black and female musicians.

Place-based work

- Delivered large-scale community projects such as Lewisham Legends, co-creating music to celebrate local stories for the Bellingham and Downham estates centenary. This resulted in an online gallery celebrating 100 years of the Bellingham estate.

School support

- A significant programme of support visits to schools, focused on Whole Class Ensemble Teaching programmes and School Music Development Plans.

- Working with South Riverside Music Partnership (SRMP) and Sound Connections on an inclusion-focused cross-borough CPD programme, including sessions on '*Diversifying the curriculum*' and '*Trauma-informed practice*'.

Progression

- An in-house 'Connector' role established as party of Young Sound UK's new Connector programme, this position gives bespoke information, guidance and support to young people and families to support young musicians' progression and development.

Merchant Taylor's Foundation

- In September 2023 we started a major new 5-year partnership with Merchant Taylors' Foundation who will be providing to support our *Connect* programme, our Community Programme Producer Role, and an exciting new creative careers programme *Creative Futures*.

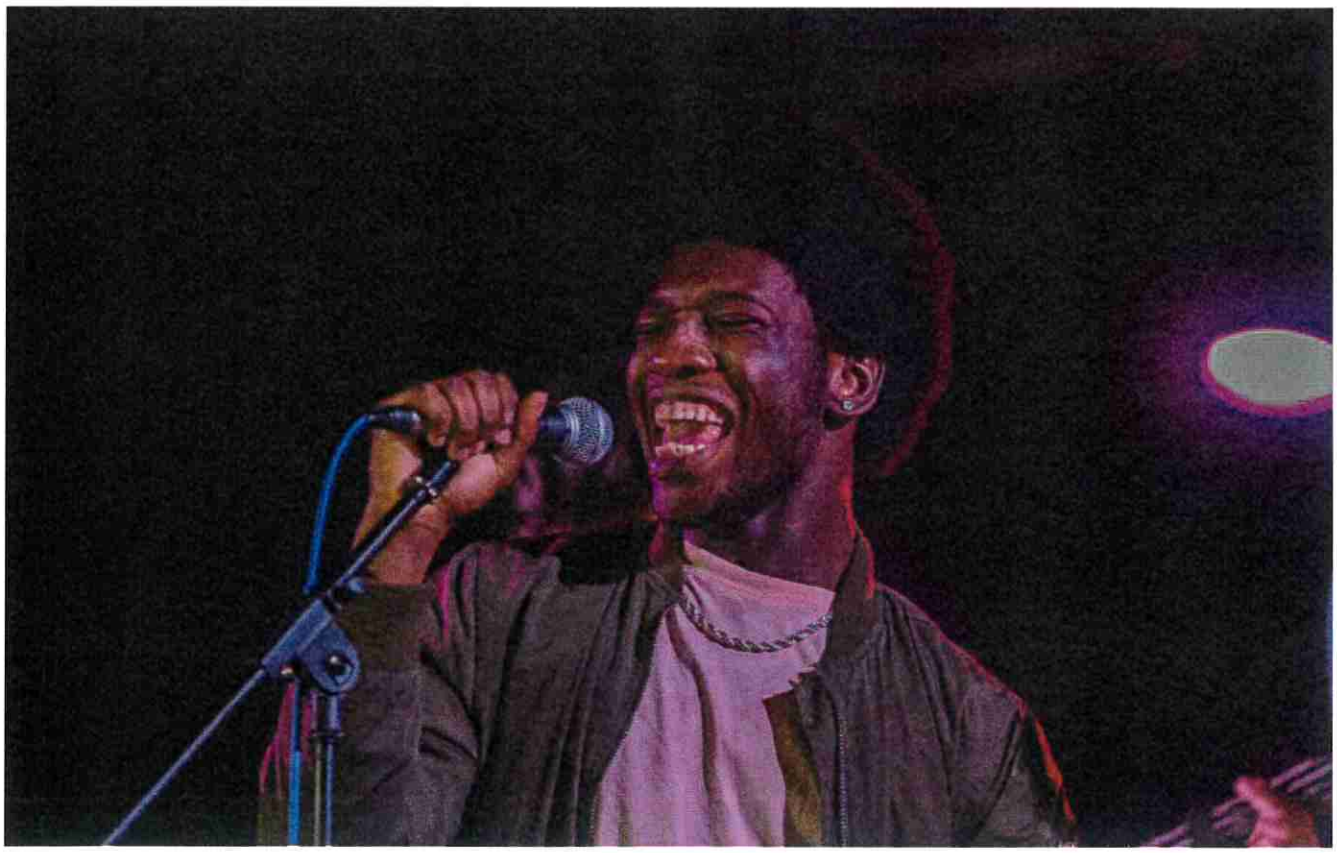
Governance

- The recruitment and induction of two new young trustees (under 30), Lateefah Brown and Nadiyah Hoffman.

Future plans

Notable plans for 2024-2025 include:

- The establishment and development of South East London Hub in September 2024. Lewisham Music will become a Principal Partner of this new consortium who will work together strategically to develop music education across the boroughs of Bexley, Bromley, Greenwich, Lambeth, Lewisham and Southwark.
- Developing and expanding *Radio Lewisham*.
- The recruitment of two to three new trustees as Fiona Lambert and Susie York-Skinner complete their second three-year term.
- The recruitment of a new Chair as Dame Joan Ruddock completes her second three-year term.



Risk management

Lewisham Music - Risk Register (Updated December 2024)

KEY	
Red - major risks that score 20 or more Yellow - moderate risks that score between 10 and 20 **Green** - minor risks scoring 10 or less ACE - Arts Council England DfE - Department for Education	CR - Charly Richardson, Chief Executive SF - Simon Francis, Director of Business & Operations SP - Sarah Plummer, Schools Music Leader KS - Keith Sykes, Director of Community Programmes

POTENTIAL RISK	POTENTIAL or CONFIRMED?	IMPACT (1-5)	LIKELI-HOOD (1-5)	RISK SCORE *(IMPACT x LIKELIHOOD) + IMPACT*	PREVENTATIVE ACTIONS	ACTIONS IF RISK OCCURS	RESPONSIBILITY	MONITORING	REVIEW DATE/ FREQUENCY	PREVIOUS RISK RATING
Hours of delivery in schools reduce due to school budget challenges.	**CONFIRMED**	**3**	**5**	**18**	- Continue to refine comms and promotional strategy to engage schools. - Continue to build relationships with schools.	- Activity in schools just about recovers cost (not including admin/backroom costs). Therefore, there is a limited financial risk as expenditure should drop roughly in-line with income. - The main impact would be regarding our delivery output and therefore our impact on the young people of Lewisham, and how ACE/DfE view us.	CR/SP	CR/SP/Board	Quarterly	Up until July 2023- **12**
DfE Hub grant to Lewisham continues to go down in cash and real terms.	**CONFIRMED**	**3**	**5**	**18**	- Campaign for uplift in funding attached to new National Plan for Music Education. - Seek support of private donors, corporations, Trusts/Foundations towards core costs.	- Same as preventative actions- this is a long-term problem rather than us suddenly facing a 'cliff-edge'.	CR	CR/SF/Board	Annually	April 2022- **15** Since October 2022- **18**
Cost-of-living crisis impacts parent/carer buying power so demand drops	**CONFIRMED**	**3**	**5**	**18**	- Continue to encourage schools to use Pupil Premium Grant and curriculum budget to subsidise tuition. - Continue fundraising to support bursary scheme.	- The need to make cuts would depend on the severity of the drop.	CR/SF/SP	CR/SP/SF/ Board	Termly	April 2022 - **12**
Hire of our premises at The Fellowship Inn no longer financially viable	**POTENTIAL**	**3**	**2**	**9**	- Maintain and build on positive relationship with Phoenix Community Housing. - Ensure 10-15% of new funding goes towards core running costs, where possible. - Identify new income and funding streams and potentially private, corporate or Trust/Foundation sponsorship to support running costs.	- Find new office premises and continue to rely on school premises for out-of-school activity. - The main impact would be reputational. - Ask Phoenix Community Housing for a significant rent reduction/permanent rent holiday.	CR/SF/KS	CR/SF/Board	Quarterly	February 2021- **12** Since June 2021- **9**

Financial review

Financial position
The financial position of the charity at the year-end is set out on page 19.

Funding for Music Hubs from DfE will continue until August 2025. A new Music Hub funding structure, as a result of a retendering process, has been successfully applied for, granted and is in place from the academic year September 2024. An award of £344,756 has been awarded to Lewisham Music.

We will also continue to develop our fundraising strategy so that we can build on our successful grant portfolio into 2024-2025. We are always reviewing budgets to determine if there are any efficiencies or savings to be made.

As explained in note 17 the charity's share of any surplus or deficit of the Local Government Pension Scheme at 31 March 2024 is required to be included in the Balance Sheet in accordance with FRS 102. The surplus at 31 March 2024 amounted to £189,000 (2023 surplus £108,000).

Reserves Policy
Total reserves as at 31 March 2024 was £694,655 (£623,576 in 2023) of which £268,314 (£223,872 in 2023) represented unrestricted free funds and £17,201 (£65,587 in 2023) restricted funds. The charity also held a designated instrument fund of £220,140 (£226,117 in 2023) and a pension reserve relating to the LGPS of £189,000 (£108,000 in 2023).

The trustees have decided that it is prudent to carry a reserve of three months of salary, premises costs and contractual obligations and as at 31 March 2024, this amounted to £289,069 (£265,663 in 2023).

At 31 March 2024 the charity had free reserves (unrestricted reserves not tied up in fixed assets) of £268,314 (£223,872 in 2023).

Overall, the charity therefore practically meets it target reserves policy as set out above.

Structure, governance and management

Governing document
The charity is controlled by its governing document, a deed of trust and constitutes an incorporated charity.

Lewisham Music was incorporated on 17 October 2016. It is a Charitable Incorporated Organisation (CIO), registered number 1169721. The governing document is the charity's constitution agreed on 12 September 2016.

Trustees are appointed and recruited by the Board by advertisement and interview. Upon selection they are required to complete an enhanced DBS check. There are currently 9 trustees including a former local Member of Parliament, arts education professionals, a PR specialist, and a business development specialist).

Staffing and responsibilities
Lewisham Music had 9 office/administration/management staff (a mix of part-time and full-time positions). We also had 3 paid Young Producers and 71 Music Tutors who delivered activities on a PAYE, variable-hours basis.

The Chief Executive is responsible for the day-to-day running of the organisation and line manages the Director of Business & Operations, Schools Music Leader, Vocal Leader, Director of Community Programmes, and Communications & Marketing Manager. There are six other office/management positions that are not directly line-managed by the CEO.

The Chief Executive takes decisions on a day-to-day basis with support from managers, and refers to the Chair where appropriate. The Director of Business & Operations is responsible for financial management and for the provision of finance reports to trustees at quarterly meetings. Minutes are taken by an independent clerk and made available to the charity's principal funder, Arts Council England.

Strategic decisions are taken by the Board of Trustees regarding the direction of the work carried out by Lewisham Music and the use of grants, earned income and charitable funds. Designated board members and committees have specific responsibilities for Safeguarding, HR, Premises and Finance, PR and Fundraising. Trustees with designated roles report back to the Board before strategic decisions are taken.

Lewisham Music are a member of Music Mark, the national association supporting the work of music services, hubs, and music education practitioners. Arts Council England monitors the work of all Music Education Hubs and releases funding quarterly subject to provision of grant monitoring.

In its role as a Music Education Hub, Lewisham Music collaborates with 40 local and regional music and arts organisations, 14 local referral and community partner organisations, and all of the London Borough of Lewisham's maintained schools, free schools and academies.

Staff that transferred to Lewisham Music under TUPE currently retain Lewisham Council terms and conditions. Contracts, job descriptions and pay points for new staff are determined by the Chief Executive in consultation with the Board of Trustees.

Reference and administrative details

Registered Charity number
1169721

Principal address
First Floor, The Fellowship Inn
Randlesdown Road
Bellingham, London
SE6 3BT

Auditors
Haines Watts
Chartered Accountants & Statutory Auditors
Old Station House
Station Approach
Swindon, Wiltshire
SN1 3DU

Statement of Trustees' responsibilities

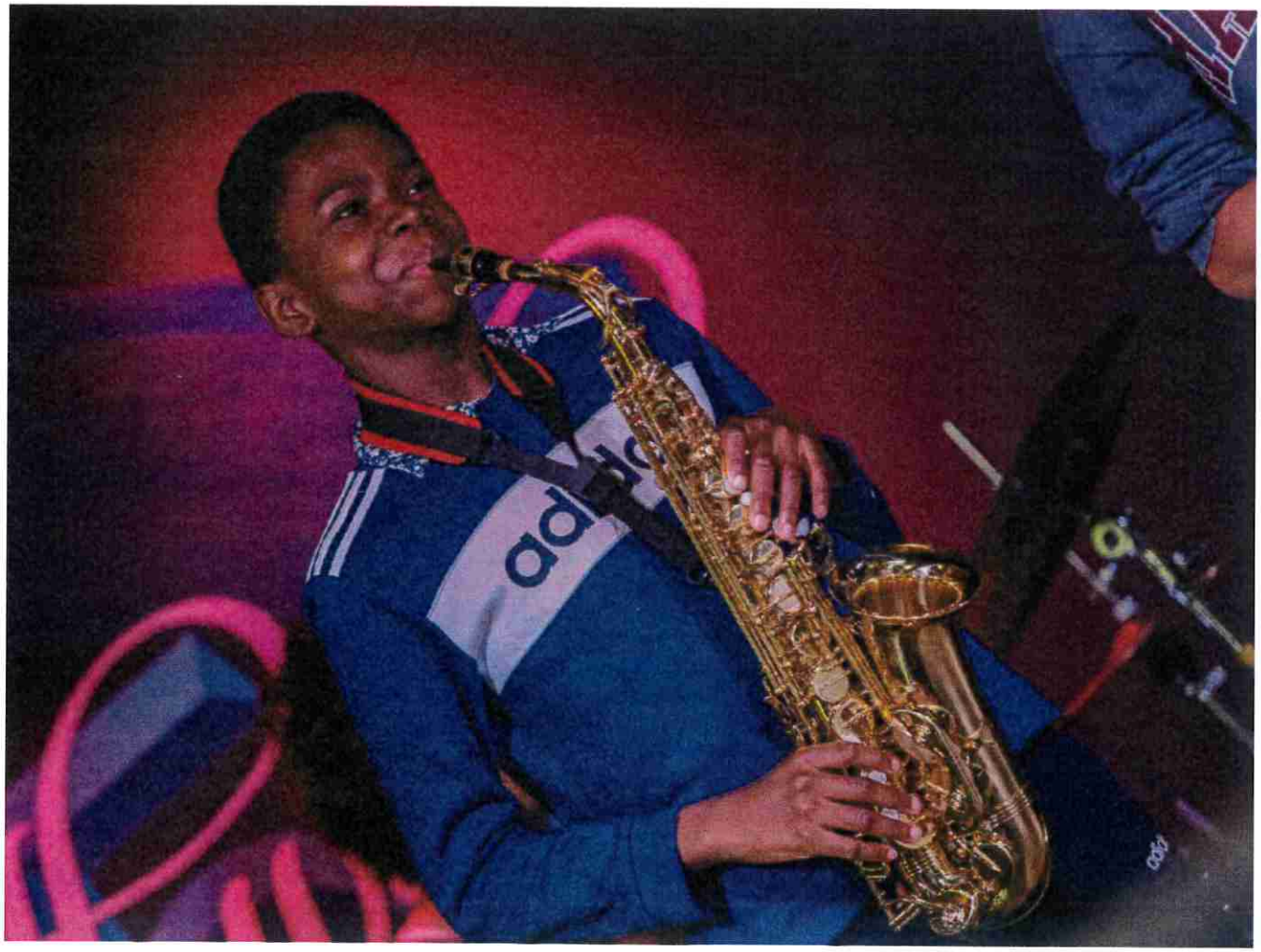
The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

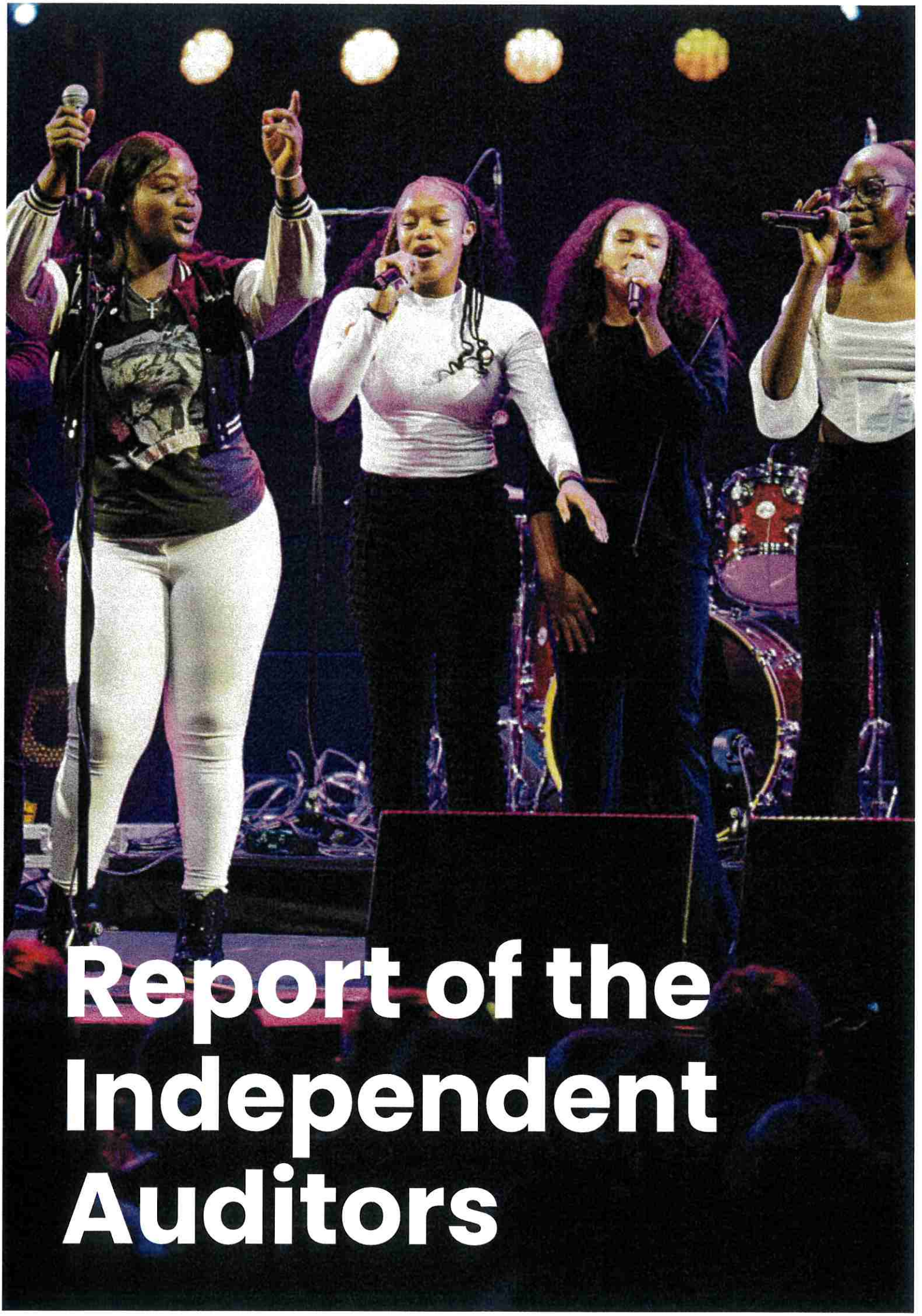
The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to 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.

Approved by order of the board of trustees on	Date **13 January 2025**
and signed on its behalf by Trustee	Signature





Report of the Independent Auditors

Opinion

We have audited the financial statements of Lewisham Music (the 'charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as, UK GAAP, Charity SORP (FRS102), Charities Act 2011 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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 Report of the Independent Auditors.

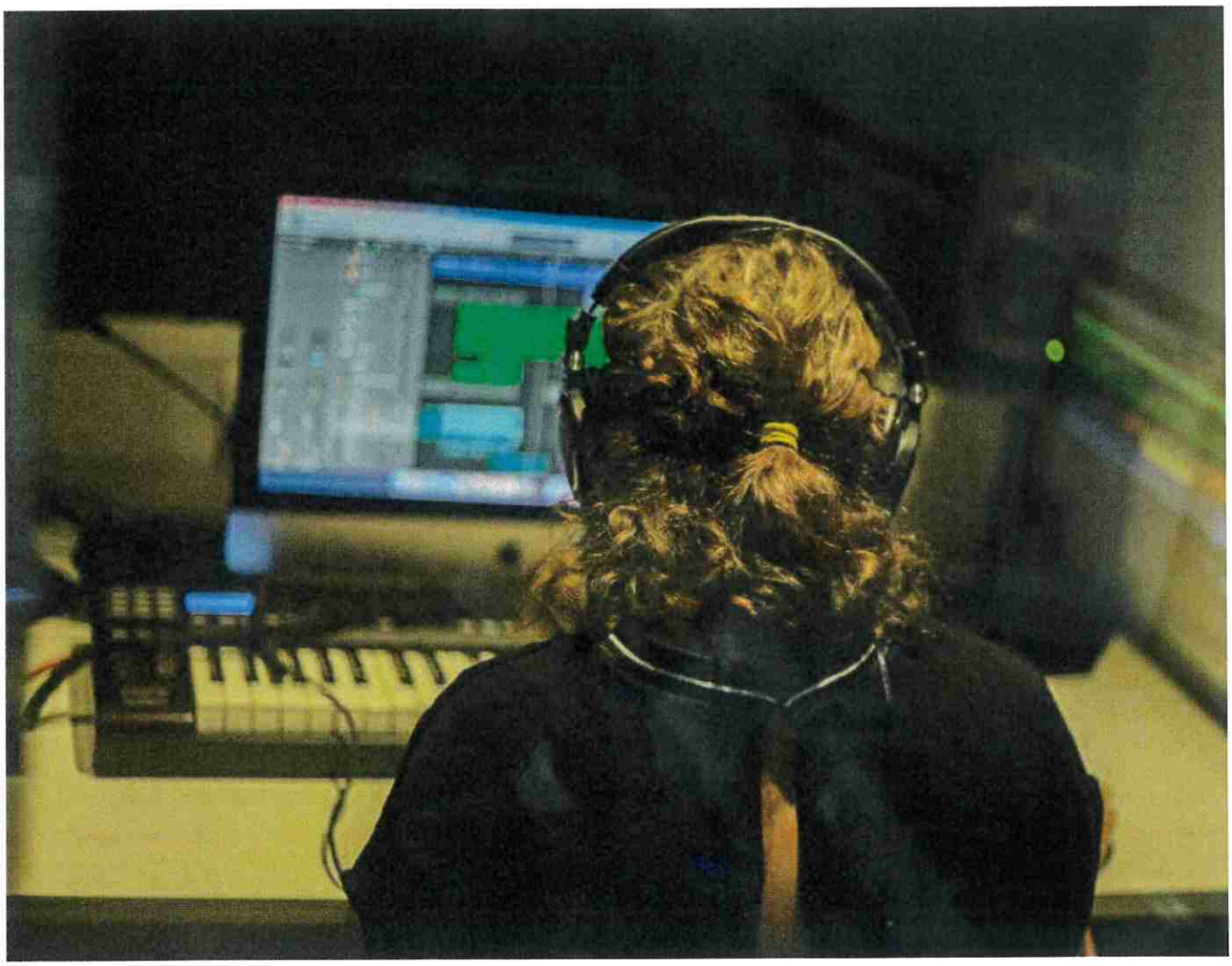
Use of our report

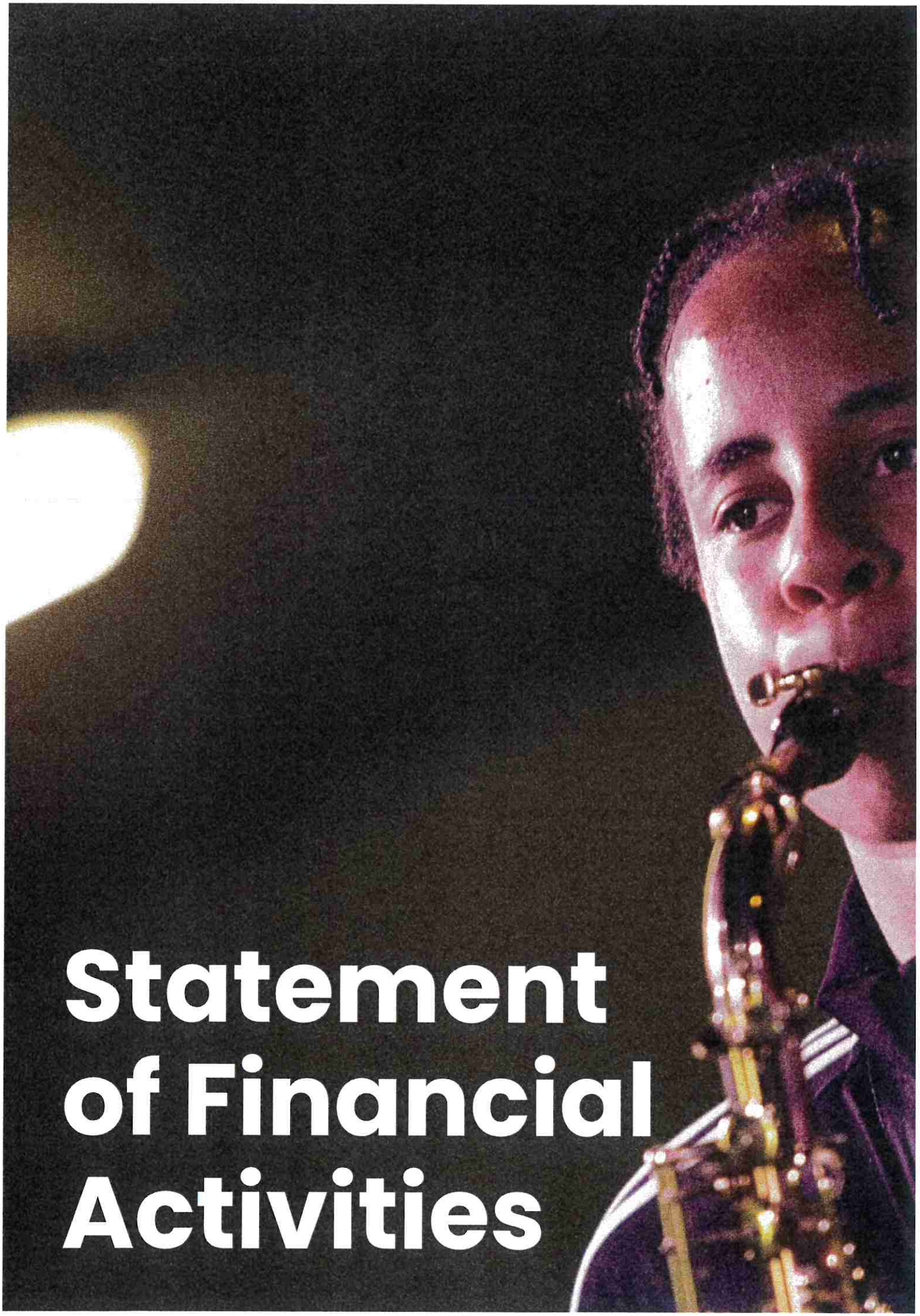
This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report 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.

Haines Watts

Chartered Accountants & Statutory Auditors
Old Station House
Station Approach
Swindon
Wiltshire
SN1 3DU

Approved by Auditor on	Date **16 January 2025**
and signed on its behalf by	Signature Haines Watts



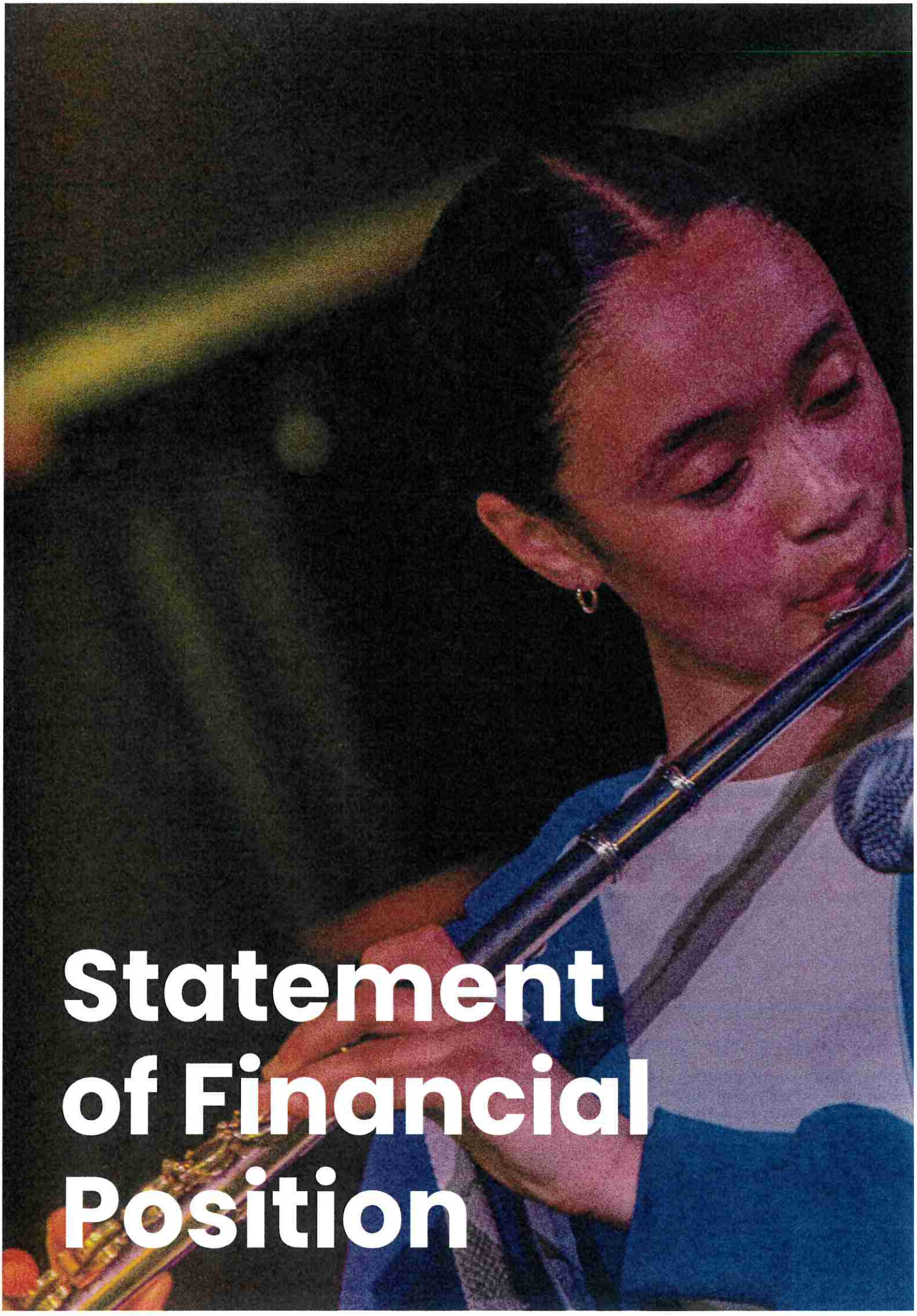


Statement of Financial Activities

Statement of Financial Activities for the year ended 31 March 2024

The notes form part of these financial statements

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	466,268	103,079	569,347	546,158
Charitable activities					
Education	4	626,465	-	626,465	633,149
Investment income	3	2,918	-	2,918	427
Total		1,095,651	103,079	1,198,730	1,179,734
EXPENDITURE ON					
Raising funds	5	16,292	-	16,292	16,052
Charitable activities	6				
Education		864,980	73,740	938,720	991,925
Arts and culture (performances)		208,021	-	208,021	188,651
Recreation of social welfare		45,618	-	45,618	44,946
Total		1,134,911	73,740	1,208,651	1,241,574
NET INCOME/(EXPENDITURE)		(39,260)	29,339	(9,921)	(61,840)
Transfers between funds	16	77,725	(77,725)	-	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit schemes		81,000	-	81,000	160,000
Net movement in funds		119,465	(48,386)	71,079	98,160
RECONCILIATION OF FUNDS					
Total funds brought forward		557,989	65,587	623,576	525,416
TOTAL FUNDS CARRIED FORWARD		677,454	17,201	694,655	623,576



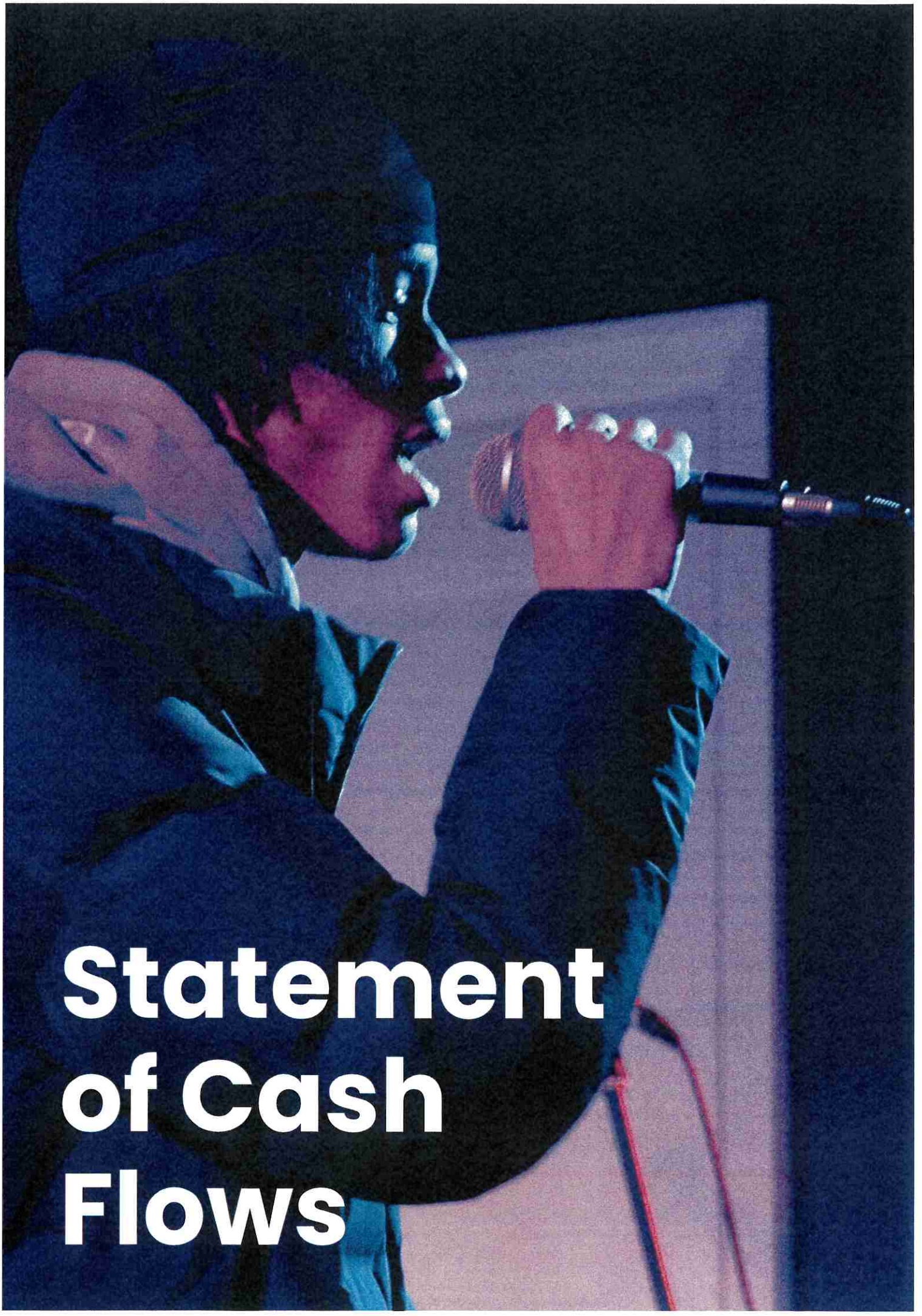
Statement of Financial Position

Statement of Financial Position 31 March 2024

The notes form part of these financial statements

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	11	231,232	-	231,232	248,681
CURRENT ASSETS					
Debtors	12	60,772	-	60,772	88,413
Cash at bank		350,538	17,201	367,739	337,527
		411,310	17,201	428,511	425,940
CREDITORS					
Amounts falling due within one year	13	(154,088)	-	(154,088)	(159,045)
NET CURRENT ASSETS		257,222	17,201	274,423	266,895
TOTAL ASSETS LESS CURRENT LIABILITIES		488,454	17,201	505,655	515,576
PROVISIONS FOR LIABILITIES	15	189,000	-	189,000	108,000
NET ASSETS		677,454	17,201	694,655	623,576
FUNDS	16				
Unrestricted funds				268,314	223,872
Designated funds – (instruments)				220,140	226,117
Pension reserve				189,000	108,000
Restricted funds				17,201	65,587
TOTAL FUNDS				694,655	623,576

The financial statements were approved by the Board of Trustees and authorised for issue on	Date **13 January 2025**
and were signed on its behalf by Trustee	Signature



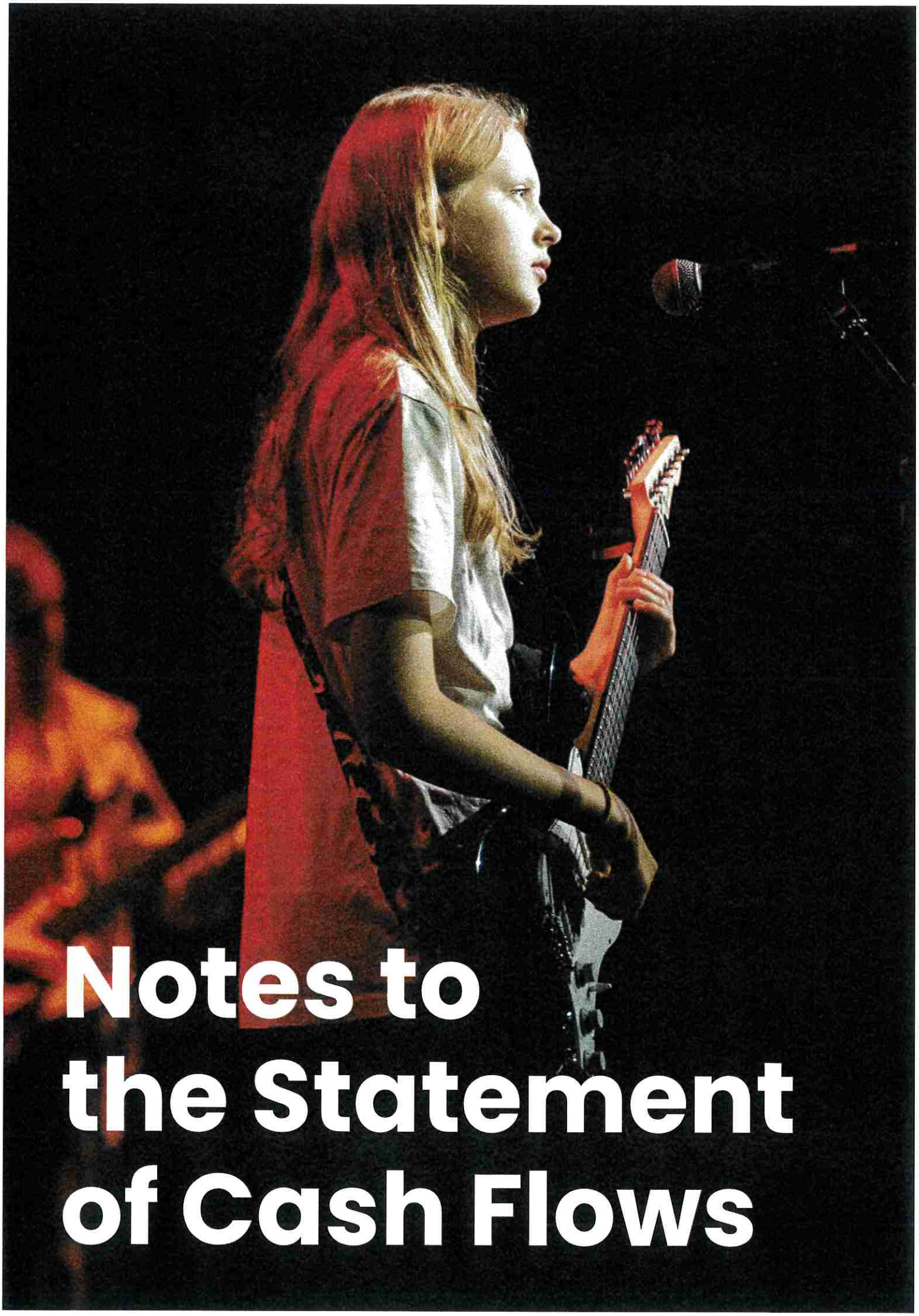
Statement of Cash Flows

Statement of Cash Flows for the year ended 31 March 2024

The notes form part of these financial statements

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	28,622	42,680
Net cash provided by operating activities		28,622	42,680
Cash flows from investing activities			
Purchase of tangible fixed assets		(2,221)	(10,808)
Sale of tangible fixed assets		893	-
Interest received		2,918	427
Net cash provided by/(used in) investing activities		1,590	(10,381)
Change in cash and cash equivalents in the reporting period		30,212	32,299
Cash and cash equivalents at the beginning of the reporting period		337,527	305,228
Cash and cash equivalents at the end of the reporting period		367,739	337,527





Notes to the Statement of Cash Flows

Notes to the Statement of Cash Flows for the year ended 31 March 2024

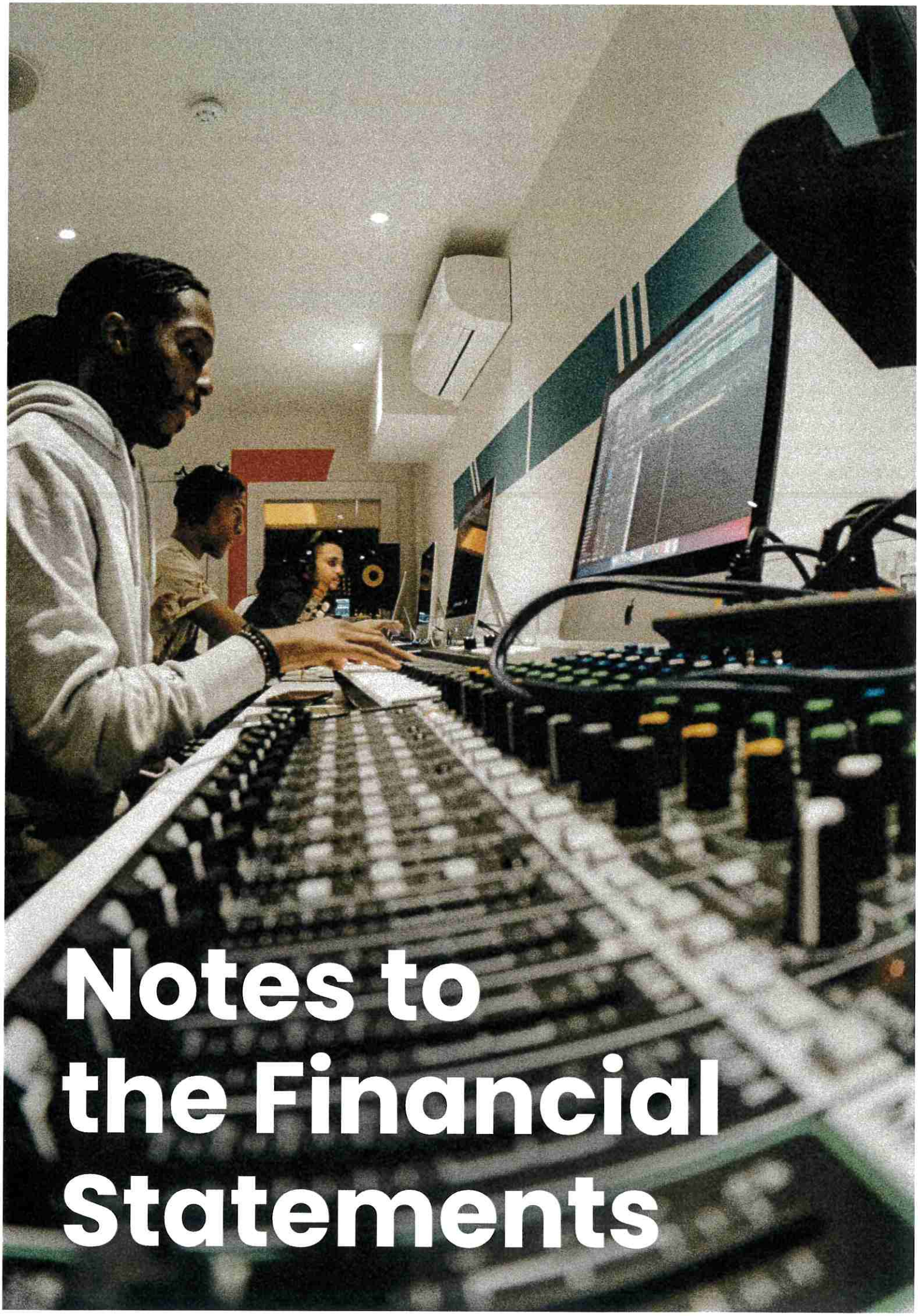
1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(9,921)	(61,840)
Adjustments for:		
Depreciation charges	19,670	22,146
Profit on disposal of fixed assets	(893)	-
Interest received	(2,918)	(427)
Decrease in debtors	27,641	41,923
(Decrease)/increase in creditors	(4,957)	20,878
Difference between pension charge and cash contributions	-	20,000
Net cash provided by operations	28,622	42,680

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/23 £	Cash flow £	At 31/3/24 £
Net cash			
Cash at bank	337,527	30,212	367,739
	337,527	30,212	367,739
Total	337,527	30,212	367,739





Notes to the Financial Statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and is rounded to the nearest £.

Going concern
There are no material uncertainties about the charity's ability to continue.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs
Support costs are allocated between activities based on staff time. See note 7.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life (less residual value), as follows:

Office equipment	–	20% straight line
Instruments	–	20% straight line
IT equipment	–	33.33% straight line

Taxation
The charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits
Retirement benefits to employees are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes. For further details see note 17. The charity also operates a defined contribution pension scheme. Contributions payable are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	219,552	145,795
Grants	349,795	400,363
	569,347	546,158

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Arts Council England - Music Education Hub	349,795	400,363

3. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	2,918	427

4. INCOME FROM CHARITABLE ACTIVITIES

	2024	2023
Activity	£	£
Education	626,465	633,149

5. RAISING FUNDS

Raising donations and legacies

	2024	2023
	£	£
Support costs	16,292	16,052

6. CHARITABLE ACTIVITIES COSTS

	Activities undertaken directly £	Support costs £	Total £
Education	723,663	215,057	938,720
Arts and culture (performances)	159,144	48,877	208,021
Recreation of social welfare	-	45,618	45,618
	882,807	309,552	1,192,359

7. SUPPORT COSTS

Support cost's	Raising funds £ 5%	Education £ 66%	Arts & culture (performances) £ 15%	Recreation of social welfare £ 14%	2024 £	2023 £
Governance	351	4,628	1,052	982	7,013	12,736
Staff costs	11,026	145,539	33,076	30,872	220,513	203,900
Finance	117	1,544	351	327	2,339	2,333
Human Resources	316	4,169	947	884	6,316	6,597
Information technology	425	5,608	1,274	1,190	8,497	7,576
Premises	1,623	21,424	4,869	4,544	32,460	29,942
General office	819	10,816	2,461	2,294	16,390	14,905
Travel	116	1,526	347	324	2,312	1,901
Equipment hire and maintenance	308	4,079	927	865	6,180	12,736
Depreciation	650	8,577	1,949	1,820	12,996	13,201
Other professional fees	425	5,612	1,275	1,190	8,502	12,439
Other	116	1,535	349	326	2,326	3,136
	16,292	215,057	48,877	45,618	325,844	321,042

Included in the above support costs are the following: -

	2024 £	2023 £
Fees payable to the company's auditor for the audit of the annual accounts	5,100	4,800
Fees payable to the company's auditor for the preparation of the annual accounts	1,200	1,000
Other services	960	900

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

9. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	807,011	789,346
Social security costs	55,730	55,016
Other pension costs	128,609	161,268
	991,350	1,005,630

The average monthly number of employees during the year was as follows:

	2024	2023
Total	85	81

One employee received emoluments between £60,000 and £69,999 (2023 same).

The total amount of employee benefits received by key management personnel is £215,945 (2023 £221,069). The Trustees consider themselves, the CEO, schools music leader, business manager and the music participation leader to comprise the key management personnel.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	9,571	536,587	546,158
Charitable activities			
Education	613,450	19,699	633,149
Investment income	427	-	427
Total	623,448	556,286	1,179,734
EXPENDITURE ON			
Raising funds	16,052	-	16,052
Charitable activities			
Education	436,086	555,839	991,925
Arts and culture (performances)	188,651	-	188,651
Recreation of social welfare	44,946	-	44,946
Total	685,735	555,839	1,241,574

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
NET INCOME/(EXPENDITURE)	(62,287)	447	(61,840)
Transfers between funds	73,648	(73,648)	-
Other recognised gains/(losses)			
Actuarial gains on defined benefit schemes	160,000	-	160,000
Net movement in funds	171,361	(73,201)	98,160
RECONCILIATION OF FUNDS			
Total funds brought forward	386,628	138,788	525,416
TOTAL FUNDS CARRIED FORWARD	557,989	65,587	623,576

11. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2023	482,382	24,320	46,754	553,456
Additions	2,221	-	-	2,221
At 31 March 2024	484,603	24,320	46,754	555,677
DEPRECIATION				
At 1 April 2023	256,265	12,169	36,341	304,775
Charge for year	8,250	4,364	7,056	19,670
At 31 March 2024	264,515	16,533	43,397	324,445
NET BOOK VALUE				
At 31 March 2024	220,088	7,787	3,357	231,232
At 31 March 2023	226,117	12,151	10,413	248,681

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade debtors	44,963	82,558
Other debtors	500	-
Prepayments and accrued income	15,309	5,855
	60,772	88,413

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	23,791	16,070
Taxation and social security	15,261	13,244
Other creditors	115,036	129,731
	154,088	159,045

Included in accruals and deferred income above is £21,500 of deferred income (2023 £24,500). This will all be released in the year to 31 March 2025.

14. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	3,200	9,600
Between one and five years	-	3,200
	3,200	12,800

15. PROVISIONS FOR LIABILITIES

	2024	2023
	£	£
Defined benefit pension (asset)/liability	(189,000)	(108,000)



16. MOVEMENT IN FUNDS

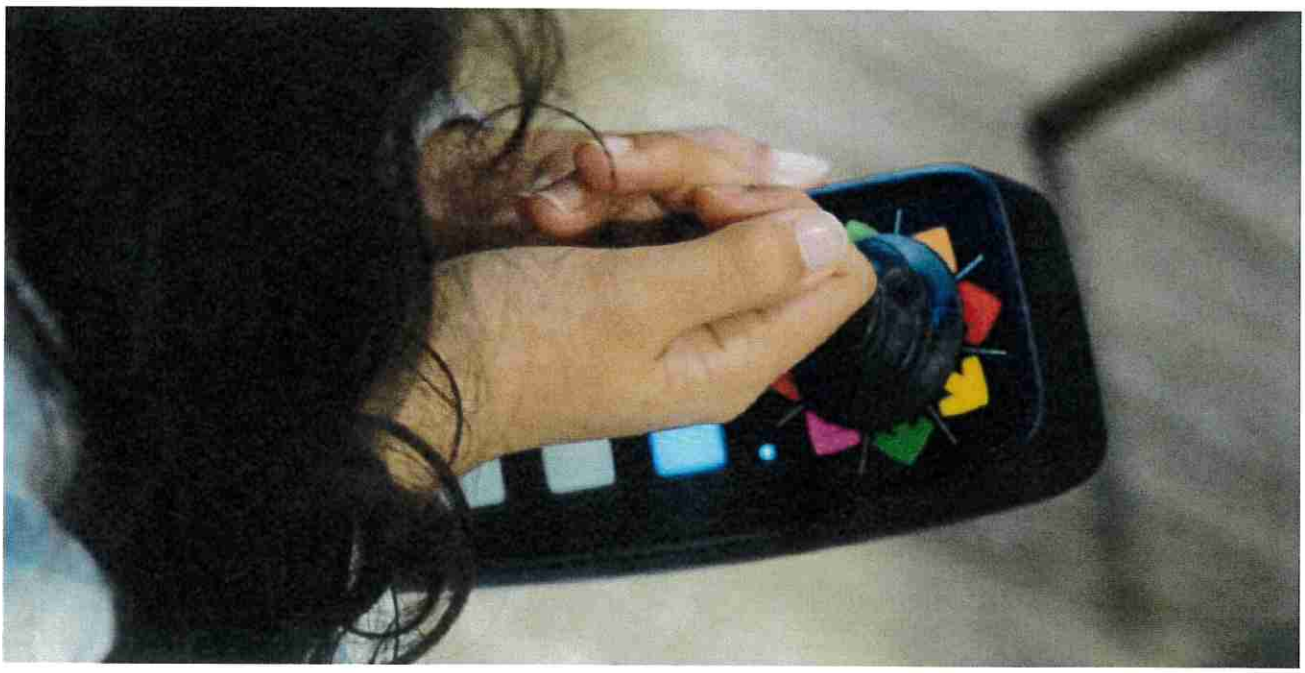
	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	223,872	(33,283)	77,725	268,314
Pension reserve	108,000	81,000	-	189,000
Designated fund - instruments	226,117	(5,977)	-	220,140
	557,989	41,740	77,725	677,454
Restricted funds				
London Music Fund (LMF)	7,500	7,157	(14,657)	-
Garden Memorial Fund	-	(84)	84	-
Sonic Minds	24,778	11,403	(36,181)	-
Sony Social Justice grant	8,015	(2,973)	(5,042)	-
Amplifying Voices	4,124	(4,124)	-	-
Jack Petchey	1,199	713	(1,000)	912
Bursaries	4,851	5,488	-	10,339
IDE project	1,950	(1,000)	-	950
Kusuma Trust	4,000	(4,000)	-	-
Lewisham Legends	1,000	19,929	(20,929)	-
London Music Fund (Sounds of the Next Generation)	7,500	(7,500)	-	-
Sydenham Arts	670	(670)	-	-
The Young Mayor's Fund	-	5,000	-	5,000
	65,587	29,339	(77,725)	17,201
TOTAL FUNDS	623,576	71,079	-	694,655



16. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,095,651	(1,128,934)	-	(33,283)
Pension reserve	-	-	81,000	81,000
Designated fund - instruments	-	(5,977)	-	(5,977)
	1,095,651	(1,134,911)	81,000	41,740
Restricted funds				
London Music Fund (LMF)	9,441	(2,284)	-	7,157
Garden Memorial Fund	-	(84)	-	(84)
Sonic Minds	14,427	(3,024)	-	11,403
Sony Social Justice grant	-	(2,973)	-	(2,973)
Amplifying Voices	-	(4,124)	-	(4,124)
Jack Petchey	1,800	(1,087)	-	713
Awards For Young Musicians	30,537	(30,537)	-	-
Bursaries	8,822	(3,334)	-	5,488
IDE project	-	(1,000)	-	(1,000)
Kusuma Trust	-	(4,000)	-	(4,000)
Lewisham Legends	24,500	(4,571)	-	19,929
London Music Fund (Sounds of the Next Generation)	8,552	(16,052)	-	(7,500)
Sydenham Arts	-	(670)	-	(670)
The Young Mayor's Fund	5,000	-	-	5,000
	103,079	(73,740)	-	29,339
TOTAL FUNDS	1,198,730	(1,208,651)	81,000	71,079



16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/22 £	Net movement in funds £	Transfers between funds £	At 31/3/23 £
Unrestricted funds				
General fund	190,255	(40,031)	73,648	223,872
Pension reserve	(32,000)	140,000	-	108,000
Designated fund - instruments	228,373	(2,256)	-	226,117
	386,628	97,713	73,648	557,989
Restricted funds				
London Music Fund (LMF)	3,852	3,648	-	7,500
Garden Memorial Fund	-	(84)	84	-
IronMongers Fund	1,700	(1,700)	-	-
Music Mark Innovation fund	2,360	(2,360)	-	-
Sonic Minds	13,155	11,623	-	24,778
Sony Social Justice grant	11,046	(3,031)	-	8,015
Amplifying Voices	14,584	(10,460)	-	4,124
Jack Petchey	1,189	10	-	1,199
Bursaries	17,170	(18,319)	6,000	4,851
Arts Council CRF	73,732	-	(73,732)	-
IDE project	-	1,950	-	1,950
Kusuma Trust	-	4,000	-	4,000
Lewisham Legends	-	1,000	-	1,000
London Music Fund (Sounds of the Next Generation)	-	7,500	-	7,500
Sir William Boremans' Foundation	-	6,000	(6,000)	-
Sydenham Arts	-	670	-	670
	138,788	447	(73,648)	65,587
TOTAL FUNDS	525,416	98,160	-	623,576

16. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	623,448	(663,479)	-	(40,031)
Pension reserve	-	(20,000)	160,000	140,000
Designated fund - instruments	-	(2,256)		(2.256)
	623,448	(685,735)	160,000	97,713
Restricted funds				
Arts Council Music Education Hub Grant	400,363	(400,363)	-	-
London Music Fund (LMF)	9,034	(5,386)	-	3,648
Garden Memorial Fund	-	(84)	-	(84)
IronMongers Fund	-	(1,700)	-	(1,700)
Music Mark Innovation fund	1,200	(3,560)	-	(2,360)
Sonic Minds	49,712	(38,089)	-	11,623
Sony Social Justice grant	-	(3,031)	-	(3,031)
Amplifying Voices	4,137	(14,597)	-	(10,460)
Jack Petchey	1,800	(1,790)	-	10
Awards For Young Musicians	33,654	(33,654)	-	-
Bursaries	19,135	(37,454)	-	(18,319)
IDE project	2,000	(50)	-	1,950
Kusuma Trust	6,000	(2,000)	-	4,000
Lewisham Legends	1,000	-	-	1,000
Lewisham's Big Conversation	9,001	(9,001)	-	-
London Music Fund (Sounds of the Next Generation)	7,500	-	-	7,500
Merchant Taylor Trust	4,900	(4,900)	-	-
Sir William Boremans' Foundation	6,000	-	-	6,000
Sydenham Arts	850	(180)	-	670
	556,286	(555,839)	-	447
TOTAL FUNDS	1,179,734	(1,241,574)	160,000	98,160

Arts Council England (ACE)

Arts Council England (ACE) provides Music Education Hub grant funding from the Department for Education (DfE) with the aim to support 121 Music Hubs across the UK. Lewisham Music receives core funding from ACE to be the music education hub lead for the London Borough of Lewisham.

Funding is used to support the National Plan for Music Education (NPME) to deliver its core and extension roles. Funds provide first access learning and progression opportunities to children & young people through front line delivery. The funding also supports back office costs in managing the charity's governance and development.

London Music Fund (LMF)

London Music Fund is a funding body with the Mayor of London as its Patron. Income is from individual philanthropy, corporate support and trusts and foundations. Its vision is that children who demonstrate significant musical ability, enthusiasm and commitment to learning an instrument are given the opportunity to develop their potential.

16. MOVEMENT IN FUNDS - continued

Funding is used to enhance musical opportunities and experiences for a current cohort of 11 scholars who receive a period of 4 years funding. Nominated and chosen by their music teachers and Lewisham Music the fund is dedicated to those children who are on free school meals and families that face financial hardship.

IronMongers Fund
The Ironmongers' Company have funded the Sounds of The Next Generation project which will be a new cross-genre creative music collective based at the charity's premises, The Fellowship & Star, in Bellingham. The project will bring together young people from a wide range of social and musical backgrounds to write new music, empowering them to drive the creative process and musical direction.

Music Mark Innovation Fund
In summer 2020 a number of London music education hubs formed a Diversity, Representation and Action working group. On the group's behalf, Lewisham Music successfully bid for funding from the Hub Innovation Fund (Department for Education/Music Mark) which allowed 12 music education hubs to recruit and train a network of Tutor Diversity Ambassadors (TDAs) across London. The TDA role is designed to create a constructive bridge between the workforce and hub management; advocate for and support all staff (especially those from underrepresented groups); engage colleagues (including management) with discussions around EDI; support a caring and inclusive organisational culture (including with regards to mental health and welfare); change perceptions about the organisation and sector; and create EDI-focused networks.

Sonic Minds (Youth Music)
Sonic Minds is a two-year music and mental health programme delivered by Lewisham Music and funded by Youth Music. The programme supports hundreds of care experienced and displaced young people across Bromley, Bexley and Lewisham through collaborative song writing, drumming and music production, allowing them to share their stories, express themselves and celebrate their identity. The programme culminates with the creation of an interactive sound sculpture that will tour publicly across South London, advocating for the connection between music and mental health. The feedback and evaluation framework for Sonic Minds has been developed in partnership with Sound Connections.

Sony Music Group's Global Social Justice Fund
This fund has been granted to further enhance the work of the Awards for Young Musicians programme. Money from Sony Music Group's 'GSJ' fund will transform our Furthering Talent programme by introducing a vibrant series of collaborative 'Get Together' events and a package of 'personal bursaries' to remove barriers and further each child's progression. The bursaries will assist, for example, with the purchase of an instrument; the purchase of a laptop to avoid digital exclusion; access to recording facilities; covering travel expenses and/or additional access costs for students with additional needs.

Amplifing Voices (Youth Music)
Lewisham Music partnered with Lambeth Music Service and Royal Greenwich Music Service to work alongside sector-leading equality charity 'Brap' for the 'Amplifying Voices' project, funded by Youth Music. The programme combines connected strands of research, workforce training, consultation, youth voice and music-making to address issues of underrepresentation within music education, leading to genuine, lasting organisational change.

Jack Petchey
This fund is for the purposes of the Jack Petchey Achievement Award that participants across our Community Music programme can access. This youth led award programme is used to recognise young people's development, i.e. a young person who has faced a challenge, someone who has pushed themselves outside of their comfort zone, or an opportunity to recognise a young person's commitment to supporting their peers.

16. MOVEMENT IN FUNDS - continued

Awards For Young Musicians
Awards for Young Musicians (AYM) is a UK wide charity founded in 1998 which enables talented young people from low-income families to fulfil their potential. Lewisham Music is a partner on the Furthering Talent programme, which annually supports 30 young musicians from Lewisham with free music tuition, group music-making experiences, and additional bursaries to enhance their musical journeys. The funding also supports the freelance Furthering Talent Producer role.

Bursaries
Lewisham Music is ambitious about making music education accessible to all. Our bursary fund allows us to subsidise music tuition and group music-making for children and young people from low-income families. Funds our raised from cash donations at performances, donations made via our website, our Goodbox device, payroll giving, Amazon Smile and Easy Fundraising. The scheme also received matched funding from the Big Give Campaign via the Childhood Trust and the Barnett & Sylvia Shine Charitable Trust.

Arts Council Funding - Culture Recovery Fund
The Department for Digital, Culture, Media and Sport announced a £1.57 billion package to protect the UK's culture and heritage sectors from the economic impacts of Covid-19 in spring 2021. Lewisham Music secured funding via Arts Council England to transition back to a viable and sustainable operating model during the period of April-June 2021. The fund also allowed us to reflate the charity's reserves.

IDEA programme: Lewisham Music are continuing our EDI development journey alongside Youth Music through the IDEA programme/framework.
The programme has included a range of training, practice sharing networks, mentoring and a micro grant, which we used to recruit and onboard two new trustees aged 18-30.

Kusuma Trust
Trustees of the trust awarded £10,000 from their Christmas Grant. The funding was allocated towards the following areas Animate Orchestra, a collaboration project with Live Music Now in Lewisham special schools, bursaries and a contribution toward core staffing.

Lewisham Legends
A two-year place-based music programme funded by Arts Council England (£49,000). Working with resident-led housing association Phoenix, we will co-create spaces for residents to tell their stories of community - Recorded through a podcast series. Shaped by local children, young people (CYP) a two-year programme of regular music making will run at 'The Fellowship Inn'. Creative opportunities will include regular programmes of music production, lyricism and singing. Complimented by intensive songwriting projects that will unite residents. All activity will be co-created, giving residents opportunities to connect, respond and reimagine local people's stories. New music will be performed in repurposed local civic spaces celebrating the Bellingham (2023) and Downham (2024) estate centenary.

London Music Fund (Sounds of the Next Generation)
Lewisham Music was funded £12,500 by London Music Fund through their Partnership Projects Fund. This project is delivered in partnership with Tomorrow's Warriors and Trinity Laban to inspire and support more young people of diverse backgrounds to discover jazz and feel better connected with the vibrant, collaborative and boundary-pushing jazz scene in Lewisham. The project will connect young musicians (aged11-17) with high quality learning and performance opportunities led by inspirational jazz facilitators. Jazz Hang will strengthen partnerships with Lewisham schools, build aspirations and genuine progression routes for young people, particularly female and from the African diaspora. Jazz Hang will create; sustainable progression pathways for young musicians, accessible performance opportunities and professional development opportunities for school teachers, community music and student workforce.

16. MOVEMENT IN FUNDS - continued

Sir William Boremans' Foundation
The Drapers Company has funded Lewisham Music £6,000 to transform our Furthering Talent programme by supporting young people's musical tuition, introducing a vibrant series of immersive 'Get Together' events and a package of 'personal bursaries' to remove barriers and further each child's progression.

Sydenham Arts
Lewisham Music were commissioned £850 to deliver on their START Programme, a three part series of training and skills workshops for young adults aged 18-25 seeking to explore career pathways in the music and/or creative industries.

Young Mayors Fund - Radio Lewisham
Radio Lewisham is a youth-led radio programme delivered by Lewisham Music in partnership with Lewisham's Young Mayors Team and Bloomsbury Institute, this phase has been funded by Young Mayors Fund. The programme engages over 100 young people through storytelling, music and broadcasting. This youth-led platform allows young people to explore topics they're passionate about, whilst developing their skills in research, script writing, communication and digital literacy.

17. EMPLOYEE BENEFIT OBLIGATIONS

The charity's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for teaching staff, and the closed Local Government Pension Scheme (LGPS) for non-teaching staff. A third was introduced in 2019., The People's Pension Scheme, also for non-teaching staff. TPS and LGPS are defined-benefit schemes.

The latest actuarial valuation of the TPS was 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £17,092 (2023 £15,463) were payable to the schemes at 31 March 2024 and are included within creditors.

Teachers' Pension Scheme

Introduction
The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme
The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS every four years in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors.

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS every four years in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

17. EMPLOYEE BENEFIT OBLIGATIONS - continued

The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy). This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.

Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024.The next valuation result is due to be implemented from 1 April 2028.

The pension costs paid to TPS in the period amounted to £158,113 (2023 £159,970) £39,670. employees contributions and £118,443 employers contribution.

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.



17. EMPLOYEE BENEFIT OBLIGATIONS - continued

Local Government Pension Scheme (LGPS)

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 March 2024 was £1,478, of which employee's contributions totalled £1,478. There were no employer contributions made due to an excess in employer fund value, (2023 £15,251, of which employees' contributions totalled £1,510 and employer's contributions totalled £13,678). The agreed contribution rates for future years are 33.2% for employers and 5.5% to 9.9% (depending on salary and section) for employees.

Under the terms of the Transfer Agreement dated 30 March 2017, the Administering Authority (that administers the LGPS on behalf of the Authority, Lewisham Council) does not require the Admission Body (Lewisham Music) to put in place any indemnity or bond in respect of the eligible employees. Lewisham Council has agreed to provide the Administering Authority with an LGPS Guarantee in a form acceptable to the Administering Authority and the Admission Body in respect of the Admission Body's obligations to the Administering Authority and will take any other steps required by the Administering Authority to ensure that an indemnity or bond is not required for the duration of the Admission Body's participation in the LGPS Fund.

The Council shall indemnify the Charity from and against all costs, expenses or contributions arising from any pension payable as a result of the dismissal of any of the Eligible Employees on grounds of redundancy or efficiency of the service and any pensions payable on grounds of ill-health, On termination of the Admission Agreement or on the Charity no longer having any Eligible Employees actively contributing to the Fund. The Council shall also indemnify the Charity for any costs, expenses or liabilities to the Fund in respect of the Eligible Employees (including for the avoidance of doubt any deferred or pensioner members of the Fund) arising on termination of the Admission Agreement or on the Charity no longer having any Eligible Employees actively contributing to the Fund. Any payment due by the Charity shall be refunded by Lewisham Council upon written notice within 10 business days.

The total cost recognised in the period was as follows:

	2024 £000	2023 £000
Current service cost	(5)	(15)
Past service cost	-	-
Plan introductions, changes, curtailments and settlements	-	-
Net interest income / expense	5	(1)
Recognised in profit or loss	-	(20)
Recognised in other comprehensive income	(81)	160
Total cost recognised	(81)	(140)

17. EMPLOYEE BENEFIT OBLIGATIONS - continued

Amounts recognised in the balance sheet were as follows:

	2024 £000	2023 £000
Present value of funded obligations	(875)	(875)
Fair value of plan assets	1,064	983
	189	108

Changes in the present value of the defined benefit obligations were as follows:

	2024 £000	2023 £000
Opening defined benefit obligation	875	1,080
Current service costs	5	15
Interest expense	41	29
Actuarial (gains) / losses	(8)	(213)
Contributions by scheme participants	2	2
Benefits paid	(40)	(38)
(Gains) / losses on curtailment	-	-
Closing defined benefit obligation	875	875

Changes in the fair value of the pension plan assets were as follows:

	2024 £000	2023 £000
Opening plan assets	983	1,048
Interest income	46	28
Actual return on plan assets (excluding interest income)	73	(75)
Other	-	4
Contributions by employer	-	14
Contributions by scheme participants	2	2
Benefits paid	(40)	(38)
Closing plan assets	1,064	983

17. EMPLOYEE BENEFIT OBLIGATIONS - continued

The amount that each major class of pension plan assets constitutes of the fair value of the total plan assets was as follows:

	2024 %	2023 %
Equity instruments	72	67
Debt instruments (bonds)	16	19
Property	9	10
Cash	3	4
	100	100

The principal actuarial assumptions used were as follows:

	2024	2023
Discount rate	4.80%	4.75%
Expected rates of salary increases	3.80%	4.00%
Expected rates of pension increases	2.80%	3.00%

The mortality assumptions used for longevity (in years) on retirement at age 65 are:

	Males	Females
Current pensioners	23.3 years	23.9years
Future pensioners	20.6 years	25.7years

Sensitivity analysis

Change in assumptions at 31 March 2024:	Approximate % increase to Defined Benefit Obligation	Approximate monetary amount £000
0.1% decrease in Real Discount Rate	1%	13
0.1% increase in the Salary Increase rate	0%	-
1 year increase in member life expectancy	4%	35
0.1% increase in the Pension Increase Rate (CPI)	2%	13

17. EMPLOYEE BENEFIT OBLIGATIONS - continued

B&CE Holdings (The People's Pension Scheme)

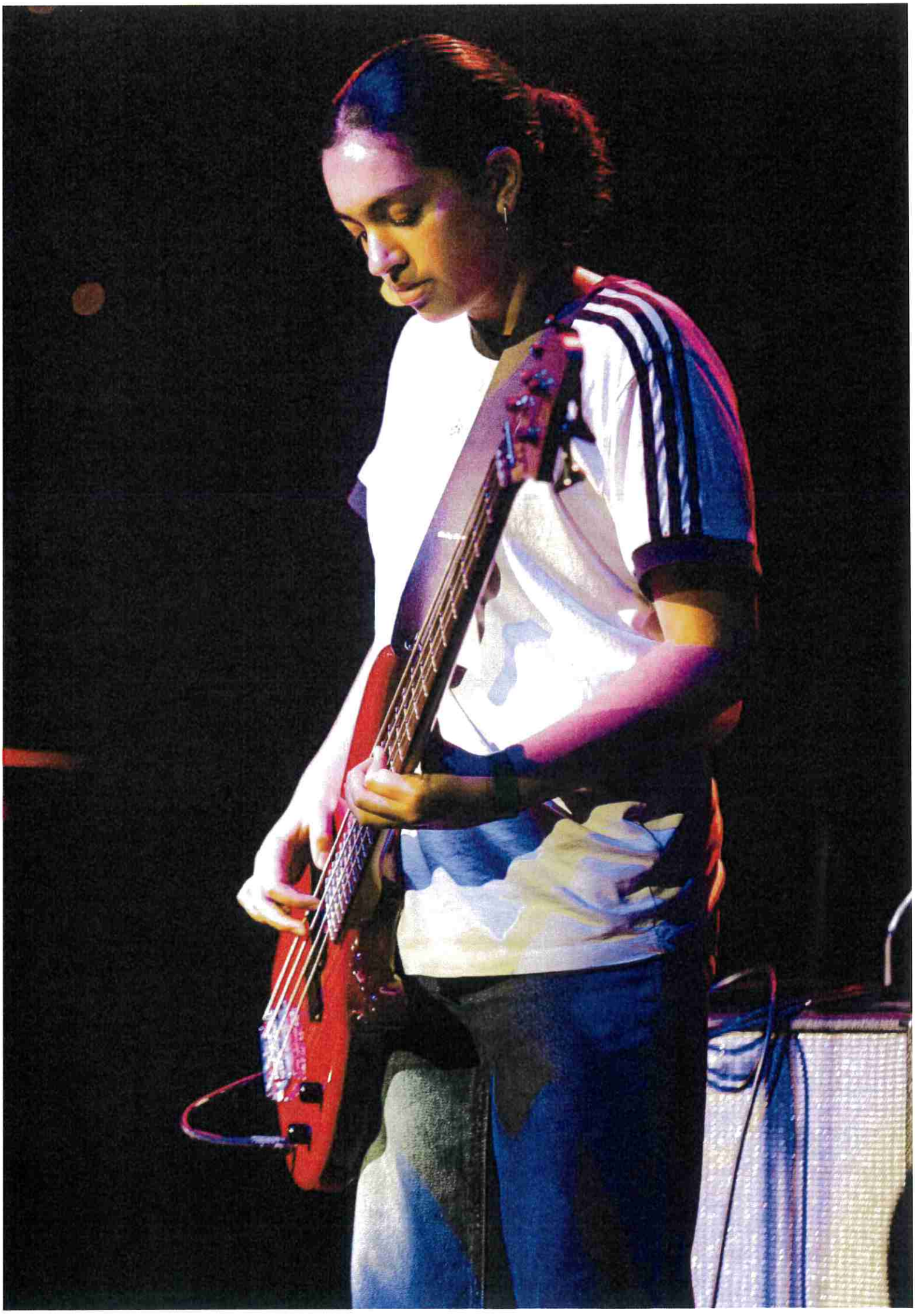
The People's Pension is a multi-employer, defined contribution occupational pension scheme that has master trust status. It's run by B&CE Holdings, a not-for-profit organisation. With no shareholders, any surpluses made by B&CE are used for the benefit of members.

Employee contributions of up to 6% can be paid into the scheme which are matched by Lewisham Music. The total contribution made for the year ended 31 March 2024 was £18,374 (2023 £14,259), of which employer's contributions totalled £10,190 (2023 £7,854) and employee contributions totalled £8,184 (2023 £6,405)

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year.





LEWISHAM MUSIC

England & Wales - Charity number 1169721

Accounts

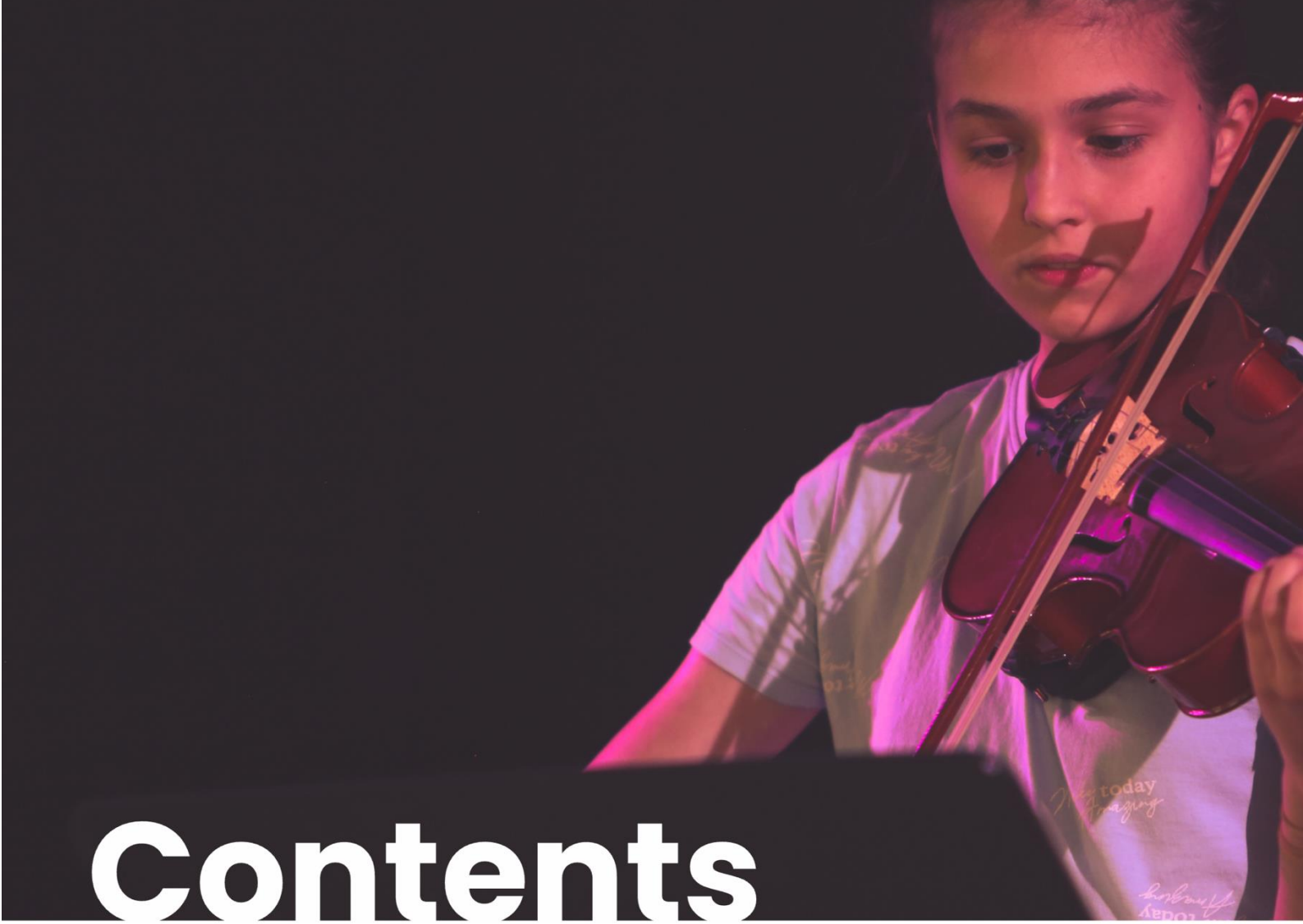


Report of the Trustees and audited financial statements

for the year ended 31 March 2023 for Lewisham Music

Haines Watts, Chartered Accountants & Statutory Auditors
Old Station House, Station Approach, Newport Street, Swindon, SN1 3DU

Registered Charity No. 1169721



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Report of the Trustees

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The financial statements cover the period from 1 April 2022 to 31 March 2023.

Cllr Chris Barnham	(appointed 27 September 2017, re-elected September 2020)
Lydia Brookes	(appointed 27 September 2017, re-elected September 2020)
Dame Joan Ruddock	(appointed 20 March 2019, re-elected July 2022)
Susie York-Skinner	(appointed 10 December 2018, re-elected December 2021)
Fiona Lambert	(appointed 10 December 2018, re-elected December 2021)
Robert Kigozi	(appointed 22 July 2021)
Audrey Bleazard	(appointed 22 July 2021)
Jim Ripley	(appointed 23 March 2022)

Chair	Dame Joan Ruddock from March 2019
Secretary	Stephen Sealy
Chief Executive	Charly Richardson

Lewisham Music was registered with Charity Commission on 17 October 2016 as a Charitable Incorporated Organisation (CIO), registered charity number 1169721. On 1 April 2017 Lewisham Music Service was transferred from Lewisham Council to Lewisham Music. Staff were transferred across under Transfer Undertakings (Protection of Employment) (TUPE) guidelines. Pre-transfer redundancy costs and Local Government Pension Scheme liabilities for transferring members have been underwritten by Lewisham Council for the lifetime of the charity.

There are 118 Music Education Hubs across England, which were established in 2012 after the Department for Education and the Department for Culture, Media & Sport published '*The Importance of Music: A National Plan for Music Education'.* Music Education Hubs are a collective of music education providers in a local-authority area, led by one organisation (often what would have formerly been known as a music service). Lewisham Music is the lead partner of the Music Education Hub for the London Borough of Lewisham. In partnership with local and national organisations, we deliver and support a range of musical opportunities in schools and community settings across Lewisham.

The National Plan for Music Education sets out Core and Extension objectives for Music Education Hubs:

Core roles

a) Ensure that every child aged 5-18 has the opportunity to learn a musical instrument (other than voice) through whole-class ensemble teaching programmes for ideally a year (but for a minimum of a term) of weekly tuition on the same instrument
b) Provide opportunities to play in ensembles and to perform from an early stage
c) Ensure that clear progression routes are available and affordable to all young people
d) Develop a singing strategy to ensure that every pupil sings regularly, and that choirs and other vocal ensembles are available in the area.

Extension roles

a) Offer Continuous Professional Development to school staff, particularly in supporting schools to deliver music in the curriculum
b) Provide an instrument loan service, with discounts or free provision for those on low incomes

c) Provide access to large scale and / or high-quality music experiences for pupils, working with professional musicians and / or venues. This may include undertaking work to publicise the opportunities available to schools, parents/carers and students.

These roles broadly act as the foundation of Lewisham Music's charitable work, and are the basis for our government remit and funding, which comes from Department for Education (DfE). Arts Council England (ACE) are the fund-holder for DfE's Music Hub Grant, and are responsible for monitoring the effectiveness of all Music Education Hub lead organisations, including Lewisham Music.

STATEMENT FROM THE CHAIR OF TRUSTEES

2022-2023 was a period of steady growth for Lewisham Music. The autumn term of 2022 saw us delivering more programmes in schools than ever, with 383 hours delivered every week. We worked with 72 out of 85 Lewisham schools throughout the year, with a notable increase in uptake of our Whole Class Ensemble Teaching programmes and our teacher advice and support offer. New partnerships with Live Music Now and SongEasel also allowed us to bring exciting live music experiences to local schools.

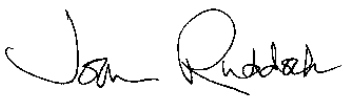
Our community programme also grew, with 187 pupils attending our Saturday Music Centre every week. Uptake of programmes at The Fellowship remained strong, and included a new weekly *Studio Sessions* offer led by professional musical artists. We also relaunched the Junior Orchestra holiday course for beginner and intermediate instrumental learners.

We saw a significant increase in demand for programmes related to skills and employment in the music and media industries for 18-30 year olds. This area of work was nurtured through new partnerships with Sydenham Arts and Independent Venue Community. We also started an exciting place-based programme, '*Lewisham Legends*' to mark the centenary of the Bellingham estate in 2023. Finally, our programme '*Sonic Minds*' won the '*Try Something New Award*' at the 2022 London Youth Awards, and we were also awarded London Youth's Bronze Quality Mark.

We developed our fundraising throughout the year, securing additional support from BBC Children in Need, Goldsmiths University, London Music Fund, Greater London Authority, Arts Council England, and several trusts and foundations. However, 2022-2023 was also the year when the impact of year-on-year cuts to our core funding from Department for Education/Arts Council England (9.5% less in cash terms in 2022-2023 compared to 2017-2018) was exacerbated by huge inflationary pressures. The impact was significant, and we ended the year in a deficit position. We also saw a deepening of the impact of the cost-of-living crisis on local schools and families, with demand for financial bursaries increasing dramatically across the year.

Looking to 2023-2024 and beyond, we will be refocusing our work around the ambitious new *National Plan for Music Education*. It's emphasis on supporting progression for all young musicians- regardless of their background and circumstances- is something that Lewisham Music particularly welcomes. We are especially proud of our work to reach all communities in the borough, as well as our focused support for Children in Care, children from low-income households, and children from asylum-seeking families.

While Lewisham Music faces a challenging financial climate, we are delighted to be reaching so many young people in our community, contributing to their academic, emotional, social, and creative development using the power of music. I am pleased to be working with such a dedicated CEO and staff team, and to Chair a Board of talented trustees who are committed to providing a vibrant and sustainable charity to the young people of Lewisham.



Dame Joan Ruddock (Chair, Lewisham Music)

Our aims, objectives and activities

Aims & objectives

Lewisham Music's primary charitable aim is to offer all children and young people across the London Borough of Lewisham a diverse range of musical opportunities. Our target audience is 5–18-year-olds, as this is the age-group linked to our core funding from DfE/ACE. However, we are increasingly attracting funding to work with 18-30 year olds, and have an ambition to attract funding so that we can do more work with Early Years and Foundation age children (0–4-year-olds).

We are an education-focused charity that delivers high-quality teaching across a range of musical instruments and styles. *A National Plan for Music Education*, *Music in schools: What Hubs must do* and the *Model Music Curriculum* have all emphasised the fact that Music Education Hubs must put themselves at the heart of music in their area, offering not just services but also expertise and professional support. Lewisham Music is here to support and enhance the music curriculum delivered within schools, and to link this with opportunities being offered by local arts organisations.

We are committed to providing extension and progression opportunities for young musicians through after-school, weekend and holiday activities in the community. We operate Lewisham Youth Concert Band on a Friday; a Saturday Music Centre (which includes bands, choirs, ensembles, music theory lessons and individual tuition); and after-school instrumental tuition, choirs, ensembles, and creative holiday programmes at our new premises at The Fellowship. In addition, we offer young people the opportunity to perform in a range of community and professional settings.

Alongside our work as a provider and supporter of quality music education, we are increasingly broadening our work to include programmes that specifically position Lewisham Music as a community-focused charity that uses music to deliver social outcomes.

As the lead partner of Lewisham Music Education Hub, we have a remit to connect and support the wider eco-system of music education in the borough and beyond. This means delivering networking opportunities, training, Continuing Professional Development and professional advice and support for staff from Lewisham Music, Lewisham schools and partner organisations. We ensure that we have a strategic view of what is happening across the borough inside and outside of schools.

Activities

Activities currently delivered directly by Lewisham Music both within schools and community settings include:

- **Whole Class Ensemble Tuition (WCET)** offering primary school classes the opportunity to learn an instrument for free
- **Individual and small group instrumental and vocal/singing lessons**
- **Ensembles, choirs, bands**
- **Music theory/musicianship classes**
- **Instrument hire** so young people can try an instrument without having to purchase one
- **Music production** classes and use of a range of **music technology**, including Assistive Music Technology
- **Rap and lyricism** and **songwriting**
- Access to musical resources including **e-learning** and music production software
- **Creative holiday programmes**
- **Live events** and **concerts**
- **Professional musical experiences** with partner organisations
- Targeted, **socially-focused programmes** targeted at disadvantaged young people, e.g. Looked After Children

- **Industry focussed** programmes and workshops for young people interested in a career in music, music education or the creative and media industries more broadly.
- **Support for music professionals** through training, Continuing Professional Development, professional advice and networks.

These activities cover a broad range of instruments and styles; everything from classical violin and concert bands to folk and jazz groups, rap collectives, pop choirs, Samba groups, rock bands and much more.

Our vision and values

A musical charity…
We believe that all children and young people in the borough of Lewisham should have access to a diverse range of high-quality, inspirational musical activities which are appropriate for their ability and aligned to their interests. Music is a joy within itself and should be valued as such. However, we are passionate about the other benefits that music can bring to young people's skills and development; their personal and social confidence and sense of self-worth; their creativity and self-expression; and their longer-term ambitions, aspirations, and achievements. Music has been proven to have a transformational impact on positive wellbeing and mental health.

An inclusive charity…
Equity, diversity and inclusion is at the heart of what we do. We are passionate about overcoming barriers to participation for all young people, whether that be due to an additional need or disability, geography, financial barriers or other systemic issues. We are working hard to seek investment and skills to make music education more equitable, and currently have programmes that work specifically with Looked After Children, young asylum seekers, and children from low-income families.

Lewisham Music is inspired by the impact that music can have on our sense of community and young people's sense of individual and collective identity. We value the rich diversity of the area we serve and are working hard to ensure that this diversity is reflected in our activities and workforce. We want young people from different backgrounds to see themselves reflected in the work of the charity, and to be able to engage with our work as confident individuals with their own unique identity. We believe that all musical styles are valuable and should be open to all young people, but are also careful to ensure that our work is authentic and the cultural context of different musical traditions is valued.

An equitable charity…
Everything Lewisham Music offers is subsidised using our core funding from Arts Council England. We offer a range of additional subsidies and discounts for our community programmes, and also support young musicians in schools through bursary schemes delivered in partnership with London Music Fund and Awards for Young Musicians' Furthering Talent programme. We strongly encourage all schools to utilise Pupil Premium money to further support pupils who may have the desire but not the means. We work hard to attract new investment into the community, and strive to balance the need to offer activities that are value for money and accessible, with our responsibilities for programme and organisational sustainability.

A learning charity…
Education, music, the arts sector and indeed society in general are continually evolving. We strongly believe in the value of training, professional development and lifelong learning for all our staff. Lewisham Music is committed to our own organisational development, ensuring that our offer stays fresh, relevant and high-quality. We believe that to achieve the best outcomes for the young people and communities we work with, we should constantly be reviewing, improving and expanding our offer in a way which is equitable and sustainable.

A listening charity…
We want the communities, parent/carers and young people who are beneficiaries of our work to have a say in the way the charity develops, hence we are building community consultation and youth voice into our programmes.

Partnerships

Partner is at the heart of our work and we are lucky to benefit from relationships with a diverse range of organisations.

Local partners

- Alchemy
- artstrain
- Blackheath Halls
- Fairbeats
- Goldsmiths College, University of London
- Grounded Sounds
- Heart n Soul
- Horniman Museum and Gardens
- JusB
- Lewisham Education Arts Network (LEAN)
- Lewisham Youth Theatre
- Midi Music
- Music and Theatre for All
- Sing a Book
- SongEasel
- Sounds Like Chaos
- Sydenham Arts
- The Albany
- Tramshed
- Trinity Laban Conservatoire of Music and Dance
- Unit 137

Regional and national partners

- ABRSM
- Awards for Young Musicians- Furthering Talent
- Brap
- Charanga
- Independent Venue Community
- LiveMusic Now
- London Music Fund
- London Philharmonic Orchestra
- London Symphonic Orchestra
- London Youth
- Music for Youth
- Music Mark
- Open Up Music / Open Orchestras
- Royal Albert Hall
- Sing-Up
- Sound Connections
- Tomorrow's Warriors
- Trinity College London
- Urban Development

Referral and community partners

- Bellingham Community Project
- Bellingham Interagency
- Lewisham College



- Lewisham Family Hubs
- Lewisham Kinship Carers
- Lewisham Local
- Lewisham Works
- Lewisham Young Carers service
- Lewisham Youth Offending Service
- Lewisham's Virtual School for Looked After Children
- Phoenix Community Housing
- Refugee Council
- Young Lewisham Project
- Youth First

More information about all our partners can be found here: www.lewishammusic.org/our-partners

Achievements and performance 2022-2023

Awards
- Our programme '*Sonic Minds'* won the '*Try Something New Award'* at the London Youth Awards 2022.
- We were awarded London Youth's Bronze Quality Mark**.**

School offer
- An increase in Whole Class Ensemble Tuition programmes, including with schools we have not engaged with in recent years.
- In the 2022-2023 academic year, we worked with 85% of Lewisham schools.
- By September 2022, our school activity levels had recovered from and surpassed pre-Covid levels (383 hours per week in Autumn term 2022, compared to 345.53 in Spring term 2020).
- In partnership with Live Music Now and Decca ensemble, there were two performances in Lewisham primary schools where a professional chamber group performed classical music composed by black composers.
- SongEasel delivered opera workshops and concerts in schools.
- Opera For All created operas in 4 schools.

Community programmes
- Our premises at The Fellowship became a registered ABRSM exam centre.
- We hosted projects for children from asylum-seeking families, delivered by Fairbeats.
- We partnered with London Symphony Orchestras to relaunch Lewisham Junior Orchestra.
- We launched a new weekly *Studio Sessions* offer led by professional musical artists Intalekt and y.a.poet.

Equity, Diversity and Inclusion
- We were one of 8 Music Hubs in an ambitious national Equity Diversity Programme '*IDEA*', facilitated by Youth Music.

Youth Voice/Young Producers
- We were part of '*A Big Conversation',* a youth peer-research project funded by the GLA to explore the connection between creativity and young people's mental health.
- Our Young Producers researched, produced and released '*Front Line Young Minds,*' a podcast series focusing on music and mental health.

Creative careers
- '*Be*', a creative careers project in partnership with Independent Venue Communities.
- '*START*' a creative careers workshop series with Sydenham Arts.
- An Audio Engineering course as part of Lewisham's Borough of Culture.

Awards

- This year Lewisham Music won our first award. Our programme '*Sonic Minds*' was as joint winner in the '*Try Something New Award*' at the London Youth Awards 2022.
- This year we also completed our Bronze Quality Mark with London Youth.

Future plans

Notable plans for 2023-2024 include:

- A review of Whole Class Ensemble Teaching to ensure Lewisham Music Tutors and schools are being supported effectively.
- An increase in school visits to support them with Music Education Plans
- Development of a Progression Strategy.
- A new jazz development programme '*Jazz Hang'* with Tomorrow's Warriors and Trinity Laban Conservatoire of Music and Dance.
- A new creative careers programme for 18-30 year olds, funded by Merchant Taylors' Foundation, and supported by the creation of a new 1-day per week Creative Careers Producer post.
- A place-based programme '*Lewisham Legends*', funded by Arts Council England, will celebrate the centenary of the Bellingham and Downham estates. This will include a youth-produced podcast and songs and music composed by young people which is inspired by the history of the area and the stories of residents.
- Strengthening of referral partnerships.



Structure, governance and management risk management

LEWISHAM MUSIC- RISK REGISTER (updated December 2023)

POTENTIAL RISK	POTENTIAL IMPACT (1-5)	LIKELIHOOD (1-5)	OVERALL RISK SCORE *(IMPACT x LIKELIHOOD) + IMPACT*	PREVENTATIVE ACTIONS	ACTIONS IF RISK OCCURS	RESPONSIBILITY	MONITORING	REVIEW DATE/ FREQUENCY
RISK CONFIRMED: DfE has cut Teachers Pension Scheme funding for independent Music Hubs from September 2014. This will cause an annual £41k hole in our budget.	**4**	**5**	**24**		-Campaign for DfE to reverse this damaging decision. -Look for additional core funding/sponsorship. -Explore other pension options. - Adjust/cut services/staffing.	CR	CR/SF/Board	Monthly- TOP PRIORITY
RISK CONFIRMED: Teachers Pensions employer contributions are increasing by 5% (from 23.68% to 28.68%) in April 2024. This will be funded for schools and Local Authorities but not independent Music Hubs. This will cause an annual hole in our budget of at least 23k per year.	**4**	**5**	**24**		-Campaign for DfE to reverse this damaging decision. -Look for additional core funding/sponsorship. -Explore other pension options. - Adjust/cut services/staffing.	CR	CR/SF/Board	Monthly- TOP PRIORITY
RISK CONFIRMED: Hours of delivery in schools reduce due to school budget challenges.	**3**	**5**	**18**	- Continue to refine comms and promotional strategy to engage schools. -Continue to build relationships with schools.	-Activity in schools just about recovers cost (not including admin/backroom costs). Therefore, there is a limited financial risk as expenditure should drop roughly in-line with income. -The main impact would be regarding our delivery output and therefore our impact on the young people of Lewisham, and how ACE/DfE view us.	CR/SP	CR/SP/Board	Quarterly
DfE Hub grant to Lewisham continues to go down in cash and real terms.	**3**	**5**	**18**	-Campaign for uplift in funding attached to new National Plan for Music Education. -Seek support of private donors, corporations, Trusts/Foundations towards core costs. -Identify cost savings e.g. in instrument storage.	-Same as preventative actions- this is a long-term problem rather than us suddenly facing a 'cliff-edge'.	CR	CR/SF/Board	Annually

Staff costs and structures transferred under TUPE not affordable for the new charity	**4**	**3**	**16**	-Identify new income and funding streams, especially private donors, corporations, Trusts/Foundations -Careful financial modelling and monitoring to improve fiscal resilience. -Continue to encourage TUPE staff to move to LM pay scales.	-Research financial and legal options for reducing costs and re-structuring staff contracts. -Consult workforce and unions. -Research alternative pension options. - Adjust/reduce services/staffing.	CR/SF	CR/SF/Board	Quarterly
The new Community Interest Company jointly owned by Lewisham Music, Bromley Youth Music Trust, Lambeth Council, Royal Greenwich Council, Southwark Council and South-East London Academies Trust is not appointed the new Hub Lead Partner Organisation in April 2024 (for September 2024).	**5**	**2**	**15**		-Possibility that Lewisham Music will be commissioned to deliver programmes by a new lead partner and/or some LM staff are TUPE-ed into employment by this new organisation. -Some redundancies -especially in management- are likely. -If Lewisham Music is not commissioned or staff are not TUPE-ed, Lewisham Music will have to close as we cannot operate without this grant.	CR	CR/Board	April 2024
Cost-of-living crisis means that parents/carers can no longer afford musical tuition	**3**	**4**	**15**	-Continue to encourage schools to use Pupil Premium Grant and curriculum budget to subsidise tuition. -Continue fundraising to support bursary scheme.	-The need to make cuts would depend on the severity of the drop.	CR/SF/SP	CR/SP/SF/Board	Termly
Hire of our premises at The Fellowship Inn no longer financially viable	**3**	**2**	**9**	-Maintain and build on positive relationship with Phoenix Community Housing. -Ensure 10-15% of new funding goes towards core running costs, where possible. - Identify new income and funding streams and potentially private, corporate or Trust/Foundation sponsorship to support running costs.	- Find new office premises and continue to rely on school premises for out-of-school activity. - The main impact would be reputational. - Ask Phoenix Community Housing for a significant rent reduction/permanent rent holiday.	CR/EC/KS	CR/SF/Board	Quarterly

KEY

Red - major risks that score 20 or more
Yellow - moderate risks that score between 10 and 20
Green - minor risks scoring 10 or less

CR- Charly Richardson, Chief Executive
SF- Simon Francis, Director of Business & Operations
SP- Sarah Plummer, Schools Music Lead
KS- Keith Sykes, Director of Community Programmes

ACE- Arts Council England
DfE- Department for Education

Objectives and activities

Public benefit
The charity trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

The public benefit is that young people develop their musical, social and cultural skills through participation in Lewisham Music's activities and those of its partners and schools. The charity's provision of musical education through access to guidance and support from expert practitioners, and to facilities, equipment and services, enhances the conditions of life of the young people involved. Young people's families also benefit through attendance at live events and other opportunities to celebrate their children's achievements.

Financial review

Financial position
The financial position of the charity at the year-end is set out on page 22.

Funding for Music Hubs from DfE will continue until August 2024. A new Music Hub programme as a result of a retendering process will be in place from the academic year September 2024. Lewisham Music is already working strategically to ensure the charity is best placed to continue our Hub status and secure this core funding.

We will also continue to develop our fundraising strategy so that we can build on our successful grant portfolio into 2023-2024. We are always reviewing budgets to determine if there are any efficiencies or savings to be made.
As explained in note 17 the charity's share of any surplus or deficit of the Local Government Pension Scheme at 31 March 2023 is required to be included in the Balance Sheet in accordance with FRS 102. The surplus at 31 March 2023 amounted to £108,000 (2022 deficit £32,000).

Reserves Policy
Total reserves as at 31 March 2023 was £623,576 (£525,416 in 2022) of which £223,872 (£190,255 in 2022) represented unrestricted free funds and £65,587 (£138,788 in 2022) restricted funds. The charity also held a designated instrument fund of £226,117 (£228,373 in 2022) and a pension reserve relating to the LGPS of £108,000 (2022 £32,000 negative reserve).

The trustees have decided that it is prudent to carry a reserve of three months of salary, premises costs and contractual obligations and as at 31 March 2023, this amounted to £265,663 (£265,920 in 2022).

At 31 March 2023 the charity had free reserves (unrestricted reserves not tied up in fixed assets) of £223,872 (£190,255 in 2022).

Overall the charity therefore practically meets it target reserves policy as set out above.

Structure, governance and management

Governing document
The charity is controlled by its governing document, a deed of trust and constitutes an incorporated charity.

Lewisham Music was incorporated on 17 October 2016. It is a Charitable Incorporated Organisation (CIO), registered number 1169721. The governing document is the charity’s constitution agreed on 12 September 2016.

Trustees are appointed and recruited by the Board by advertisement and interview. Upon selection they are required to complete an enhanced DBS check. There are currently 9 trustees including a former local Member of Parliament, arts education professionals, a PR specialist, and a business development specialist).

Staffing and responsibilities

During 2022-2023, Lewisham Music had 10 office/administration/management staff (a mix of part-time and full-time positions), 4 paid Young Producers, and 1 freelance project producer. We had 54 Music Tutors who delivered activities on a PAYE, variable-hours basis.

The Chief Executive is responsible for the day-to-day running of the organisation and line manages the Director of Business & Operations, Schools Music Leader, Vocal Leader, Director of Community Programmes, and Communications & Marketing Manager. There are five other office/management positions that are not directly line-managed by the CEO.

The Chief Executive takes decisions on a day-to-day basis with support from managers and refers to the Chair where appropriate. The Director of Business & Operations is responsible for financial management and for the provision of finance reports to trustees at quarterly meetings. Minutes are taken by an independent clerk and made available to the charity's principal funder, Arts Council England.

Strategic decisions are taken by the Board of Trustees regarding the direction of the work carried out by Lewisham Music and the use of grants, earned income and charitable funds. Designated board members and committees have specific responsibilities for Safeguarding, HR, Premises and Finance, PR and Fundraising. Trustees with designated roles report back to the Board before strategic decisions are taken.

Lewisham Music is a member of Music Mark, the national association supporting the work of music services, hubs, and music education practitioners. Arts Council England monitors the work of all Music Education Hubs and releases funding quarterly subject to provision of grant monitoring.

In its role as a Music Education Hub, Lewisham Music collaborates with 40 local and regional music and arts organisations, 14 local referral and community partner organisations and all of the London Borough of Lewisham's maintained schools, free schools and academies.

Staff that transferred to Lewisham Music under TUPE currently retain Lewisham Council terms and conditions. Contracts, job descriptions and pay points for new staff are determined by the Chief Executive in consultation with the Board of Trustees.



Reference and administrative details

Registered Charity number
1169721

Principal address
First Floor, Fellowship Inn
Randlesdown Road
Bellingham
London
SE6 3BT

Reference and administrative details

Auditors
Haines Watts
Chartered Accountants & Statutory Auditors
Old Station House
Station Approach
Newport Street
Swindon
Wiltshire
SN1 3DU



Statement of Trustees' responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed require 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, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to 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.

Approved by order of the board of trustees on	Date December 6th 2023
and signed on its behalf by Joan Ruddock – Chair of the Trustees	Signature 



Report of the Independent Auditors

Opinion
We have audited the financial statements of Lewisham Music (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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 under law and in the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the UK GAAP, Charity SORP (FRS102), Charities Act 2016 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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 Report of the Independent Auditors.

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 auditors' 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.

Haines Watts

Haines Watts
Chartered Accountants & Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Old Station House
Station Approach
Newport Street
Swindon
Wiltshire
SN1 3DU

Date	





Statement of Financial Activities

STATEMENT OF FINANCIAL ACTIVITIES 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	9,571	536,587	546,158	739,556
Charitable activities	4				
Education		613,450	19,699	633,149	501,786
Investment income	3	427	-	427	17
Total		623,448	556,286	1,179,734	1,241,359
EXPENDITURE ON					
Raising funds	5	16,052	-	16,052	17,995
Charitable activities	6				
Education		436,086	555,839	991,925	913,729
Arts and culture (performances)		188,651	-	188,651	190,689
Recreation of social welfare		44,946	-	44,946	50,385
Total		685,735	555,839	1,241,574	1,172,798
NET INCOME/(EXPENDITURE)		(62,287)	447	(61,840)	68,561
Transfers between funds	16	73,648	(73,648)	-	-
Other recognised gains/(losses)					
Actuarial gains on defined benefit schemes		160,000	-	160,000	144,000
Net movement in funds		171,361	(73,201)	98,160	212,561
RECONCILIATION OF FUNDS					
Total funds brought forward		386,628	138,788	525,416	312,855
TOTAL FUNDS CARRIED FORWARD		557,989	65,587	623,576	525,416



Statement of Financial Position

STATEMENT OF FINANCIAL POSITION 31 MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	11	248,681	-	248,681	260,019
CURRENT ASSETS					
Debtors	12	88,413	-	88,413	130,336
Cash at bank		271,940	65,587	337,527	305,228
		360,353	65,587	425,940	435,564
CREDITORS					
Amounts falling due within one year	13	(159,045)	-	(159,045)	(138,167)
NET CURRENT ASSETS		201,308	65,587	266,895	297,397
TOTAL ASSETS LESS CURRENT LIABILITIES		449,989	65,587	515,576	557,416
PROVISIONS FOR LIABILITIES	15	108,000	-	108,000	(32,000)
NET ASSETS		557,989	65,587	623,576	525,416
FUNDS	16				
Unrestricted funds				223,872	190,255
Designated funds (instruments)				226,117	228,373
Pension reserve				108,000	(32,000)
Restricted funds				65,587	138,788
TOTAL FUNDS				623,576	525,416

The financial statements were approved by the Board of Trustees and authorised for issue on	Date December 6th 2023
and were signed on its behalf by Joan Ruddock – Chair of the Trustees	Signature 

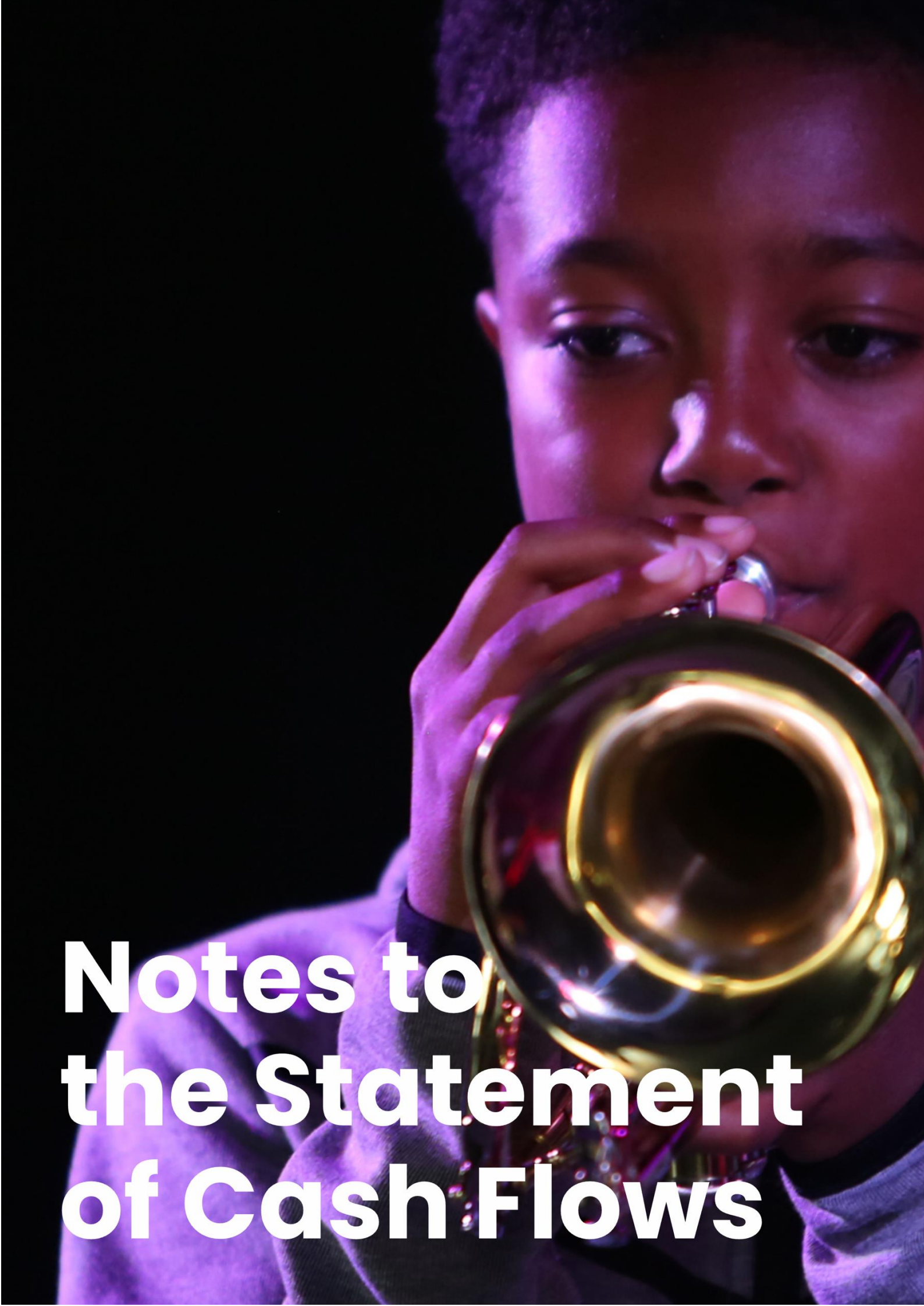


Statement of Cash Flows

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	42,680	109,827
Net cash provided by operating activities		42,680	109,827
Cash flows from investing activities			
Purchase of tangible fixed assets		(10,808)	(53,195)
Interest received		427	17
Net cash used in investing activities		(10,381)	(53,178)
Change in cash and cash equivalents in the reporting period		32,299	56,649
Cash and cash equivalents at the beginning of the reporting period		305,228	248,579
Cash and cash equivalents at the end of the reporting period		337,527	305,228





Notes to the Statement of Cash Flows

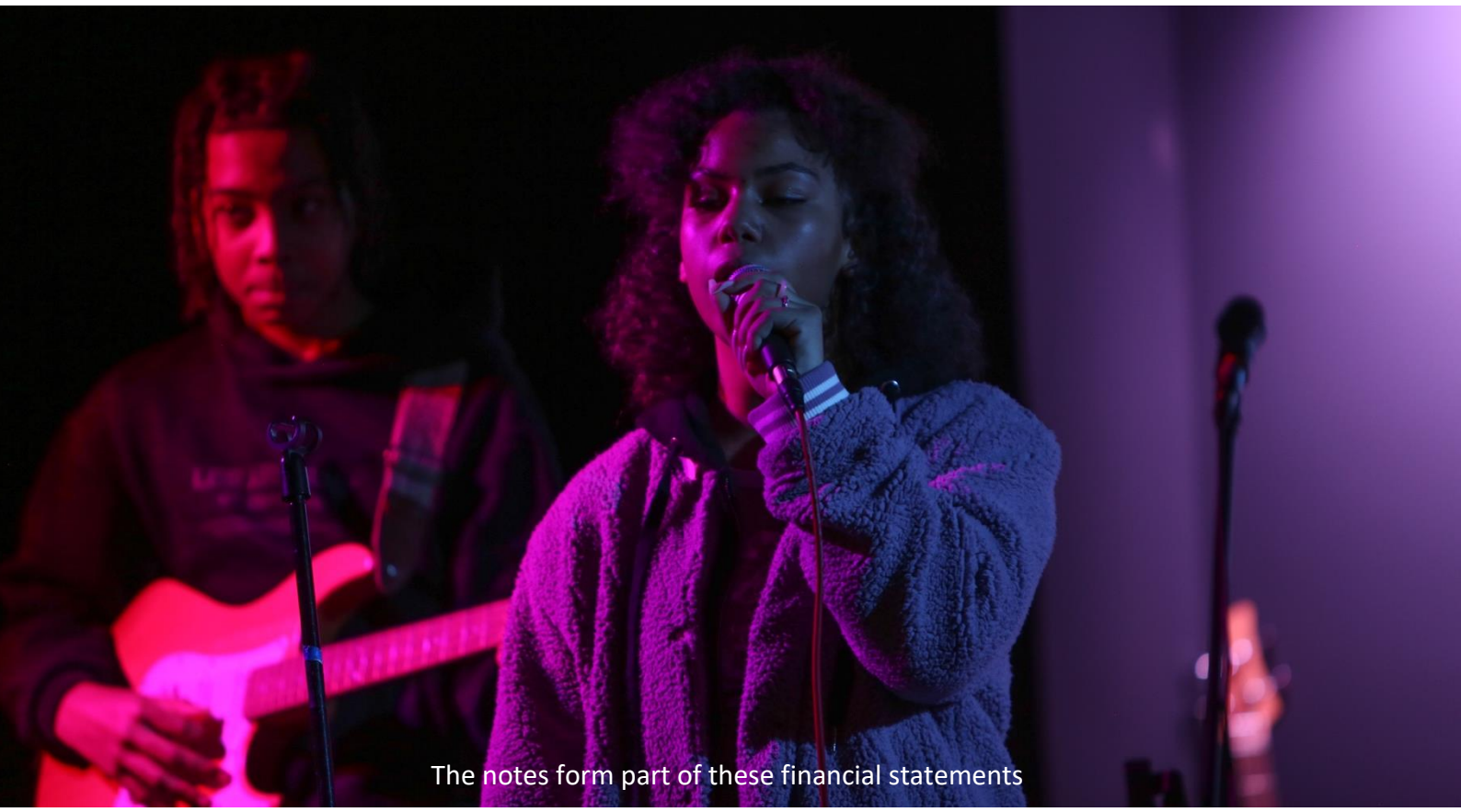
NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

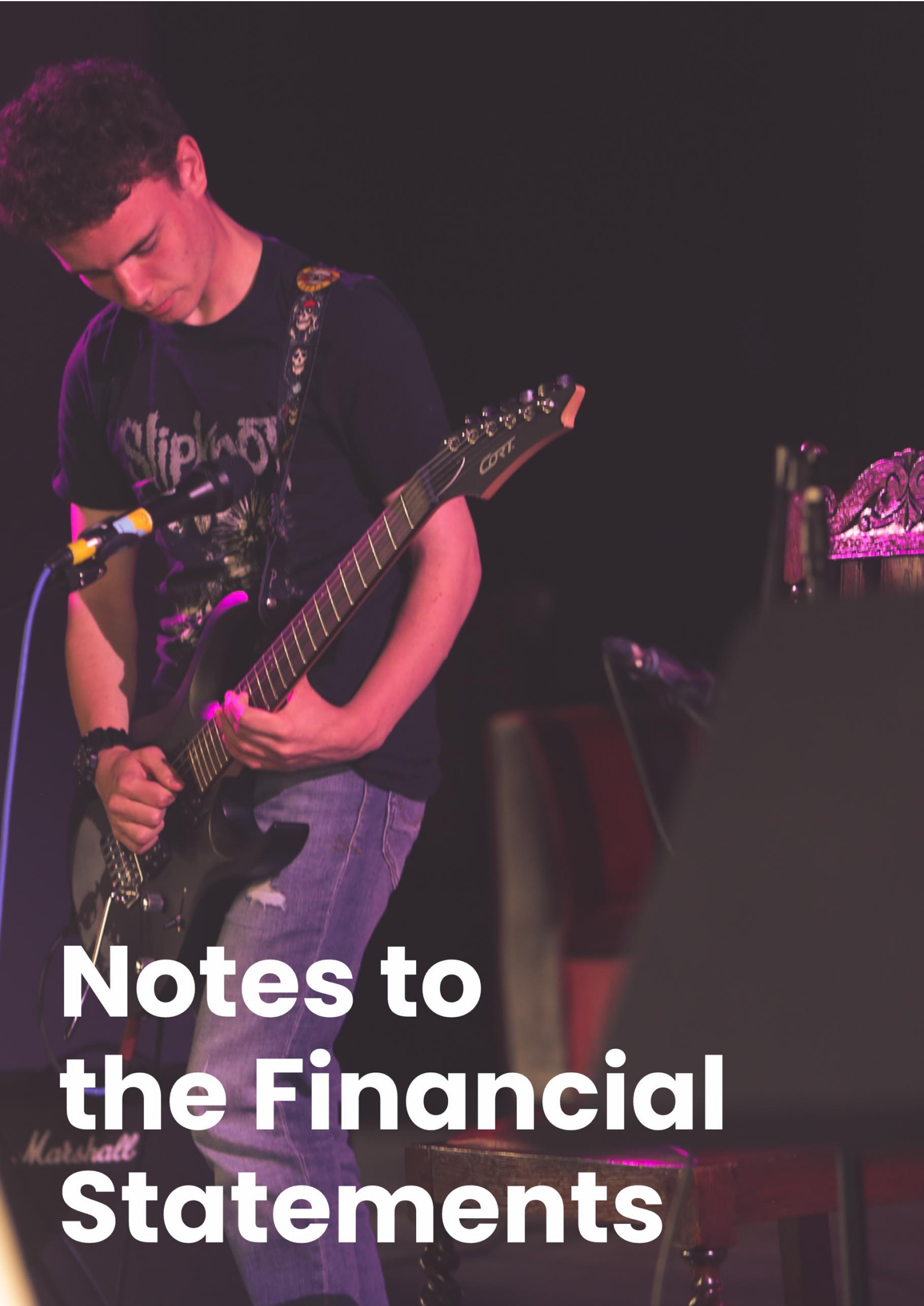
	2023 £	2022 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(61,840)	68,561
Adjustments for:		
Depreciation charges	22,146	61,069
Interest received	(427)	(17)
Decrease/(increase) in debtors	41,923	(92,561)
Increase in creditors	20,878	52,775
Difference between pension charge and cash contributions	20,000	20,000
Net cash provided by operations	42,680	109,827

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/22 £	Cash flow £	At 31/3/23 £
Net cash			
Cash at bank	305,228	32,299	337,527
	305,228	32,299	337,527
Total	305,228	32,299	337,527



The notes form part of these financial statements



Notes to the Financial Statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and is rounded to the nearest £.

Going concern
There are no material uncertainties about the charity's ability to continue.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs
Support costs are allocated between activities based on staff time. See note 7.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off the cost less estimated residual value of each asset over its estimated useful life. As follows:-

Office equipment	–	20% straight line
Instruments	–	20% straight line
IT equipment	–	33.33% straight line

Taxation
The charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

continued...

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
Retirement benefits to employees are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes. For further details see note 16. The charity also operates a defined contribution pension scheme. Contributions payable are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	145,795	173,744
Grants	400,363	565,812
	546,158	739,556

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Arts Council England - Music Education Hub	400,363	408,617
Government grant - furlough income	-	7,465
Arts Council England - Culture Recovery Fund	-	149,730
	400,363	565,812

3. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	427	17

continued...

4. INCOME FROM CHARITABLE ACTIVITIES

Activity	2023 £	2022 £
Education	633,149	501,786

5. RAISING FUNDS

Raising donations and legacies

	2023 £	2022 £
Support costs	16,052	17,995

6. CHARITABLE ACTIVITIES COSTS

	Activities undertaken directly £	Support costs £	Total £
Education	780,039	211,887	991,926
Arts and culture (performances)	140,495	48,156	188,651
Recreation of social welfare	-	44,946	44,946
	920,564	304,959	1,225,523

7. SUPPORT COSTS

	Governance costs £
Education	12,437



continued...

Support cost's	Raising funds £ 5%	Education £ 66%	Arts & culture (performances) £ 15%	Recreation of social welfare £ 14%	2023 £	2022 £
Governance	619	8,169	1,857	1,733	12,736	9,322
Staff costs	10,195	134,574	30,585	28,546	203,900	224,676
Finance	117	1,540	350	327	2,333	2,637
Human Resources	330	4,354	990	924	6,597	4,620
Information technology	379	5,000	1,136	1,061	7,576	6,719
Premises	1,497	19,762	4,491	4,192	29,942	23,321
General office	745	9,837	2,236	2,087	14,905	15,987
Travel	95	1,254	285	266	1,901	944
Equipment hire and maintenance	637	8,406	1,910	1,783	12,736	7,208
Depreciation	660	8,712	1,980	1,848	13,201	56,362
Other professional fees	622	8,210	1,866	1,741	12,439	8,422
Other	157	2,069	470	439	3,136	(326)
	16,052	211,887	48,156	44,946	321,042	359,890

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2023 nor for the year ended 31 March 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

continued...

9. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	789,346	715,342
Social security costs	55,016	43,914
Other pension costs	161,268	139,507
	1,005,630	898,763

The average monthly number of employees during the year was as follows:

2023	2022
81	75

One employee received emoluments between £60,000-£69,999 (2022 same)

The total amount of employee benefits received by key management personnel is £221,069 (2022 £273,790). The Trustees consider themselves, the CEO, Director of Business and Operations, the Director of Community Music, Schools Music leader and the Communications & Marketing Manager to comprise the key management personnel.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	7,222	732,334	739,556
Charitable activities			
Education	501,786	-	501,786
Investment income	17	-	17
Total	509,025	732,334	1,241,359
EXPENDITURE ON			
Raising funds	17,995	-	17,995
Charitable activities			
Education	299,933	613,796	913,729
Arts and culture (performances)	190,689	-	190,689
Recreation of social welfare	50,385	-	50,385
Total	559,002	613,796	1,172,798
NET INCOME/(EXPENDITURE)	(49,977)	118,538	68,561
Other recognised gains/(losses)			
Actuarial gains on defined benefit schemes	144,000	-	144,000
Net movement in funds	94,023	118,538	212,561
RECONCILIATION OF FUNDS			
Total funds brought forward	292,605	20,250	312,855
TOTAL FUNDS CARRIED FORWARD	386,628	138,788	525,416

continued...

11. TANGIBLE FIXED ASSETS

	Instruments	Fixtures and fittings	Computer equipment	Totals
	£	£	£	£
COST				
At 1 April 2022	477,059	23,467	42,122	542,648
Additions	5,323	853	4,632	10,808
At 31 March 2023	482,382	24,320	46,754	553,456
DEPRECIATION				
At 1 April 2022	248,686	7,754	26,189	282,629
Charge for year	7,579	4,415	10,152	22,146
At 31 March 2023	256,265	12,169	36,341	304,775
NET BOOK VALUE				
At 31 March 2023	226,117	12,151	10,413	248,681
At 31 March 2022	228,373	15,713	15,933	260,019

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	82,558	123,360
Prepayments and accrued income	5,855	6,976
	88,413	130,336

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	16,070	18,230
Taxation and social security	13,244	10,914
Other creditors	129,731	109,023
	159,045	138,167

Included in accruals and deferred income above is £24,500 of deferred income (2022 £10,215. This will all be released in the year to 31 March 2024.

14. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	9,600	9,600
Between one and five years	3,200	12,800
	12,800	22,400

continued...

15. PROVISIONS FOR LIABILITIES

	2023	2022
	£	£
Defined benefit pension liability	(108,000)	32,000

16. MOVEMENT IN FUNDS

	At 1/4/22	Net movement in funds	Transfers between funds	At 31/3/23
	£	£	£	£
Unrestricted funds				
General fund	190,255	(40,031)	73,648	223,872
Pension reserve	(32,000)	140,000	-	108,000
Designated fund - instruments	228,373	(2,256)	-	226,117
	386,628	97,713	73,648	557,989
Restricted funds				
London Music Fund (LMF)	3,852	3,648	-	7,500
Garden Memorial Fund	-	(84)	84	-
IronMongers Fund	1,700	(1,700)	-	-
Music Mark Innovation fund	2,360	(2,360)	-	-
Sonic Minds	13,155	11,623	-	24,778
Sony Social Justice grant	11,046	(3,031)	-	8,015
Amplifying Voices	14,584	(10,460)	-	4,124
Jack Petchey	1,189	10	-	1,199
Bursaries	17,170	(18,319)	6,000	4,851
Arts Council CRF	73,732	-	(73,732)	-
IDE project	-	1,950	-	1,950
Kusuma Trust	-	4,000	-	4,000
Lewisham Legends	-	1,000	-	1,000
London Music Fund (Sounds of the Next Generation)	-	7,500	-	7,500
Sir William Boremans' Foundation	-	6,000	(6,000)	-
Sydenham Arts	-	670	-	670
	138,788	447	(73,648)	65,587
TOTAL FUNDS	525,416	98,160	-	623,576

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16. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

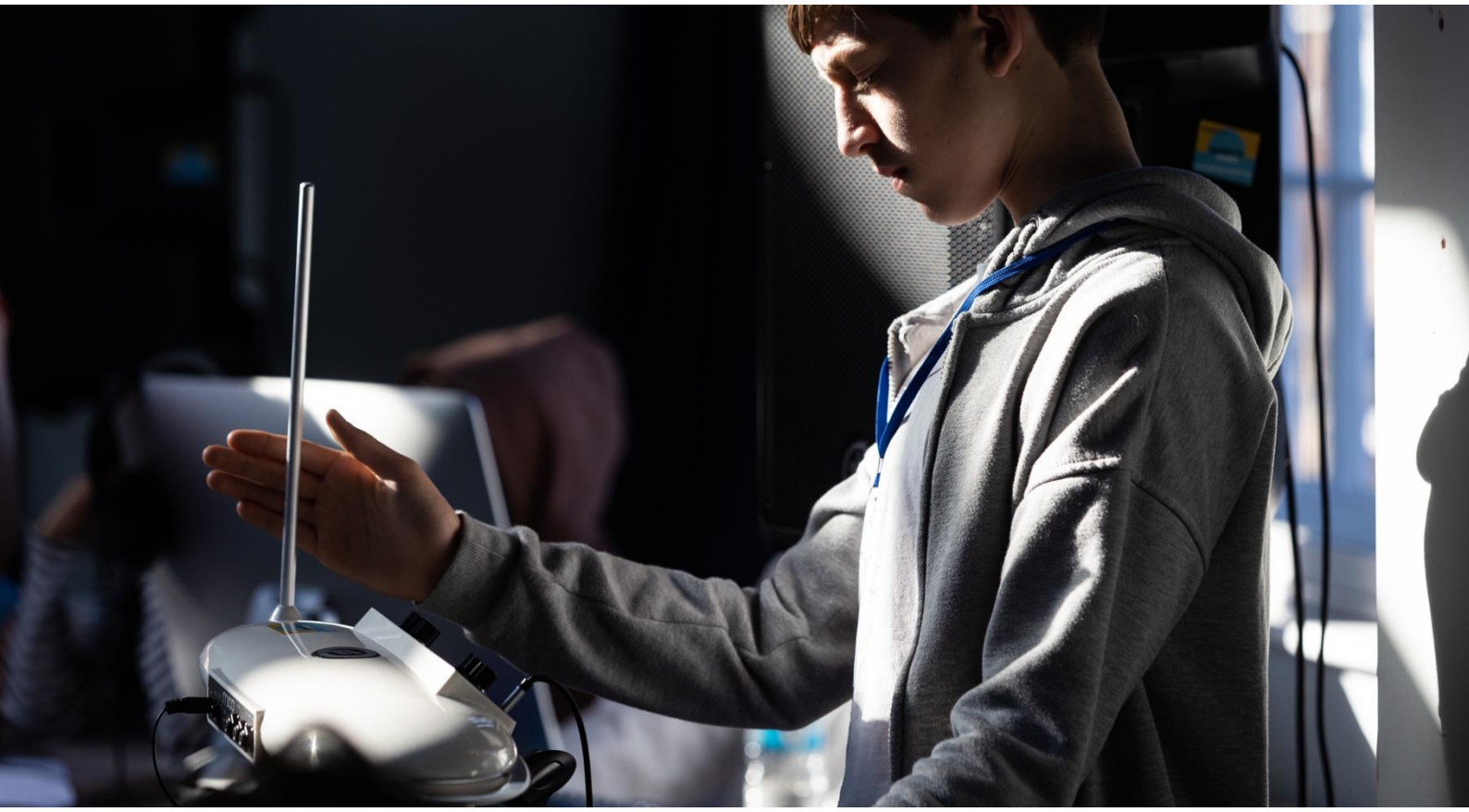
	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	623,448	(663,479)	-	(40,031)
Pension reserve	-	(20,000)	160,000	140,000
Designated fund - instruments	-	(2,256)		(2,256)
	623,448	(685,735)	160,000	97,713
Restricted funds				
Arts Council Music Education Hub Grant	400,363	(400,363)	-	-
London Music Fund (LMF)	9,034	(5,386)	-	3,648
Garden Memorial Fund	-	(84)	-	(84)
IronMongers Fund	-	(1,700)	-	(1,700)
Music Mark Innovation fund	1,200	(3,560)	-	(2,360)
Sonic Minds	49,712	(38,089)	-	11,623
Sony Social Justice grant	-	(3,031)	-	(3,031)
Amplifying Voices	4,137	(14,597)	-	(10,460)
Jack Petchey	1,800	(1,790)	-	10
Awards For Young Musicians	33,654	(33,654)	-	-
Bursaries	19,135	(37,454)	-	(18,319)
IDE project	2,000	(50)	-	1,950
Kusuma Trust	6,000	(2,000)	-	4,000
Lewisham Legends	1,000	-	-	1,000
Lewisham's Big Conversation	9,001	(9,001)	-	-
London Music Fund (Sounds of the Next Generation)	7,500	-	-	7,500
Merchant Taylor Trust	4,900	(4,900)	-	-
Sir William Boremans' Foundation	6,000	-	-	6,000
Sydenham Arts	850	(180)	-	670
	556,286	(555,839)	-	447
TOTAL FUNDS	1,179,734	(1,241,574)	160,000	98,160

continued...

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	199,081	12,948	-	212,029
Pension reserve	(156,000)	124,000	-	(32,000)
Designated fund - instruments	249,524	(42,925)	-	206,599
	292,605	94,023	-	386,628
Restricted funds				
Frank Doran Memorial Fund	5,017	-	(5,017)	-
London Music Fund (LMF)	2,371	1,481	-	3,852
Matthew Nichols Fund	9,052	(9,052)	-	-
IronMongers Fund	3,810	(2,110)	-	1,700
Music Mark Innovation fund	-	2,360	-	2,360
Sonic Minds	-	13,155	-	13,155
Sony Social Justice grant	-	11,046	-	11,046
Amplifying Voices	-	14,584	-	14,584
Jack Petchey	-	1,189	-	1,189
Bursaries	-	12,153	5,017	17,170
Arts Council CRF	-	73,732	-	73,732
	20,250	118,538	-	138,788
TOTAL FUNDS	312,855	212,561	-	525,416



16. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	509,025	(496,077)	-	12,948
Pension reserve	-	(20,000)	144,000	124,000
Designated fund - instruments	-	(42,925)	-	(42,925)
	509,025	(559,002)	144,000	94,023
Restricted funds				
Arts Council Music Education Hub Grant	408,617	(408,617)	-	-
London Music Fund (LMF)	7,190	(5,709)	-	1,481
Garden Memorial Fund	25	(25)	-	-
Matthew Nichols Fund	-	(9,052)	-	(9,052)
IronMongers Fund	-	(2,110)	-	(2,110)
Music Mark Innovation fund	11,000	(8,640)	-	2,360
Sonic Minds	51,558	(38,403)	-	13,155
Sony Social Justice grant	12,300	(1,254)	-	11,046
Amplifying Voices	37,235	(22,651)	-	14,584
Jack Petchey	1,699	(510)	-	1,189
Awards For Young Musicians	38,528	(38,528)	-	-
Bursaries	12,189	(36)	-	12,153
Arts Council CRF	151,993	(78,261)	-	73,732
	732,334	(613,796)	-	118,538
TOTAL FUNDS	1,241,359	(1,172,798)	144,000	212,561



continued...

16. MOVEMENT IN FUNDS - continued

Arts Council England (ACE)

Arts Council England (ACE) provides Music Education Hub grant funding from the Department for Education (DfE) with the aim to support 121 Music Hubs across the UK. Lewisham Music receives core funding from ACE to be the music education hub lead for the London Borough of Lewisham.
Funding is used to support the National Plan for Music Education (NPME) to deliver its core and extension roles. Funds provide first access learning and progression opportunities to children & young people through front line delivery. The funding also supports back office costs in managing the charity's governance and development.

Frank Doran Memorial Fund

The Frank Doran Memorial Fund was set up by his wife Joan Ruddock, in memory of Frank, the charity's original chair and co-founder who sadly passed away in October 2017. The donations received in memory were used to provide a legacy in Frank's name whilst honouring his vision, sense of purpose, kindness, commitment and passion for the importance of music in young people's lives.

London Music Fund (LMF)

London Music Fund is a funding body with the Mayor of London as its Patron. Income is from individual philanthropy, corporate support and trusts and foundations. Its vision is that children who demonstrate significant musical ability, enthusiasm and commitment to learning an instrument are given the opportunity to develop their potential.

Funding is used to enhance musical opportunities and experiences for a current cohort of 11 scholars who receive a period of 4 years funding. Nominated and chosen by their music teachers and Lewisham Music the fund is dedicated to those children who are on free school meals and families that face financial hardship.

Lewisham Young Mayor's Fund
Lewisham appoints a young mayor annually from the local area and we were kindly earmarked £16,000 for the technical set up of the music studio and band rooms at the new premises, with a focus on providing facilities for young people. The funds have been used to ensure there is a strong offer at the Fellowship by equipping rooms with the latest music technology and live band equipment. We also plan to utilise the space to engage more widely with the local community. Our plan is to offer funded projects as well as creating hire opportunities to generate revenue using this equipment. This will allow us to work across contemporary genres, rap/spoken word, music production, song writing, creative/collaborative and in multi-arts projects.

Garden Memorial Fund
The Garden Memorial Fund was set up by Joan Ruddock. The donations received have been used to create a garden space on the roof of our premises with the plan that it will be enjoyed by staff and those in the community that use the building.

IronMongers Fund
The Ironmongers' Company have funded the Sounds of The Next Generation project which will be a new cross-genre creative music collective based at the charity's premises, The Fellowship & Star, in Bellingham. The project will bring together young people from a wide range of social and musical backgrounds to write new music, empowering them to drive the creative process and musical direction.

Music Mark Innovation Fund
In summer 2020 a number of London music education hubs formed a Diversity, Representation and Action working group. On the group's behalf, Lewisham Music successfully bid for funding from the Hub Innovation Fund (Department for Education/Music Mark) which allowed 12 music education hubs to recruit and train a network of Tutor Diversity Ambassadors (TDAs) across London. The TDA role is designed to create a constructive bridge between the workforce and hub management; advocate for and support all staff (especially those from underrepresented groups); engage colleagues (including management) with discussions around EDI; support a caring and inclusive organisational culture (including with regards to mental health and welfare); change perceptions about the organisation and sector; and create EDI-focused networks.

continued...

16. MOVEMENT IN FUNDS - continued

Sonic Minds (Youth Music)
Sonic Minds is a two-year music and mental health programme delivered by Lewisham Music and funded by Youth Music. The programme supports hundreds of care experienced and displaced young people across Bromley, Bexley and Lewisham through collaborative song writing, drumming and music production, allowing them to share their stories, express themselves and celebrate their identity. The programme culminates with the creation of an interactive sound sculpture that will tour publicly across South London, advocating for the connection between music and mental health. The feedback and evaluation framework for Sonic Minds has been developed in partnership with Sound Connections.

Sony Music Group's Global Social Justice Fund
This fund has been granted to further enhance the work of the Awards for Young Musicians programme. Money from Sony Music Group's 'GSJ' fund will transform our Furthering Talent programme by introducing a vibrant series of collaborative 'Get Together' events and a package of 'personal bursaries' to remove barriers and further each child's progression. The bursaries will assist, for example, with the purchase of an instrument; the purchase of a laptop to avoid digital exclusion; access to recording facilities; covering travel expenses and/or additional access costs for students with additional needs.

Amplifying Voices (Youth Music)
Lewisham Music partnered with Lambeth Music Service and Royal Greenwich Music Service to work alongside sector-leading equality charity 'Brap' for the 'Amplifying Voices' project, funded by Youth Music. The programme combines connected strands of research, workforce training, consultation, youth voice and music-making to address issues of underrepresentation within music education, leading to genuine, lasting organisational change.

Jack Petchey
This fund is for the purposes of the Jack Petchey Achievement Award that participants across our Community Music programme can access. This youth led award programme is used to recognise young people's development, i.e. a young person who has faced a challenge, someone who has pushed themselves outside of their comfort zone, or an opportunity to recognise a young person's commitment to supporting their peers.

Awards For Young Musicians
Awards for Young Musicians (AYM) is a UK wide charity founded in 1998 which enables talented young people from low-income families to fulfil their potential. Lewisham Music is a partner on the Furthering Talent programme, which annually supports 30 young musicians from Lewisham with free music tuition, group music-making experiences, and additional bursaries to enhance their musical journeys. The funding also supports the freelance Furthering Talent Producer role.

Bursaries
Lewisham Music is ambitious about making music education accessible to all. Our bursary fund allows us to subsidise music tuition and group music-making for children and young people from low-income families. Funds are raised from cash donations at performances, donations made via our website, our Goodbox device, payroll giving, Amazon Smile and Easy Fundraising. The scheme also received matched funding from the Big Give Campaign via the Childhood Trust and the Barnett & Sylvia Shine Charitable Trust.

Arts Council Funding - Culture Recovery Fund
The Department for Digital, Culture, Media and Sport announced a £1.57 billion package to protect the UK's culture and heritage sectors from the economic impacts of Covid-19 in spring 2021. Lewisham Music secured funding via Arts Council England to transition back to a viable and sustainable operating model during the period of April-June 2021. The fund also allowed us to reflate the charity's reserves.

IDEA programme: Lewisham Music are continuing our EDI development journey alongside Youth Music through the IDEA programme/framework.
The programme has included a range of training, practice sharing networks, mentoring and a micro grant, which we used to recruit and onboard two new trustees aged 18-30.

16. MOVEMENT IN FUNDS - continued

Kusuma Trust
Trustees of the trust awarded £10,000 from their Christmas Grant. The funding was allocated towards the following areas Animate Orchestra, a collaboration project with Live Music Now in Lewisham special schools, bursaries and a contribution toward core staffing.

Lewisham Legends
A two-year place-based music programme funded by Arts Council England (£49,000). Working with resident-led housing association Phoenix, we will co-create spaces for residents to tell their stories of community - Recorded through a podcast series. Shaped by local children, young people (CYP) a two-year programme of regular music making will run at 'The Fellowship Inn'. Creative opportunities will include regular programmes of music production, lyricism and singing. Complimented by intensive songwriting projects that will unite residents. All activity will be co-created, giving residents opportunities to connect, respond and reimagine local people's stories. New music will be performed in repurposed local civic spaces celebrating the Bellingham (2023) and Downham (2024) estate centenary.

Lewisham's Big Conversation
A youth-led research and development project exploring the value of the arts and creativity in supporting young people with their mental health, wellbeing and happiness.
Supported by the GLA and lead by The Albany, Lewisham Music was commissioned £8,561 to become a lead partner alongside Sound Like Chaos , Heart N Soul, Lewisham Youth Theatre and the Albany, in our London Borough of Culture year to understand the role arts and creativity play in the mental health of young people.

London Music Fund (Sounds of the Next Generation)
Lewisham Music was funded £12,500 by London Music Fund through their Partnership Projects Fund. This project is delivered in partnership with Tomorrow's Warriors and Trinity Laban to inspire and support more young people of diverse backgrounds to discover jazz and feel better connected with the vibrant, collaborative and boundary-pushing jazz scene in Lewisham. The project will connect young musicians (aged11-17) with high quality learning and performance opportunities led by inspirational jazz facilitators. Jazz Hang will strengthen partnerships with Lewisham schools, build aspirations and genuine progression routes for young people, particularly female and from the African diaspora. Jazz Hang will create; sustainable progression pathways for young musicians, accessible performance opportunities and professional development opportunities for school teachers, community music and student workforce.

Merchant Taylor Trust
Through Merchant Taylors Trust's Small Grant programme Lewisham Music were funded £4,900 to deliver 'Reaching Out'. This funding allowed us to extended the Community Programme Producer role from 3 to 4 days per week. This increase in capacity has helped develop new referral pathways, increase progression opportunities for young people and responded to the increased complexity of the referrals we are now seeing across our various community programmes.

Sir William Boremans' Foundation
The Drapers Company has funded Lewisham Music £6,000 to transform our Furthering Talent programme by supporting young people's musical tuition, introducing a vibrant series of immersive 'Get Together' events and a package of 'personal bursaries' to remove barriers and further each child's progression.

Sydenham Arts
Lewisham Music were commissioned £850 to deliver on their START Programme, a three part series of training and skills workshops for young adults aged 18-25 seeking to explore career pathways in the music and/or creative industries.

17. EMPLOYEE BENEFIT OBLIGATIONS

The charity's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for teaching staff, and the closed Local Government Pension Scheme (LGPS) for non-teaching staff. A third was introduced in 2019., The People's Pension Scheme, also for non-teaching staff. TPS and LGPS are defined-benefit schemes.

The latest actuarial valuation of the TPS was 31 March 2016 and of the LGPS 31 March 2019.

continued...

Contributions amounting to £15,463 (2022 £13,426) were payable to the schemes at 31 March 2023 and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage f salary - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS every four years in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors.

The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration levy);

- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million giving a notional past service deficit of £22,000 million;

- the Superannuation Contributions Adjusted for Past Experience (SCAPE) discount rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

The pension costs paid to TPS in the period amounted to £159,970 (2022 £131,394) £40,407 employees contributions and £119,563 employer contributions

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

17. EMPLOYEE BENEFIT OBLIGATIONS - continued

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local Government Pension Scheme (LGPS)

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 March 2023 was £15,250.73 of which employee's contributions totalled £13,750.25 and employer's contributions totalled £1,500.48. (2022 £15,188 of which employees' contributions totalled £1,510 and employer's contributions totalled £13,678)

continued...

The agreed contribution rates for future years are 33.2% for employers and 5.5% to 9.9% (depending on salary and section) for employees.

Under the terms of the Transfer Agreement dated 30 March 2017, the Administering Authority (that administers the LGPS on behalf of the Authority, Lewisham Council) does not require the Admission Body (Lewisham Music) to put in place any indemnity or bond in respect of the eligible employees. Lewisham Council has agreed to provide the Administering Authority with an LGPS Guarantee in a form acceptable to the Administering Authority and the Admission Body in respect of the Admission Body's obligations to the Administering Authority and will take any other steps required by the Administering Authority to ensure that an indemnity or bond is not required for the duration of the Admission Body's participation in the LGPS Fund.

The Council shall indemnify the Charity from and against all costs, expenses or contributions arising from any pension payable as a result of the dismissal of any of the Eligible Employees on grounds of redundancy or efficiency of the service and any pensions payable on grounds of ill-health, On termination of the Admission Agreement or on the Charity no longer having any Eligible Employees actively contributing to the Fund. The Council shall also indemnify the Charity for any costs, expenses or liabilities to the Fund in respect of the Eligible Employees (including for the avoidance of doubt any deferred or pensioner members of the Fund) arising on termination of the Admission Agreement or on the Charity no longer having any Eligible Employees actively contributing to the Fund. Any payment due by the Charity shall be refunded by Lewisham Council upon written notice within 10 business days.

The total cost recognised in the period was as follows:

	2023 £000	2022 £000
Current service cost	(15)	(17)
Past service cost	-	-
Plan introductions, changes, curtailments and settlements	-	-
Net interest income / expense	(1)	(3)
Recognised in profit or loss	(20)	(20)
Recognised in other comprehensive income	160	(144)
Total cost recognised	(140)	124

Amounts recognised in the balance sheet were as follows:

	2023 £000	2022 £000
Present value of funded obligations	(875)	(1,080)
Fair value of plan assets	983	1,048
Asset/(liability)	108	(32)

17. EMPLOYEE BENEFIT OBLIGATIONS - continued

Changes in the present value of the defined benefit obligations were as follows:

	2023 £000	2022 £000
Opening defined benefit obligation	1,080	1.132
Current service costs	15	17
Past service costs	-	-

continued...

Interest expense	29	22
Actuarial (gains) / losses	(213)	(60)
Contributions by scheme participants	2	2
Benefits paid	(38)	(33)
(Gains) / losses on curtailment	-	-
Closing defined benefit obligation	875	1,080

Changes in the fair value of the pension plan assets were as follows:

	2023 £000	2022 £000
Opening plan assets	1,048	976
Interest income	28	19
Actual return on plan assets (excluding interest income)	(75)	70
Other	4	-
Assets distributed on settlement		-
Contributions by employer	14	14
Contributions by scheme participants	2	2
Benefits paid	(38)	(33)
Closing plan assets	983	1,048

The amount that each major class of pension plan assets constitutes of the fair value of the total plan asset was as follows:

	2023 %	2022 %
Equity instruments	67	64
Debt instruments (bonds)	19	24
Property	10	9
Cash	4	5
	100	100

continued...

17. EMPLOYEE BENEFIT OBLIGATIONS - continued

The principal actuarial assumptions used were as follows:

	2023	2022
Discount rate	4.75%	2.70%
Expected rates of salary increases	4.00%	3.90%
Expected rates of pension increases	3.00%	3.20%

The mortality assumptions used for longevity (in years) on retirement at age 65 are:

	Males	Females
Current pensioners	23.5 years	24.1years
Future pensioners	20.8 years	25.9years

Sensitivity analysis

Change in assumptions at 31 March 2023:	Approximate % increase to Defined Benefit Obligation	Approximate monetary amount £000
0.1% decrease in Real Discount Rate	1%	11
0.1% increase in the Salary Increase rate	0%	-
1 year increase in member life expectancy	4%	35
0.1% increase in the Pension Increase Rate (CPI)	1%	11

B&CE Holdings (The People's Pension Scheme)

The People's Pension is a multi-employer, defined contribution occupational pension scheme that has master trust status. It's run by B&CE Holdings, a not-for-profit organisation. With no shareholders, any surpluses made by B&CE are used for the benefit of members.

Employee contributions of up to 6% can be paid into the scheme which are matched by Lewisham Music. The total contribution made for the year ended 31 March 2023 was £14,259 (2022 £13,556), of which employer's contributions totalled £7,854 (2022 £6,055) and employee contributions totalled £6,405 (2022 £7,531)

18. RELATED PARTY DISCLOSURES

There were no related party transactions for the year.

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LEWISHAM MUSIC

England & Wales - Charity number 1169721

Accounts



Report of the Trustees and audited financial statements

for the year ended 31 March 2022 for Lewisham Music

Registered Charity No. 1169721

Haines Watts, Chartered Accountants & Statutory Auditors
Old Station House, Station Approach, Newport Street, Swindon, SN1 3DU



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Report of the Trustees

The trustees present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The financial statements cover the period from 1 April 2021 to 31 March 2022.

Cllr Chris Barnham	(appointed 27 September 2017, re-elected September 2020)
Lydia Brookes	(appointed 27 September 2017, re-elected September 2020)
Dame Joan Ruddock	(appointed 20 March 2019, re-elected July 2022)
Susie York-Skinner	(appointed 10 December 2018, re-elected December 2021)
Fiona Lambert	(appointed 10 December 2018, re-elected December 2021)
Louise Alexander	(appointed 12 February 2020, resigned February 2022)
Robert Kigozi	(appointed 22 July 2021)
Audrey Bleazard	(appointed 22 July 2021)
Jim Ripley	(appointed 23 March 2022)

Chair	Dame Joan Ruddock from March 2019
Secretary	Stephen Sealy
Chief Executive	Charly Richardson

Lewisham Music was registered with Charity Commission on 17 October 2016 as a Charitable Incorporated Organisation (CIO), registered charity number 1169721. On 1 April 2017 Lewisham Music Service was transferred from Lewisham Council to Lewisham Music. Staff were transferred across under Transfer Undertakings (Protection of Employment) (TUPE) guidelines. Pre-transfer redundancy costs and Local Government Pension Scheme liabilities for transferring members have been underwritten by Lewisham Council for the lifetime of the charity.

There are 118 Music Education Hubs across England, which were established in 2012 after the Department for Education and the Department for Culture, Media & Sport published '*The Importance of Music: A National Plan for Music Education'.* Music Education Hubs are a collective of music education providers in a local-authority area, led by one organisation (often what would have formerly been known as a music service). Lewisham Music is the lead partner of the Music Education Hub for the London Borough of Lewisham. In partnership with local and national organisations, we deliver and support a range of musical opportunities in schools and community settings across the London borough of Lewisham.

The National Plan for Music Education sets out Core and Extension objectives for Music Education Hubs:

CORE ROLES

a) Ensure that every child aged 5-18 has the opportunity to learn a musical instrument (other than voice) through whole-class ensemble teaching programmes for ideally a year (but for a minimum of a term) of weekly tuition on the same instrument
b) Provide opportunities to play in ensembles and to perform from an early stage
c) Ensure that clear progression routes are available and affordable to all young people
d) Develop a singing strategy to ensure that every pupil sings regularly, and that choirs and other vocal ensembles are available in the area.

EXTENSION ROLES

a) Offer Continuous Professional Development to school staff, particularly in supporting schools to deliver music in the curriculum
b) Provide an instrument loan service, with discounts or free provision for those on low incomes

c) Provide access to large scale and / or high-quality music experiences for pupils, working with professional musicians and / or venues. This may include undertaking work to publicise the opportunities available to schools, parents/carers and students.

These roles broadly act as the foundation of Lewisham Music's charitable work, and are the basis for our government remit and funding, which comes from Department for Education (DfE). Arts Council England (ACE) are the fund-holder for DfE's Music Hub Grant, and are responsible for monitoring the effectiveness of all Music Education Hub lead organisations, including Lewisham Music.

STATEMENT FROM THE CHAIR OF TRUSTEES

Having successfully protected the organisation and our workforce through the use of Culture Recovery Funding (CRF), the Coronavirus Job Retention Scheme, and innovative developments in online programme delivery, Lewisham Music has come out of the pandemic in a strong position. This year has seen steady post-pandemic growth, with important developments to our programmes, partnerships, funding streams and governance structure.

The number of weekly school programmes we deliver is now higher than pre-pandemic, and our music tutor workforce has grown as a result. Lewisham Music moved into its premises above the Fellowship Inn in Bellingham in summer 2019, but 2021-2022 was the year this new community centre really took off, with delayed launch events happening in September and the creation of a weekly programme serving young people five evenings per week. The Fellowship has allowed us to strengthen local partnerships, reach diverse and disadvantaged communities and young people, and create new income streams through premises hire.

Our fundraising track-record is now proven, with successes in attracting support from trusts, foundations and corporate funds for equipment, new programmes and bursary support for children from low-income households. We are grateful to these funders and partners, including London Music Fund, Awards for Young Musicians, Youth Music, The Matthew Nicholls Foundation, SONY's Global Social Justice Fund, Jack Petchey Foundation and more. We are also grateful for the confidence and support of our other stakeholders including our core funders Arts Council England and the Department for Education.

The charity recognises the impact that the cost-of-living crisis is having on the community we serve. As well as ambitiously increasing our bursary support through online fundraising campaigns, we have kept our community programme fees frozen.

As the organisation goes into the new academic year 2022-2023, I welcome the publication of *The Power of Music to Change Lives*, an ambitious new National Plan for Music Education which was published in June 2022 and will come into force in April 2023. The focus on supporting progression for all young musicians- regardless of their background and circumstances- is something that Lewisham Music particularly welcomes. We are proud of the work that has been done to make music education more inclusive and equitable, for example through the cultivation of a more diverse workforce, the creation of a Tutor Diversity Ambassador role, and the large increase in Children in Care and children from low-income households attending programmes.

We are delighted to be reaching more young people than ever, playing a central role in their education and creative development. Our move towards being a more socially focused charity which is embedded within the community we serve has been particularly important in 2022 as Lewisham celebrates being the London Borough of Culture.

I am pleased to be continuing to Chair a Board of talented Trustees who are committed to providing a vibrant and sustainable charity to the young people of Lewisham.



Dame Joan Ruddock (Chair, Lewisham Music)

OUR AIMS, OBJECTIVES AND ACTIVITIES

AIMS & OBJECTIVES

Lewisham Music's primary charitable aim is to offer all children and young people across the London Borough of Lewisham a diverse range of musical opportunities. Our target audience is 5–18-year-olds, as this is the age-group linked to our core funding from DfE/ACE. However, we also have an ambition to attract funding so that we can do more work with Early Years and Foundation age children (0–5-year-olds) and with adults.

We are an education-focused charity that delivers high-quality teaching across a range of musical instruments and styles. *A National Plan for Music Education*, *Music in schools: What Hubs must do* and the *Model Music Curriculum* have all emphasised the fact that Music Education Hubs must put themselves at the heart of music in their area, offering not just services but also expertise and professional support. Lewisham Music is here to support and enhance the music curriculum delivered within schools, and to link this with opportunities being offered by local arts organisations.

We are committed to providing extension and progression opportunities for young musicians through after-school, weekend and holiday activities in the community. We operate after-school music groups on a Friday; a Saturday Music Centre (which includes bands, choirs, ensembles, music theory lessons and individual tuition); and after-school instrumental tuition, choirs, ensembles, and creative holiday programmes at our new premises at The Fellowship. In addition, we offer young people the opportunity to perform in a range of community and professional settings.

Alongside our work as a provider and supporter of quality music education, we are increasingly broadening our work to include programmes that specifically position Lewisham Music as a community-focused charity that uses music to deliver social outcomes.

ACTIVITIES

Activities currently delivered directly by Lewisham Music both within schools and community settings include:

- **Whole Class Ensemble Tuition (WCET)** offering primary school classes the opportunity to learn an instrument for free
- **Individual and small group instrumental and vocal/singing lessons**
- **Ensembles, choirs, bands**
- **Music theory/musicianship classes**
- **Instrument hire** so young people can try an instrument without having to purchase one
- **Music production** classes and use of a range of **music technology**, including Assistive Music Technology
- **Rap and lyricism** and **song writing**
- Access to musical resources including **e-learning** and music production software
- **Creative holiday programmes**
- **Live events** and **concerts**
- **Professional musical experiences** with partner organisations
- Targeted, **socially focused programmes** targeted at disadvantaged young people, e.g. Looked After Children
- **Music-industry focussed** programmes and workshops for young people interested in a career in music or music education
- **Support for music professionals** through training, Continuing Professional Development, professional advice and networks.

These activities cover a broad range of instruments and styles; everything from classical violin and concert bands to folk and jazz groups, rap collectives, pop choirs, Samba groups, rock bands and much more.

As the lead partner of Lewisham Music Education Hub, we have a remit to connect and support the wider eco-system of music education in the borough and beyond. This means delivering networking opportunities, training, Continuing Professional Development and professional advice and support for staff from Lewisham Music, Lewisham schools and partner organisations.

During 2021-2022, at Lewisham Music we had 11 office/management staff (a mix of part-time and full-time positions) and a freelance project producer. We had 65 Music Tutors who delivered activities on a PAYE, variable-hours basis.

OUR MISSION AND VALUES

We believe that all children and young people in the borough of Lewisham should have access to a diverse range of high-quality, inspirational musical activities which are appropriate for their ability and aligned to their interests. Music is a joy within itself and should be valued as such. However, we are passionate about the other benefits that music can bring to young people's skills and development; their personal and social confidence and sense of self-worth; creativity and self-expression; and their longer-term ambitions, aspirations, and achievements. Music has been proven to have a transformational impact on positive wellbeing and mental health.

Equity, diversity and inclusion is at the heart of what we do. We are passionate about overcoming barriers to participation for all young people, whether that be due to an additional need or disability, geography, a financial barrier or other systemic issues. We are working hard to seek investment and skills to make music education more equitable, and currently have programmes that work specifically with Looked After Children, young asylum seekers, and children from low-income families.

Lewisham Music is inspired by the impact that music can have on our sense of community and young people's sense of individual and collective identity. We value the rich diversity of the area we serve, and are working hard to ensure that this diversity is reflected in our activities and workforce. We want young people from different backgrounds to see themselves reflected in the work of the charity, and to be able to engage with our work as confident individuals with their own unique identity. We believe that all musical styles are valuable and should be open to all young people, but are also careful to ensure that our work is authentic and the cultural context of different musical traditions is valued.

Everything Lewisham Music offers is subsidised using our funding from Arts Council England. We offer a range of additional subsidies and discounts for our community programmes, and also support young musicians in schools through bursary schemes delivered in partnership with London Music Fund and Awards for Young Musicians' Furthering Talent programme. We strongly encourage all schools to utilise Pupil Premium money to further support pupils who may have the desire but not the means. We work hard to attract new investment into the community, and are constantly striving to balance the need to offer activities that are value for money and accessible, with our responsibilities for programme sustainability and organisational financial stability.

Education, music, the arts sector and indeed society in general are continually evolving. We strongly believe in the value of training, professional development and lifelong learning for all our staff. Lewisham Music is committed to our own organisational development, ensuring that our offer stays fresh, relevant and high-quality.

We believe that to achieve the best outcomes for the young people and communities we work with, we should constantly be reviewing, improving and expanding our offer in a way which is equitable and sustainable. We want the communities, parent/carers and young people who are beneficiaries of our work to have a say in the way the charity develops, hence we are building community consultation and youth voice into a number of our programmes.

PARTNERSHIPS

Our *Sounds of Lewisham* network is comprised of the following Hub partner organisations:

- **Goldsmiths College, University of London**
- **Midi Music**

- **The Albany**
- **Trinity Laban Conservatoire of Music and Dance**
- **Heart n Soul**
- **Lewisham Education Arts Network (LEAN).**

These partners have active programmes of work delivered together, and the network ensures that the offer in the geographical area is well connected and that we are signposting young people to each other's activities. The group also allows us to look at wider strategic priorities such as fundraising, workforce development and borough-wide events and festivals.

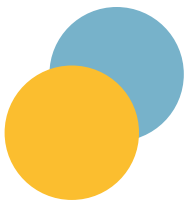
The group is sometimes extended to include Horniman Museum and Gardens, Unit 137, Fairbeats, and Blackheath Halls (who we also work with directly).

We also work with other regional and national organisations including:

- **Charanga:** e-learning resource provider used in schools and community settings
- **London Symphonic Orchestra:** 'LSO On Track' offers masterclasses, performance opportunities, and teaching training
- **London Philharmonic Orchestra:** educational resources and training, 'Open Sound Ensemble' for special schools
- **Music Mark:** sector support, training and advocacy
- **Sound Connections:** Research, youth voice, training
- **Open Up Music:** Open Orchestra at Greenvale school
- **Arts Train**: co-delivered community projects
- **Tramshed**: co-delivered community projects
- **London Music Fund** and **Awards for Young Musicians:** bursary schemes
- **Live Music Now:** Live music experiences and projects for SEND settings.

We have partnerships with the following local community organisations and networks to enable us to strengthen referral routes and understand local need:

- Lewisham's Virtual School for Looked After Children
- Lewisham Young Carers service
- Phoenix Community Housing
- Youth First
- Bellingham Community Project
- Bellingham Regenerations Arts Group
- Bellingham Community Response Network
- Lewisham Local
- Voluntary Action Lewisham
- Refugee Council.



Finally, we work closely with Music Education Hubs from across the country, and currently have active programmes being delivered in partnership with Lambeth, Greenwich, Southwark, Bexley and Bromley.

ACHIEVEMENTS AND PERFORMANCE 2021-2022

COVID-19's IMPACT

Although 2020-2021 was by far the most challenging year we faced in terms of Covid-19 challenges, 2021-2022 also had significant challenges, especially in the first quarter. By September 2021 however, most restrictions had lifted, and there was a surge in demand from schools in the Autumn term. Our community programmes were also able to fully reopen, and numbers steadily recovered throughout the year. There were still challenges with staffing absences and other logistics, but these were small compared to the impact of full lockdowns on our ability to operate.

In Spring 2021 it was confirmed that Lewisham Music was successful in our application for £149,730 from the Department for Culture, Media and Sport's Culture Recovery Fund (Round 2). This significantly helped our recovery back to sustainable trading throughout the year, allowing us to make-up for a loss in traded income, invest in equipment, instruments and promotional activity, and top-up charity reserves to support longer-term financial resilience.

2021-2022 saw us emerge from the worst impacts of Covid-19 in a relatively strong position and enter a period of sustained growth. We were able to launch new programmes in schools and community settings which diversified our offer and reached new communities and young people, and we were finally able to launch our new premises at The Fellowship.

NOTABLE ACHIEVEMENTS & DEVELOPMENTS

Staffing & Governance

- Creation of a new Community Programme Producer role, working closely with the Director of Community Music to organise, monitor and evaluate our community programmes (especially those happening at The Fellowship) and build relationships with local professionals, young people and families
- A significant recruitment review to support the ongoing quality and diversity of our workforce
- Strengthening of our governance structure through new trustee appointments and the creation of new committees
- Creation and appointment of new music tutor roles specialising in Music Production, Music Technology, Rap & Lyricism and Song writing
- The successful creation and trial of new hybrid-working policies as the office/management team returned to work post-lockdown.

School offer

- A refreshed and relaunched offer for schools
- An increase in Whole Class Ensemble Tuition programmes in September 2021, including with schools we have not engaged with in recent years
- In the 2021-2022 academic year, we worked with 86% of Lewisham schools, and this has increased since then
- By September 2021, our school activity levels had recovered from and surpassed pre-Covid levels (351.41 hours per week in Autumn term 2021, compared to 345.53 in Spring term 2020).

The Fellowship

- Officially launched the premises in September 2021 with an accompanying promotional film. Now running a programme 4 evenings per week
- Our first ever '*Fellowship Music Collective'* programme was delivered online in Easter 2021
- We are now a Jack Petchey Centre, meaning that that participants across our Community Music programme can access Jack Petchey Achievement Awards.

Saturday Music Centre

- Throughout the year, numbers at Saturday Music Centre recovered steadily
- Our work to become a more inclusive, community-focused charity has resulted in a significant change in the demographics of pupils, showing 31% in receipt of Free School Meals, 11% being Looked After Children, and 8% having a disability.

Performances

- In March 2022, our first large performance post-lockdown '*Live at the Halls*' showcased groups from across our community programmes.

Partnerships

- A new partnership with South London Samba, who delivered a weekly programme at The Fellowship
- The launch of '*New Levels*', a talent-development programme in partnership with Tramshed.

Equity, Diversity and Inclusion

- The creation of a new Tutor Diversity Ambassador role
- Ongoing EDI-focused research, workforce training, consultation and roundtables with equality-specialist charity Brap as part of the '*Amplifying Voices'* programme.

Sector research and conferences

- Presented about Music and Mental-Health at the Music Education Exposition 2021
- A regular Mental Health and Wellbeing column for Music Teacher Magazine.

Fundraising

- Our first ever online fundraising 'Big Give' campaign raised significant funds for our bursary programme for children from low-income families
- The creation of a new income stream through premises hire.



FUTURE PLANS

Notable plans for 2022-2023 include:

- New performance opportunities for community and school programmes, including showcase performances at The Fellowship, and the return of '*SongFest'* in Summer 2022 and *Lewisham Live* music and dance festival in Spring 2023
- The launch of new weekly programmes at the Fellowship including Rap & Lyricism collective and Lewisham Vocal Collective
- The return of Lewisham Junior Orchestra and Animate Orchestra holiday programmes
- Registering the Fellowship as a ABRSM exam centre and hosting musical grade examinations
- An increase in school visits to support them with Music Education Plans
- Significant new 'Youth Voice' programmes, allowing young people to have a say in how the charity evolves. This will include the employment of 'Young Producers' who will conduct research and develop programmes on our behalf
- Review of operational systems and processes to ensure that we can work effectively and efficiently as the charity evolves and grows
- Strengthening of delivery and referral partnerships
- Recruitment of new trustees including two young trustees (under 25)
- Significant work on fundraising, and the exploration of individual and corporate sponsorship.



STRUCTURE, GOVERNANCE AND MANAGEMENT RISK MANAGEMENT

LEWISHAM MUSIC- RISK REGISTER (updated October 2022)

POTENTIAL RISK	POTENTIAL IMPACT (1-5)	LIKELIHOOD (1-5)	OVERALL RISK SCORE *(IMPACT x LIKELIHOOD) + IMPACT*	PREVENTATIVE ACTIONS	ACTIONS IF RISK OCCURS	RESPONSIBILITY	MONITORING	REVIEW DATE/ FREQUENCY
DfE Hub grant to Lewisham continues to go down in cash and real terms.	**3**	**5**	**18**	-Campaign for uplift in funding attached to new National Plan for Music Education. -Seek support of private donors, corporations, Trusts/Foundations towards core costs. -Identify cost savings e.g. in instrument storage.	-Same as preventative actions- this is a long-term problem rather than us suddenly facing a 'cliff-edge'.	CR	CR/EC/Board	Annually
Staff costs and structures transferred under TUPE not affordable for the new charity	**4**	**3**	**16**	-Identify new income and funding streams, especially private donors, corporations, Trusts/Foundations -Careful financial modelling and monitoring to improve fiscal resilience. -Continue to encourage TUPE staff to move to LM pay scales.	-Research financial and legal options for reducing costs and re-structuring staff contracts. -Consult workforce and unions. -Research alternative pension options. - Adjust/reduce services/staffing.	CR/EC	CR/EC/Board	Quarterly
Cost-of-living crisis means that parents/carers can no longer afford musical tuition	**3**	**4**	**16**	-Continue to encourage schools to use Pupil Premium Grant and curriculum budget to subsidise tuition. -Continue fundraising to support bursary scheme. -The cost of Saturday Music Centre and other Community groups like to stay frozen.	-The need to make cuts would depend on the severity of the drop.	CR/EC/SP	CR/SP/EC/Board	Termly
Lewisham Music is not appointed lead partner organisation for Lewisham Music Education Hub in the 2023 retender process being conducted by DfE/ACE.	**5**	**2**	**15**	-Prioritise the retender process to ensure a high-quality bid. -Discussions with other Music Education Hubs about federating (there is an ambition to reduce the number of Music Education Hubs).	-Possibility that Lewisham Music will be commissioned to deliver programmes by a new lead partner and/or some LM staff are TUPE-ed into employment by this new organisation. Some redundancies -especially in management- are likely. -If Lewisham Music is not commissioned or staff are not TUPE-ed, Lewisham Music will have to close as we cannot operate without this grant.	CR	CR/Board	Quarterly
DfE stops funding Teachers Pensions increase from 2023	**4**	**2**	**12**	-Identify new income and funding streams, especially support towards core costs from private, corporate and Trusts/Foundations.	-Tutors can voluntarily move to People's Pensions, and LM will pay employer and employee contributions. -Move tutors out of TPS to People's Pensions (severe option). - Adjust/cut services/staffing.	CR/EC	CR/EC/Board	Nov. 2022
Hours of delivery in schools reduce due to school budget challenges	**3**	**3**	**12**	- Continue to refine comms and promotional strategy to engage schools. -Continue to build relationships with schools.	-Activity in schools just about recovers cost (not including admin/backroom costs). Therefore, there is a limited financial risk as expenditure should drop roughly in-line with income. -The main impact would be regarding our delivery output and therefore our impact on the young people of Lewisham, and how ACE view us.	CR/SP	CR/SP/Board	
DfE funding for music education hubs is withdrawn or reduced from 2023	**5**	**1**	**10**	-Seek advice from DfE, ACE, Music Mark, other music services and hubs. -Ongoing advocacy and lobbying to Government and other stakeholders. -Identify new income and funding streams e.g. support from private, corporate and Trusts/Foundations.	-Lewisham Music cannot survive without this core grant, therefore it is likely redundancy notices will need to be issued as soon as cessation of/reduction in funding is confirmed. -Where possible, adhere to Lewisham Music's reserves policy: a minimum of 3 months operating costs.	CR	CR and Board	Nov. 2023
The Fellowship & Star is no longer financially viable	**3**	**2**	**9**	-Maintain and build on positive relationship with Phoenix Community Housing. -Ensure 10-15% of new funding goes towards core running costs, where possible. - Identify new income and funding streams and potentially private, corporate or Trust/Foundation sponsorship to support running costs.	- Find new office premises and continue to rely on school premises for out-of-school activity. - The main impact would be reputational. - Ask Phoenix Community Housing for a significant rent reduction/permanent rent holiday.	CR/EC/KS	CR/EC/Board	Quarterly

KEY
Red - major or extreme/catastrophic risks that score 15 or more
Yellow - moderate or major risks that score between 8 and 14
Blue or green - minor or insignificant risks scoring 7 or less

CR- Charly Richardson, Chief Executive
EC- Emma Chalk, Director of Business & Operations
SP- Sarah Plummer, Schools Music Lead
KS- Keith Sykes, Director of Community Music

ACE- Arts Council England
DfE- Department for Education

OBJECTIVES AND ACTIVITIES

Public benefit
The charity trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

The public benefit is that young people develop their musical, social and cultural skills through participation in Lewisham Music's activities and those of its partners and schools. The charity's provision of musical education through access to guidance and support from expert practitioners, and to facilities, equipment and services, enhances the conditions of life of the young people involved. Young people's families also benefit through attendance at live events and other opportunities to celebrate their children's achievements.

FINANCIAL REVIEW

Financial position
The financial position of the charity at the year-end is set out on page 22.

Funding for Music Hubs from DfE will continue until August 2024. Current funding arrangements will be extended until August 2023 with funding arrangements put in place for September 2023 to August 2024. A new Music Hub programme as a result of a retendering process will be in place from the academic year September 2024. Lewisham Music is already working strategically to ensure the charity is best placed to continue its hub status and secure core funding for the next two financial years.

To ensure that our earned income grows we will monitor and develop our provision and opportunities for schools. We will also implement and review our fundraising strategy so that we can build on our successful grant portfolio into 2022-2023.

As explained in note 15 the charity's share of the deficit of the Local Government Pension Scheme at 31 March 2022 is included in the Balance Sheet in accordance with FRS 102. This deficit amounted to £32,000 (2021 £156,000).

Reserves Policy
Total reserves as at 31 March 2022 was £525,416 (£312,855 in 2021) of which £190,255 (£199,081 in 2021) represented unrestricted free funds and £138,788 (£20,250 in 2021) consisting of Cultural Recovery fund reserves reflation and restricted funds. The charity also held a designated instrument fund of £228,373 (£249,524 in 2021) and a reduced negative pension reserve relating to the LGPS of £32,000 (2021 £156,000).

The trustees have decided that it is prudent to carry a reserve of three months of salary, premises costs and contractual obligations and as at 31 March 2022, this amounted to £265,920 (£222,321 in 2021).

At 31 March 2022 the charity had free reserves (unrestricted reserves not tied up in fixed assets) of £190,255 (£199,081 in 2021).

Within the restricted funds of £138,788, a total of £73,732 from the Cultural Recovery Fund is available to reflate reserves in the event that the charity needed to pay its contractual obligations, the trustees would move this fund into free reserves. Overall the charity therefore practically meets it target reserves policy as set out above.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust and constitutes an incorporated charity.

Lewisham Music was incorporated on 17 October 2016. It is a Charitable Incorporated Organisation (CIO), registered number 1169721. The governing document is the charity’s constitution agreed on 12 September 2016.

Trustees are appointed and recruited by the Board by advertisement and interview. Upon selection they are required to complete an enhanced DBS check. There are currently 9 trustees; a former local Member of Parliament, arts education professionals, a PR specialist, a Council Cabinet Member, and a business development specialist).

The Chief Executive is responsible for the day to day running of the organisation and line manages the Director of Business & Operations, Schools Music Leader, Director of Community Music, and Communications, Marketing and Programme Manager. There are four other office/management positions that are not directly line-managed by the CEO. There is currently 60 Music Tutors who deliver our programmes.

The Chief Executive takes decisions on a day-to-day basis with support from managers, and refers to the Chair where appropriate. The Director of Business & Operations is responsible for financial management and for the provision of finance reports to Trustees at quarterly meetings. Minutes are taken by an independent clerk and made available to the charity's principal funder, Arts Council England.

Strategic decisions are taken by the Board of Trustees with regard to the direction of the work carried out by Lewisham Music and the use of grants, earned income and charitable funds. Designated Board members and Committees have specific responsibilities for Safeguarding, HR and Finance. Trustees with designated roles report back to the Board before strategic decisions are taken.

Lewisham Music is a member of Music Mark, the national association supporting the work of music services, hubs, and music education practitioners. Arts Council England monitors the work of all music Hubs and releases funding quarterly subject to provision of grant monitoring.

In its role as a Music Education Hub, Lewisham Music collaborates with over 30 local and regional music and arts organisations in addition to all of the London Borough of Lewisham's maintained schools, free schools and academies.

Staff that transferred to Lewisham Music under TUPE currently retain Lewisham Council terms and conditions. Contracts, job descriptions and pay points for new staff are determined by the CEO in consultation with the Board of Trustees.



REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1169721

Principal address
First Floor, Fellowship Inn
Randlesdown Road
Bellingham
London
SE6 3BT

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors
Haines Watts
Chartered Accountants & Statutory Auditors
Old Station House
Station Approach
Newport Street
Swindon
Wiltshire
SN1 3DU

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed require 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, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to 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.

Approved by order of the board of trustees on	Date **12/12/2022**
and signed on its behalf by Joan Ruddock – Chair of the Trustees	Signature 



Report of the Independent Auditors

Opinion
We have audited the financial statements of Lewisham Music (the 'charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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 under law and in the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

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

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

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the UK GAAP, Charity SORP (FRS102), Charities Act 2016 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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 Report of the Independent Auditors.

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 auditors' 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.

Haines Watts

Haines Watts
Chartered Accountants & Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Old Station House
Station Approach
Newport Street
Swindon
Wiltshire
SN1 3DU

Date	13 Dec 2022





Statement of Financial Activities

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	7,222	732,334	739,556	650,306
Charitable activities					
Education		501,786	-	501,786	240,984
Investment income	3	17	-	17	109
Total		509,025	732,334	1,241,359	891,399
EXPENDITURE ON					
Raising funds	5	17,995	-	17,995	26,959
Charitable activities	6				
Education		299,933	613,796	913,729	653,281
Arts and culture (performances)		190,689	-	190,689	171,933
Recreation of social welfare		50,385	-	50,385	75,484
Total		559,002	613,796	1,172,798	927,657
NET INCOME/(EXPENDITURE)		(49,977)	118,538	68,561	(36,258)
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit schemes		144,000	-	144,000	(61,000)
Net movement in funds		94,023	118,538	212,561	(97,258)
RECONCILIATION OF FUNDS					
Total funds brought forward		292,605	20,250	312,855	410,113
TOTAL FUNDS CARRIED FORWARD		386,628	138,788	525,416	312,855



Statement of Financial Position

STATEMENT OF FINANCIAL POSITION 31 MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	11	260,019	-	260,019	267,893
CURRENT ASSETS					
Debtors	12	130,336	-	130,336	37,775
Cash at bank		166,440	138,788	305,228	248,579
		296,776	138,788	435,564	286,354
CREDITORS					
Amounts falling due within one year	13	(138,167)	-	(138,167)	(85,392)
NET CURRENT ASSETS		158,609	138,788	297,397	200,962
TOTAL ASSETS LESS CURRENT LIABILITIES		418,628	138,788	557,416	468,855
PROVISIONS FOR LIABILITIES	14	(32,000)	-	(32,000)	(156,000)
NET ASSETS		386,628	138,788	525,416	312,855
FUNDS	15				
Unrestricted funds				190,255	199,081
Designated funds (instruments)				228,373	249,524
Pension liability				(32,000)	(156,000)
Restricted funds				138,788	20,250
TOTAL FUNDS				525,416	312,855

The financial statements were approved by the Board of Trustees and authorised for issue on	Date **12/12/2022**
and were signed on its behalf by Joan Ruddock – Chair of the Trustees	Signature 



Statement of Cash Flows

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Cash generated from operations	1	96,401	22,301
Net cash provided by operating activities		96,401	22,301
Cash flows from investing activities			
Purchase of tangible fixed assets		(53,195)	(22,518)
Interest received		17	109
Net cash used in investing activities		(53,178)	(22,409)
Change in cash and cash equivalents in the reporting period		43,223	(108)
Cash and cash equivalents at the beginning of the reporting period		248,579	248,687
Cash and cash equivalents at the end of the reporting period		305,228	248,579



Notes to the Statement of Cash Flows

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	68,561	(36,258)
Adjustments for:		
Depreciation charges	61,069	62,871
Interest received	(17)	(109)
(Increase)/decrease in debtors	(92,561)	10,351
Increase/(decrease) in creditors	39,349	(27,554)
Difference between pension charge and cash contributions	20,000	13,000
Net cash provided by operations	96,401	22,301

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/21 £	Cash flow £	At 31/3/22 £
Net cash			
Cash at bank	248,579	56,649	305,228
	248,579	56,649	305,228
Total	248,579	56,649	305,228

The notes form part of these financial statements



Notes to the Financial Statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and is rounded to the nearest £.

Going concern
There are no material uncertainties about the charity's ability to continue.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs
Support costs are allocated between activities based on staff time. See note 7.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off the cost less estimated residual value of each asset over its estimated useful life. As follows:-

Office equipment	–	20% straight line
Instruments	–	20% straight line
IT equipment	–	33.33% straight line

Taxation
The charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
Retirement benefits to employees are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes. For further details see note 16. The charity also operates a defined contribution pension scheme. Contributions payable are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	173,744	26,645
Grants	565,812	623,661
	739,556	650,306

Grants received, included in the above, are as follows:

	2022	2021
	£	£
Arts Council England - Music Education Hub	408,617	416,162
Government grant - furlough income	7,465	202,499
Lewisham Council - COVID-19 small business grant	-	5,000
Arts Council England - Culture Recovery Fund	149,730	-
	565,812	623,661

3. INVESTMENT INCOME

	2022	2021
	£	£
Deposit account interest	17	109

continued...

4. INCOME FROM CHARITABLE ACTIVITIES

Activity	2022 £	2021 £
Education	501,786	240,984

5. RAISING FUNDS

Raising donations and legacies

	2022 £	2021 £
Support costs	17,995	26,959

6. CHARITABLE ACTIVITIES COSTS

	Activities undertaken directly £	Support costs £	Total £
Education	676,201	237,528	913,729
Arts and culture (performances)	136,705	53,984	190,689
Recreation of social welfare	-	50,385	50,385
	821,906	341,897	1,154,803

7. SUPPORT COSTS

	Governance costs £
Education	10,916

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7. SUPPORT COSTS - continued

Support cost's	Raising funds £ 5%	Education £ 66%	Arts & culture (performances) £ 15%	Recreation of social welfare £ 14%	2022 £	2021 £
Governance	466	6,153	1,398	1,305	9,322	12,738
Staff costs	11,234	148,286	33,701	31,455	224,676	398,057
Finance	132	1,740	396	369	2,637	3,128
Human Resources	231	3,049	693	647	4,620	6,815
Information technology	336	4,435	1,008	941	6,719	6,771
Premises	1,166	15,392	3,498	3,265	23,321	22,920
General office	799	10,522	2,398	2,238	15,987	15,400
Travel	47	623	142	132	944	976
Equipment hire and maintenance	360	4,757	1,081	1,009	7,208	1,776
Depreciation	2,818	37,199	8,454	7,891	56,362	59,938
Other professional fees	421	5,558	1,263	1,179	8,422	10,806
Other	(16)	(215)	(49)	(46)	(326)	(156)
	17,995	237,528	53,984	50,385	359,890	539,171

Included in governance costs is £3,900 auditors remuneration and £1,800 for other services.

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

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9. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	715,342	602,984
Social security costs	43,914	36,531
Other pension costs	139,507	121,396
	898,763	760,911

The average monthly number of employees during the year was as follows:

2022	2021
75	61

1 employee received emoluments in excess of £60,000.

The total amount of employee benefits received by key management personnel is £273,790 (2021 £223,043). The Trustees consider themselves, the CEO, Director of Business & Operations, and the Director of Community Music, Schools Music Leader and the Communications & Marketing Manager to comprise the management personnel.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	213,223	437,083	650,306
Charitable activities			
Education	240,984	-	240,984
Investment income	109	-	109
Total	454,316	437,083	891,399
EXPENDITURE ON			
Raising funds	26,959	-	26,959
Charitable activities			
Education	226,431	426,850	653,281
Arts and culture (performances)	171,933	-	171,933
Recreation of social welfare	75,484	-	75,484
Total	500,807	426,850	927,657
NET INCOME/(EXPENDITURE)	(46,491)	10,233	(36,258)

continued...

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Transfers between funds	11,573	(11,573)	-
Other recognised gains/(losses)			
Actuarial gains/(losses) on defined benefit schemes	(61,000)	-	(61,000)
Net movement in funds	(95,918)	(1,340)	(97,258)
RECONCILIATION OF FUNDS			
Total funds brought forward	388,523	21,590	410,113
TOTAL FUNDS CARRIED FORWARD	292,605	20,250	312,855

11. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2021	450,058	8,944	30,451	489,453
Additions	27,001	14,523	11,671	53,195
At 31 March 2022	477,059	23,467	42,122	542,648
DEPRECIATION				
At 1 April 2021	200,534	3,760	17,266	221,560
Charge for year	5,227	3,994	8,923	18,144
Impairments	42,925	-	-	42,925
At 31 March 2022	248,686	7,754	26,189	282,629
NET BOOK VALUE				
At 31 March 2022	228,373	15,713	15,933	260,019
At 31 March 2021	249,524	5,184	13,185	267,893

continued...

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	123,360	10,002
Prepayments and accrued income	6,976	27,773
	130,336	37,775

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	18,230	12,904
Taxation and social security	10,914	9,062
Other creditors	109,023	63,426
	138,167	85,392

Included in accruals and deferred income above is £10,215 of deferred income (2021 £5,610). This will all be released in the year to 31 March 2023.

14. PROVISIONS FOR LIABILITIES

	2022	2021
	£	£
Defined benefit pension Liability (see note 16)	32,000	156,000

continued...

15. MOVEMENT IN FUNDS

	At 1/4/21 £	Net movement in funds £	Transfers between funds £	At 31/3/22 £
Unrestricted funds				
General fund	199,081	(8,826)	-	190,255
Pension reserve	(156,000)	124,000	-	(32,000)
Designated fund - instruments	249,524	(21,151)	-	228,373
	292,605	94,023	-	386,628
Restricted funds				
Frank Doran Memorial Fund	5,017	-	(5,017)	-
London Music Fund (LMF)	2,371	1,481	-	3,852
Matthew Nichols Fund	9,052	(9,052)	-	-
Ironmongers Fund	3,810	(2,110)	-	1,700
Music Mark Innovation fund	-	2,360	-	2,360
Sonic Minds	-	13,155	-	13,155
Sony Social Justice grant	-	11,046	-	11,046
Amplifying Voices	-	14,584	-	14,584
Jack Petchey	-	1,189	-	1,189
Bursaries	-	12,153	5,017	17,170
Arts Council CRF	-	73,732	-	73,732
	20,250	118,538	-	138,788
TOTAL FUNDS	312,855	212,561	-	525,416

continued...

15. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	509,025	(517,851)	-	(8,826)
Pension reserve	-	(20,000)	144,000	124,000
Designated fund - instruments	-	(21,151)	-	(21,151)
	509,025	(559,002)	144,000	94,023
Restricted funds				
Arts Council Music Education Hub Grant	408,617	(408,617)	-	-
London Music Fund (LMF)	7,190	(5,709)	-	1,481
Garden Memorial Fund	25	(25)	-	-
Matthew Nichols Fund	-	(9,052)	-	(9,052)
Ironmongers Fund	-	(2,110)	-	(2,110)
Music Mark Innovation fund	11,000	(8,640)	-	2,360
Sonic Minds	51,558	(38,403)	-	13,155
Sony Social Justice grant	12,300	(1,254)	-	11,046
Amplifying Voices	37,235	(22,651)	-	14,584
Jack Petchey	1,699	(510)	-	1,189
Awards For Young Musicians	38,528	(38,528)	-	-
Bursaries	12,189	(36)	-	12,153
Arts Council CRF	151,993	(78,261)	-	73,732
	732,334	(613,796)	-	118,538
TOTAL FUNDS	1,241,359	(1,172,798)	144,000	212,561

continued...

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/20 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	172,422	15,086	11,573	199,081
Pension reserve	(82,000)	(74,000)	-	(156,000)
Designated fund - instruments	298,101	(48,577)	-	249,524
	388,523	(107,491)	11,573	292,605
Restricted funds				
Frank Doran Memorial Fund	10,017	(5,000)	-	5,017
London Music Fund (LMF)	-	2,371	-	2,371
Lewisham Young Mayor's Fund	11,573	-	(11,573)	-
Matthew Nichols Fund	-	9,052	-	9,052
Ironmongers Fund	-	3,810	-	3,810
	21,590	10,233	(11,573)	20,250
TOTAL FUNDS	410,113	(97,258)	-	312,855

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	454,316	(439,230)	-	15,086
Pension reserve	-	(13,000)	(61,000)	(74,000)
Designated fund - instruments	-	(48,577)	-	(48,577)
	454,316	(500,807)	(61,000)	(107,491)
Restricted funds				
Arts Council Music Education Hub Grant	416,162	(416,162)	-	-
Frank Doran Memorial Fund	-	(5,000)	-	(5,000)
London Music Fund (LMF)	7,111	(4,740)	-	2,371
Matthew Nichols Fund	10,000	(948)	-	9,052
Ironmongers Fund	3,810	-	-	3,810
	437,083	(426,850)	-	10,233
TOTAL FUNDS	891,399	(927,657)	(61,000)	(97,258)

continued...

15. MOVEMENT IN FUNDS - continued

Arts Council England (ACE)
Arts Council England (ACE) provides Music Education Hub grant funding from the Department for Education (DfE) with the aim to support 118 Music Hubs across the UK. Lewisham Music receives core funding from ACE to be the music education hub lead for the London Borough of Lewisham. Funding is used to support the National Plan for Music Education (NPME) to deliver its core and extension roles. Funds provide first access learning and progression opportunities to children & young people through front line delivery. The funding also supports back-office costs in managing the charity's governance and development.

Frank Doran Memorial Fund
The Frank Doran Memorial Fund was set up by his wife Joan Ruddock, in memory of Frank, the charity's original chair and co-founder who died in October 2017. The donations received in memory will be used to provide a legacy in Frank's name whilst honouring his vision, sense of purpose, kindness, commitment and passion for the importance of music in young people's lives.

London Music Fund (LMF)
London Music Fund is a funding body with the Mayor of London as its Patron. Income is from individual philanthropy, corporate support and trusts and foundations. Its vision is that children who demonstrate significant musical ability, enthusiasm and commitment to learning an instrument are given the opportunity to develop their potential.

Funding is used to enhance musical opportunities and experiences for a current cohort of 11 scholars who receive a period of 4 years funding. Nominated and chosen by their music teachers and Lewisham Music. The fund is dedicated to those children who are on free school meals and families that face financial hardship.

Lewisham Young Mayor's Fund
Lewisham appoints a young mayor annually from the local area and we were kindly earmarked £16,000 in 2021 for the technical set up of the music studio and band rooms at the new premises, with a focus on providing facilities for young people. The funds have been used to ensure there is a strong offer at the Fellowship by equipping rooms with the latest music technology and live band equipment. We also plan to utilise the space to engage more widely with the local community. Our plan is to offer funded projects as well as creating hire opportunities to generate revenue using this equipment. This will allow us to work across contemporary genres, rap/spoken word, music production, song writing, creative/collaborative and in multi-arts projects.

Garden Memorial Fund
The Garden Memorial Fund was set up by Joan Ruddock, in memory of Frank Doran. The donations received in memory have been used to create a garden space on the roof of our premises with the plan that it will be enjoyed by staff and those in the community that use the building.

Ironmongers Fund
The Ironmongers' Company have funded the Sounds of The Next Generation project which will be a new cross-genre creative music collective based at the charity's premises, the Fellowship Inn, in Bellingham. The project will bring together young people from a wide range of social and musical backgrounds to write new music, empowering them to drive the creative process and musical direction.

continued...

15. MOVEMENT IN FUNDS - continued

Music Mark Innovation Fund
In summer 2020 a number of London music education hubs formed a Diversity, Representation and Action working group. On the group's behalf, Lewisham Music successfully bid for funding from the Hub Innovation Fund (Department for Education/Music Mark) which allowed 12 music education hubs to recruit and train a network of Tutor Diversity Ambassadors (TDAs) across London. The TDA role is designed to create a constructive bridge between the workforce and hub management; advocate for and support all staff (especially those from underrepresented groups); engage colleagues (including management) with discussions around EDI; support a caring and inclusive organisational culture (including with regards to mental health and welfare); change perceptions about the organisation and sector; and create EDI-focused networks.

Amplifying Voices (Youth Music)
Lewisham Music partnered with Lambeth Music Service and Royal Greenwich Music Service to work alongside sector-leading equality charity 'Brap' for the 'Amplifying Voices' project, funded by Youth Music. The programme combines connected strands of research, workforce training, consultation, youth voice and music-making to address issues of underrepresentation within music education, leading to genuine, lasting organisational change.

Sonic Minds (Youth Music)
Sonic Minds is a two-year music and mental health programme delivered by Lewisham Music and funded by Youth Music. The programme supports hundreds of care experienced and displaced young people across Bromley, Bexley and Lewisham through collaborative song writing, drumming and music production, allowing them to share their stories, express themselves and celebrate their identity. The programme culminates with the creation of an interactive sound sculpture that will tour publicly across South London, advocating for the connection between music and mental health. The feedback and evaluation framework for Sonic Minds has been developed in partnership with Sound Connections.

Awards For Young Musicians
Awards for Young Musicians (AYM) is a UK wide charity founded in 1998 which enables talented young people from low-income families to fulfil their potential. Lewisham Music is a partner on the Furthering Talent programme, which annually supports 30 young musicians from Lewisham with free music tuition, group music-making experiences, and additional bursaries to enhance their musical journeys. The funding also supports the freelance Furthering Talent Producer role.

Sony Music Group's Global Social Justice Fund
This fund has been granted to further enhance the work of the Awards for Young Musicians programme. Money from Sony Music Group's 'GSJ' fund will transform our Furthering Talent programme by introducing a vibrant series of collaborative 'Get Together' events and a package of 'personal bursaries' to remove barriers and further each child's progression. The bursaries will assist, for example, with the purchase of an instrument; the purchase of a laptop to avoid digital exclusion; access to recording facilities; covering travel expenses and/or additional access costs for students with additional needs.

Jack Petchey
This fund is for the purposes of the Jack Petchey Achievement Award that participants across our Community Music programme can access. This youth led award programme is used to recognise young people's development, i.e. a young person who has faced a challenge, someone who has pushed themselves outside of their comfort zone, or an opportunity to recognise a young person's commitment to supporting their peers.

continued...

15. MOVEMENT IN FUNDS - continued

Bursaries
Lewisham Music is ambitious about making music education accessible to all. Our bursary fund allows us to subsidise music tuition and group music-making for children and young people from low-income families. Funds our raised from cash donations at performances, donations made via our website, our Goodbox device, payroll giving, Amazon Smile and Easy Fundraising. The scheme also received matched funding from the Big Give Campaign via the Childhood Trust and the Barnett & Sylvia Shine Charitable Trust. The remaining funds of £5,017 in the Frank Doran Memorial Fund have also been transferred to the bursary scheme.

Arts Council Funding - Culture Recovery Fund
The Department for Digital, Culture, Media and Sport announced a £1.57 billion package to protect the UK's culture and heritage sectors from the economic impacts of Covid-19 in spring 2021. Lewisham Music secured funding via Arts Council England to transition back to a viable and sustainable operating model during the period of April-June 2021. The fund also allowed us to reflate the charity's reserves.

16. EMPLOYEE BENEFIT OBLIGATIONS

The charity's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for teaching staff, and the closed Local Government Pension Scheme (LGPS) for non-teaching staff. A third was introduced in 2019. The People's Pension Scheme, also for non-teaching staff. TPS and LGPS are defined-benefit schemes.

The latest actuarial valuation of the TPS was 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £13,426 (2021 £11,620) were payable to the schemes at 31 March 2022 and are included within creditors.

Teachers' Pension Scheme
Introduction
The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme
The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS every four years in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors.

The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration levy);

continued...

16. EMPLOYEE BENEFIT OBLIGATIONS - continued

- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions;
- together with the notional investments held at the valuation date) of £196,100 million giving a notional past service deficit of £22,000 million;
- the Superannuation Contributions Adjusted for Past Experience (SCAPE) discount rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The pension costs paid to TPS in the period amounted to £131,394 (2021 £117,784) £33,094 employees' contributions and £98,297 employer contributions (2021 £28,988 employee contributions and £88,795 employer contributions).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local Government Pension Scheme (LGPS)
The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 March 2022 was £15,188, of which employee's contributions totalled £1,510 and employer's contributions totalled £13,678 (2021 £14,778, of which employee's contributions totalled £1,485.33 and employer's contributions totalled £13,293). The agreed contribution rates for future years are 33.2% for employers and 5.5% to 9.9% (depending on salary and section) for employees.

Under the terms of the Transfer Agreement dated 30 March 2017, the Administering Authority (that administers the LGPS on behalf of the Authority, Lewisham Council) does not require the Admission Body (Lewisham Music) to put in place any indemnity or bond in respect of the eligible employees. Lewisham Council has agreed to provide the Administering Authority with an LGPS Guarantee in a form acceptable to the Administering Authority and the Admission Body in respect of the Admission Body's obligations to the Administering Authority and will take any other steps required by the Administering Authority to ensure that an indemnity or bond is not required for the duration of the Admission Body's participation in the LGPS Fund.

The Council shall indemnify the Charity from and against all costs, expenses or contributions arising from any pension payable as a result of the dismissal of any of the Eligible Employees on grounds of redundancy or efficiency of the service and any pensions payable on grounds of ill-health, on termination of the Admission Agreement or on the Charity no longer having any Eligible Employees actively contributing to the Fund. The Council shall also indemnify the Charity for any costs, expenses or liabilities to the Fund in respect of the Eligible Employees (including for the avoidance of doubt any deferred or pensioner members of the Fund) arising on termination of the Admission Agreement or on the Charity no longer having any Eligible Employees actively contributing to the Fund. Any payment due by the Charity shall be refunded by Lewisham Council upon written notice within 10 business days.

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The total cost recognised in the period was as follows:

	2022 £000	2021 £000
Current service cost	(17)	(11)
Past service cost	-	-
Plan introductions, changes, curtailments and settlements	-	-
Net interest income / expense	()	(2)
Recognised in profit or loss	(20)	(13)
Recognised in other comprehensive income	120	61
Total cost recognised	124	74

Amounts recognised in the balance sheet were as follows:

	2022 £000	2021 £000
Present value of funded obligations	(1,080)	(1,132)
Fair value of plan assets	1,048	976
	(32)	(156)

Changes in the present value of the defined benefit obligations were as follows:

	2022 £000	2021 £000
Opening defined benefit obligation	1,132	934
Current service costs	17	11
Past service costs	-	-
Interest expense	22	21
Actuarial (gains) / losses	(60)	208
Contributions by scheme participants	2	1
Benefits paid	(33)	(33)
(Gains) / losses on curtailment	-	-
Closing defined benefit obligation	1,080	1,132

Changes in the fair value of the pension plan assets were as follows:

	2022 £000	2021 £000
Opening plan assets	976	842
Interest income	19	19
Actual return on plan assets (excluding interest income)	70	134
Assets distributed on settlement		-
Contributions by employer	14	13
Contributions by scheme participants	2	1
Benefits paid	(33)	(33)
Closing plan assets	1,048	976

The amount that each major class of pension plan assets constitutes of the fair value of the total plan assets was as follows:

	2022 %	2021 %
Equity instruments	64	62
Debt instruments (bonds)	22	24
Property	9	7
Cash	5	7
	100	100

The principal actuarial assumptions used were as follows:

	2022	2021
Discount rate	2.70%	2.0%
Expected rates of salary increases	3.90%	3.55%
Expected rates of pension increases	3.20%	2.85%

The mortality assumptions used for longevity (in years) on retirement at age 65 are:	Males	Females
Current pensioners	21.2 years	23.8 years
Future pensioners	22.5 years	25.5 years

Sensitivity analysis

Change in assumptions at 31 March 2022:	Approximate % increase to Defined Benefit Obligation	Approximate monetary amount £000
0.1% decrease in Real Discount Rate	2%	18
0.1% increase in the Salary Increase rate	0%	1
1 year increase in member life expectancy	4%	43
0.1% increase in the Pension Increase Rate (CPI)	2%	17

16. EMPLOYEE BENEFIT OBLIGATIONS - continued

B&CE Holdings (The People's Pension Scheme)
The People's Pension is a multi-employer, defined contribution occupational pension scheme that has master trust status. It's run by B&CE Holdings, a not-for-profit organisation. With no shareholders, any surpluses made by B&CE are used for the benefit of members.

Membership at Lewisham Music is for non-teaching staff employed since April 2017. Employee contributions of up to 6% can be paid into the scheme which are matched by Lewisham Music. The total contribution made for the year ended 31 March 2022 was £13,556 (2021 £11,545), of which employee contributions totalled £6,025 and employer's contributions totalled £7,531.

17. RELATED PARTY DISCLOSURES

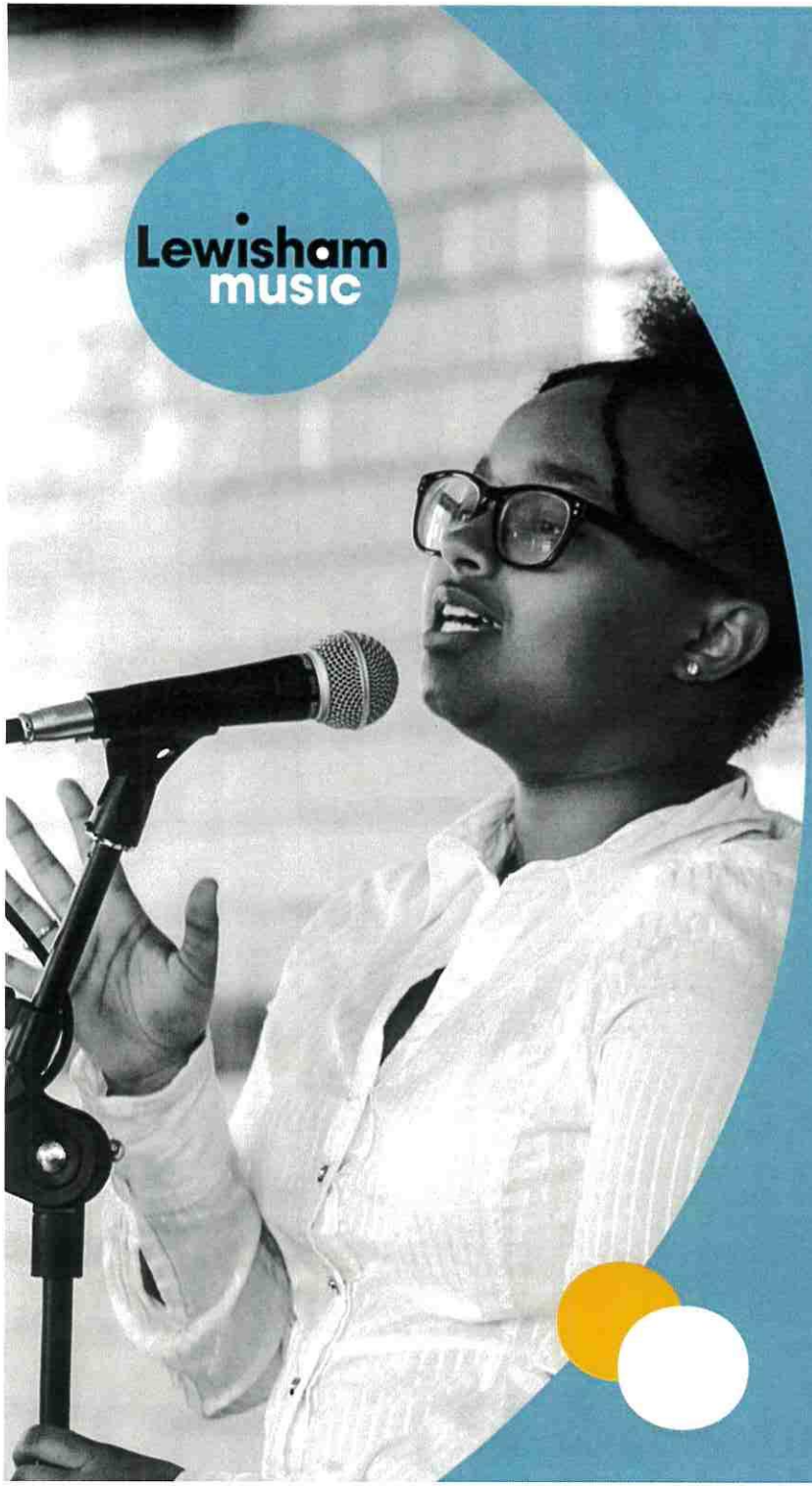
There were no related party transactions for the year.



LEWISHAM MUSIC

England & Wales - Charity number 1169721

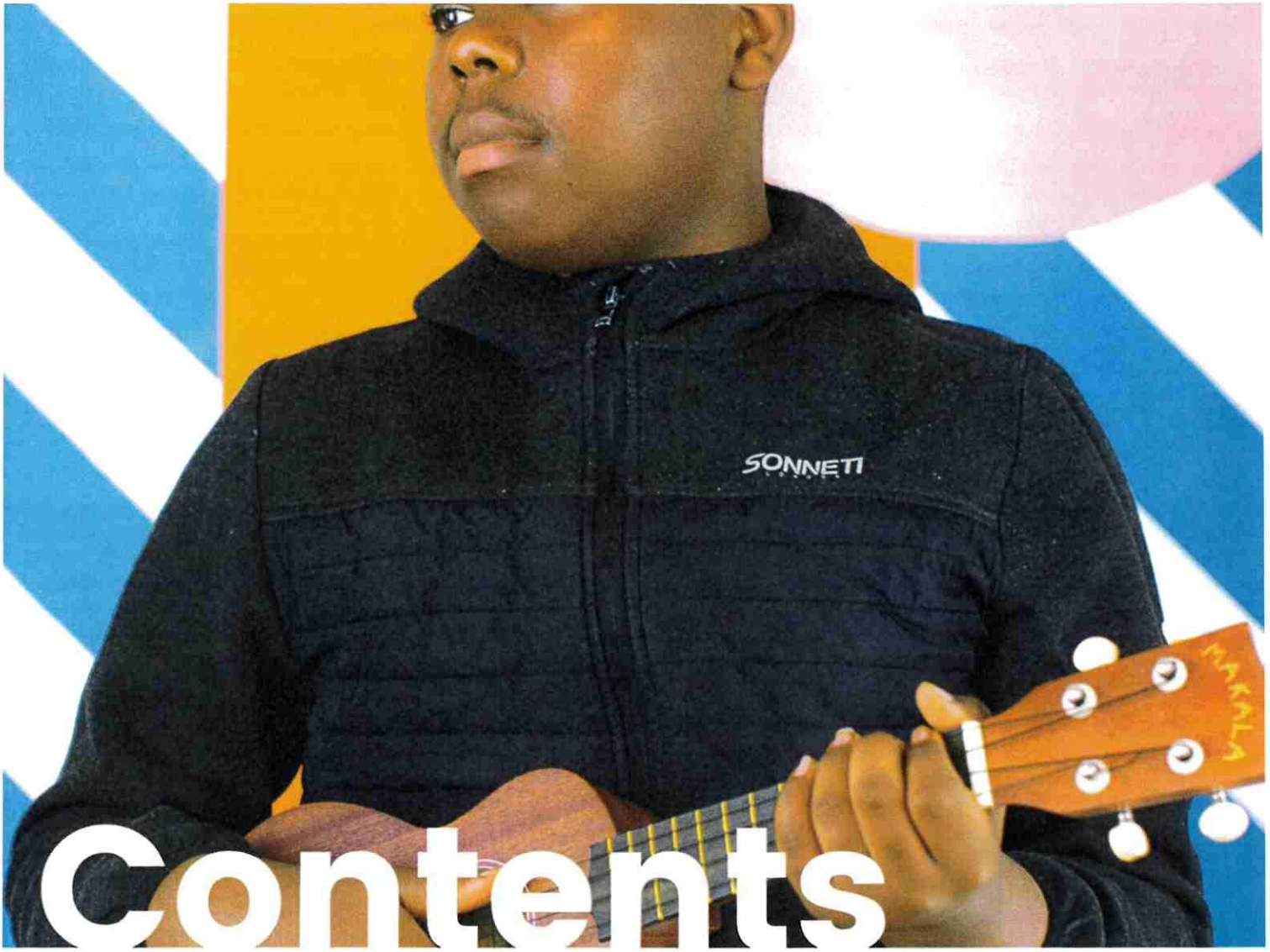
Accounts



Report of the Trustees and audited financial statements

for the year ended 31 March 2021 for Lewisham Music (Registered Charity No. 1169721)

Haines Watts, Chartered Accountants & Statutory Auditors
Old Station House, Station Approach, Newport Street
Swindon, Wiltshire, SN1 3DU



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Report of the Trustees

The trustees present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The financial statements cover the period from 1 April 2020 to 31 March 2021.

Cllr Chris Barnham	(appointed 27 September 2017)
Lydia Brookes	(appointed 27 September 2017)
Andrea Spain	(appointed 27 September 2017, resigned 9 November 2020)
Joan Ruddock	(appointed 20 March 2019)
Susie York-Skinner	(appointed 10 December 2018)
Fiona Lambert	(appointed 10 December 2018)
Conrad Hall	(appointed 10 December 2018, resigned 4 May 2020)
Collin Hills	(appointed 10 December 2018, resigned 11 October 2021)
Louise Alexander	(appointed 12 February 2020)
Robert Kigozi	(appointed 22 July 2021)
Audrey Bleazard	(appointed 22 July 2021)

Chair	Dame Joan Ruddock from March 2019
Treasurer	Louise Alexander
Secretary	Catherine Munday
Chief Executive	Charly Richardson

Lewisham Music was registered with Charity Commission on 17 October 2016 as a Charitable Incorporated Organisation (CIO), registered charity number 1169721. On 1 April 2017 Lewisham Music Service was transferred from Lewisham Council to Lewisham Music. Staff were transferred across under Transfer Undertakings (Protection of Employment) (TUPE) guidelines. Pre-transfer redundancy costs and Local Government Pension Scheme liabilities for transferring members have been underwritten by Lewisham Council for the lifetime of the charity.

There are 120 Music Education Hubs across England, which were established in 2012 after the Department for Education and the Department for Culture, Media & Sport published '*The Importance of Music: A National Plan for Music Education*'. Music Education Hubs are a collective of music education providers in a local-authority area, led by one organisation (often what would have formerly been known as a music service). Lewisham Music is the lead partner of the Music Education Hub for the London Borough of Lewisham.

The National Plan for Music Education sets out Core and Extension objectives for Music Education Hubs:

CORE ROLES

a) Ensure that every child aged 5-18 has the opportunity to learn a musical instrument (other than voice) through whole-class ensemble teaching programmes for ideally a year (but for a minimum of a term) of weekly tuition on the same instrument.
b) Provide opportunities to play in ensembles and to perform from an early stage.
c) Ensure that clear progression routes are available and affordable to all young people.
d) Develop a singing strategy to ensure that every pupil sings regularly, and that choirs and other vocal ensembles are available in the area.

EXTENSION ROLES

a) Offer Continuous Professional Development to school staff, particularly in supporting schools to deliver music in the curriculum.
b) Provide an instrument loan service, with discounts or free provision for those on low incomes.

c) Provide access to large scale and / or high-quality music experiences for pupils, working with professional musicians and / or venues. This may include undertaking work to publicise the opportunities available to schools, parents/carers and students.

These roles broadly act as the foundation of Lewisham Music's charitable work, and are the basis for our government remit and funding, which comes from Department for Education (DfE). Arts Council England (ACE) are the fund-holder for DfE's Music Hub Grant, and are responsible for monitoring the effectiveness of all Music Education Hub lead organisations, including Lewisham Music.

STATEMENT FROM THE CHAIR OF TRUSTEES

The charity faced a major setback, like many cultural organisations, in March 2020 when the global Coronavirus pandemic forced our CEO and management team to react quickly to protect the income of our workforce and the range of activities and programmes we deliver.

Most of the workforce and programmes experienced a considerable reduction in work and delivery but we successfully accessed the government job retention scheme (furlough) guaranteeing continuous employment for over 50 members of staff. We also took the opportunity of partially furloughing staff whilst we trialled new virtual learning opportunities for our young people. These proved very successful. The charity was also awarded funding following a successful bid to the government's Cultural Recovery Fund (round 2) of £157,000 to build back the summer 2021 period of delivery as well as reflate the charity's reserves.

We are grateful to those partners and funders who awarded us grants, including Awards for Young Musicians which allowed the organisation to add to its bursary schemes. Support from funds such as Youth Music's Sonic Minds and Amplifying Voices will allow us to try new ways of working and reach new audiences in the new financial period. We are also grateful for the confidence of our other funders and stakeholders including our core funder Arts Council England.

In September 2021 the CEO and I hosted the charity's official premises launch, to celebrate our residency at our Bellingham base. Whilst the organisation had been based in the premises since July 2019 it took 18 months of hard work to develop, decorate and kit out the space for its intended use. This was an opportunity for existing and potential partners, as well as grant givers, to see the space in use and experience its full potential.
It remains our overriding vision to offer a diverse and quality music education programme to the community we serve. In doing so we hope to enhance the aspirations and opportunities of our local children and young people and particularly those in challenging circumstances.

We want to support our community in cultural participation to help relieve stresses such as confinement and isolation post pandemic. It is also our aim to be a 'go to' space for local residents to experience arts and culture.
I am pleased to be chairing a Board of talented Trustees who are committed to providing a vibrant and sustainable music service to our local community throughout this challenging time.

Dame Joan Ruddock (Chair, Lewisham Music)

OUR AIMS, OBJECTIVES AND ACTIVITIES

AIMS & OBJECTIVES

Lewisham Music's primary charitable aim is to offer all children and young people across the London Borough of Lewisham a diverse range of musical opportunities. Our target audience is 5–18-year-olds, as this is the age-group linked to our core funding from DfE/ACE. However, we also have an ambition to attract funding so that we can do more work with Early Years and Foundation age children (0–5-year-olds) and with adults.

We are an education-focused charity that delivers high-quality teaching across a range of musical instruments and styles. The National Plan for Music Education, *Music in schools: What Hubs must do* and the Model Music Curriculum have all emphasised the fact that Music Education Hubs must put themselves at the heart of music in their area, offering not just services but also expertise and professional support. Lewisham Music is here to support and enhance the music curriculum delivered within schools, and to link this with opportunities being offered by local arts organisations.

We are committed to providing extension and progression opportunities for young musicians through after-school, weekend and holiday activities in the community. We operate after-school music groups on a Friday; a Saturday Music Centre (which includes bands, choirs, ensembles, music theory lessons and individual tuition); and after-school instrumental tuition, choirs, ensembles, and creative holiday programmes at our new premises at The Fellowship. In addition, we offer young people the opportunity to perform in a range of community and professional settings.

Alongside our work as a provider and supporter of quality music education, we are increasingly broadening our work to include programmes that specifically position Lewisham Music as a community-focused charity that uses music to deliver social outcomes.

ACTIVITIES

Activities currently delivered directly by Lewisham Music both within schools and community settings include:

- **Whole Class Ensemble Tuition (WCET)** offering primary school classes the opportunity to learn an instrument for free
- **Individual and small group instrumental and vocal/singing lessons**
- **Ensembles, choirs, bands**
- **Music theory/musicianship classes**
- **Instrument hire** so young people can try an instrument without having to purchase one
- **Music production** classes and use of a range of **music technology**, including Assistive Music Technology
- **Rap and lyricism** and **song writing**
- Access to musical resources including **e-learning** and music production software
- **Live events** and **concerts**
- **Professional musical experiences** with partner organisations
- Targeted, **socially focused programmes** aimed at disadvantaged young people, e.g., Looked After Children.

These activities cover a broad range of instruments and styles; everything from classical violin and concert bands to folk and jazz groups, rap collectives, pop choirs, Samba groups, rock bands and much more.

As the lead partner of Lewisham Music Education Hub, we have a remit to connect and support the wider eco-system of music education in the borough and beyond. This means delivering networking opportunities, training, Continuing Professional Development and professional advice and support for staff from Lewisham Music, Lewisham schools and partner organisations.

During 2020-2021, Lewisham Music had 9 office/management staff (a mix of part-time and full-time positions) and a freelance project producer. We had just over 50 Music Tutors who deliver activities on a PAYE, variable-hours basis.

OUR MISSION AND VALUES

We believe that all children and young people in the borough of Lewisham should have access to a diverse range of high-quality, inspirational musical activities which are appropriate for their ability and aligned to their interests. Music is a joy within itself and should be valued as such. However, we are passionate about the other benefits that music can bring to young people's skills and development; their personal and social confidence and sense of self-worth; creativity and self-expression; and their longer-term ambitions, aspirations, and achievements. Music has been proven to have a transformational impact on positive wellbeing and mental health.

Equity, diversity and inclusion is at the heart of what we do. We are passionate about overcoming barriers to participation for all young people, whether that be due to an additional need or disability, geography, financial barriers or other systemic issues. We are working hard to seek investment and skills to make music education more equitable, and currently have programmes that work specifically with Looked After Children, young asylum seekers, and children from low-income families.

Lewisham Music is inspired by the impact that music can have on our sense of community and young people's sense of individual and collective identity. We value the rich diversity of the area we serve, and are working hard to ensure that this diversity is reflected in our activities and workforce. We want young people from different backgrounds to see themselves reflected in the work of the charity, and to be able to engage with our work as confident individuals with their own unique identity. We believe that all musical styles are valuable and should be open to all young people, but are also careful to ensure that our work is authentic and the cultural context of different musical traditions is valued.

Everything Lewisham Music offers is subsidised using our funding from Arts Council England. We offer a range of additional subsidies and discounts for our community programmes, and also support young musicians in schools through bursary schemes delivered in partnership with London Music Fund and Awards for Young Musicians' Further Talent programme. We strongly encourage all schools to utilise Pupil Premium money to further support pupils who may have the desire but not the means. We work hard to attract new investment into the community, and are constantly striving to balance the need to offer activities that are value for money and accessible, with our responsibilities for programme sustainability and organisational financial stability. Education, music, the arts sector and indeed society in general are continually evolving.

We strongly believe in the value of training, professional development and lifelong learning for all our staff. Lewisham Music is committed to our own organisational development, ensuring that our offer stays fresh, relevant and high-quality.

We believe that to achieve the best outcomes for the young people and communities we work with, we should constantly be reviewing, improving and expanding our offer in a way which is equitable and sustainable. We want the communities, parent/carers and young people who are beneficiaries of our work to have a say in the way the charity develops, hence we are building community consultation and youth voice into a number of our programmes.

PARTNERSHIPS

Our *Sounds of Lewisham* network is comprised of the following Hub partner organisations:

- **Goldsmiths College, University of London**
- **Midi Music**
- **The Albany**
- **Trinity Laban Conservatoire of Music and Dance**
- **Heart n Soul**
- **Lewisham Education Arts Network (LEAN).**

These partners have active programmes of work delivered together, and the network ensures that the offer in the geographical area is well connected and that we are signposting young people to each other's activities. The group also allows us to look at wider strategic priorities such as fundraising, workforce development and borough-wide events and festivals.

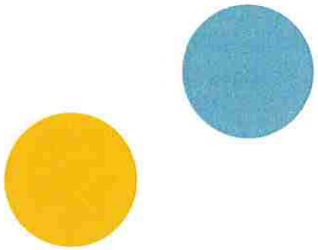
The group is sometimes extended to include Horniman Museum and Gardens, Unit 137, Fairbeats, and Blackheath Halls (who we also work with directly.)

We also work with other regional and national organisations including:

- **Charanga:** e-learning resource provider used in schools and community settings
- **London Symphonic Orchestra:** 'LSO On Track' offers masterclasses, performance opportunities, and teaching training
- **London Philharmonic Orchestra:** educational resources and training, 'Open Sound Ensemble' for special schools
- **Music Mark:** sector support, training and advocacy
- **Sound Connections:** Research, youth voice, training
- **Open Up Music:** Open Orchestra at Greenvale school
- **Arts Train**: co-delivered community projects
- **London Music Fund** and **Awards for Young Musicians:** bursary schemes.

And we are developing partnerships with the following local community organisations and networks to enable us to strengthen referral routes and understand local need:

- Lewisham's Virtual School for Looked After Children
- Lewisham Young Carers service
- Phoenix Community Housing
- Youth First
- Bellingham Community Project
- Bellingham Regenerations Arts Group
- Bellingham Community Response Network
- Lewisham Local
- Voluntary Action Lewisham.



Finally, we work closely with Music Education Hubs from across the country, and currently have active programmes being delivered in partnership with Lambeth, Greenwich, Southwark, Bexley and Bromley.

ACHIEVEMENTS AND PERFORMANCE 2020-2021

COVID-19's IMPACT

Covid-19 has proved an enormous challenge to Lewisham Music. When we were forced to cease trading on March 20th, 2020, by Department for Education (but were still liable to pay Music Tutors for their work), the financial risk was huge. Thankfully we were able to take advantage of the Coronavirus Job Retention Scheme, which greatly stabilised the organisation.

Most staff (51/51 Music Tutors and 3/8 office/management staff) were furloughed during the summer term of 2020 (as a government 'blanket ban' on face-to-face provision of music education in schools and community settings remained), and our activity output was severely limited. A core team remained keeping the organisation going and providing online activities. We quickly innovated, training staff in how to deliver activities online, setting up processes for doing so and creating new guidance and policies to ensure we did so safely. From June 2020 we partially de-furloughed some Music Tutors and started delivering a limited number of online activities for individuals, small groups and whole classes. This included live instrumental lessons and choirs, pre-recorded content and additional resources. We also created Lewisham Lounge Fest, an online music festival showcasing the musical talent of the borough in the midst of the pandemic.

As in-school Government guidance was relaxed on 28th August we were able move to a new stage in our response, and the first half of the Autumn term 2020 was focused on safely getting back into as many schools as possible. Specific DfE guidance on musical activities meant that there were significant risk-mitigations needed, (utilising larger spaces, extra cleaning, ventilation and use of PPE) especially around singing, woodwind and brass. All our staff and

school staff worked hard to make as many programmes happen 'in real life' as possible, those that were logistically impossible to deliver were either delivered online or programmes were suspended and staff furloughed.

DfE's strict Out-of-Schools settings guidance meant that reopening after-school music groups and Saturday Music Centre had remained out of reach. Online alternatives were offered where possible. In addition, the launch of our new premises at The Fellowship in Bellingham (scheduled for May 2020) was postponed.

In March 2021, we received news that we were successful in our application to Round 2 of DCMS' Culture Recovery Fund. We received a total of **£157,195** to cover lost income, additional PPE and instruments, and to reflate charity reserves. This will go a long way towards stabilising the organisation in the 2021-2022 financial year.

It is not yet appropriate to say that we are in the 'recovery' stage, as the pandemic is very much still affecting our day-to-day operations. However, despite the significant challenges that remain, we are considerably more stable as an organisation than in the first few months of the pandemic, and are proud of the way our staff have innovated to keep the charity going.

NOTABLE ACHIEVEMENTS & DEVELOPMENTS

- Despite severe Covid-restrictions, during the 2020-2021 year we were able to deliver:
    - Over 273 hours of tuition in schools per week (79% of pre-Covid activity levels)
    - Individual instrumental tuition to 40 Saturday Music Centre pupils online (43% compared to pre-Covid Levels)
    - Live music theory classes online to 15 Saturday Music Centre pupils
    - Concert Band and over half of Saturday Music Centre ensembles/groups online (Rock Band, Creative Composition, Beginner Strings, Intermediate Strings, Saturday Chamber Ensemble and Samba).
- Open Orchestra -our creative music ensemble for young people with disabilities (in partnership with Open Up Music and Greenvale School)- was renewed and continued online whilst schools were closed.
- Promotion of our Senior Administrator to Communications, Marketing & Programmes Manager, enabled us to greatly improve out PR, design, communications and marketing strategy.
- A series of rap and lyricisms masterclasses delivered online by Kenny Baraka.
- Creation of a free weekly online 'Zooooom Choir' delivered by Vocal Leader Clare Caddick.
- Creation of the #MusicMadeMe campaign which highlights the impact of our work on individual children and young people.
- Equipped rooms at our new premises at The Fellowship ready for launch, and received the blessing of a number of local Lewisham musical artists and groups to name rooms after them: Ray BLK, Theon Cross, Novelist, Hannah Kendall and Vocalize
- A number of funding successes, notably Youth Music funding for our *'Amplifying Voices'* equity, diversity and inclusion programme.

ANNUAL FEEDBACK LETTER FROM ARTS COUNCIL ENGLAND

The following quotes give a good idea of how our main fund holder has viewed our progress this year:

- 'The considerable logistical and practical challenges you have faced in the pandemic cannot be understated, with the furloughing of all your employed teaching staff, **it is a credit to you that this level of online tuition and CPD for teachers has been maintained**. You have made full use of the government schemes available and **have shown yourselves to be resilient and responsive in the face of the crisis.'**

- '**Lewisham Music has been highly active as a partner**, including the longstanding work with Trinity Laban and The South Riverside Music Partnership on Animate Orchestra, and in your partnerships with Sound Connections (Music Lab), LEAN and The Albany to deliver creative projects. You are also actively engaged with Lewisham Live, Open Up Music and Greenvale School on Open Orchestra, plus a wide range of national organisations, many of which are NPOs, such as the Southbank Centre, Tomorrow's Warriors and Arts Train.'

- '**Lewisham Music's local significance and impact is also apparent** with your involvement in Phoenix Community Housing, the Bellingham Regeneration Arts Group, The Lewisham Cultural Enterprise Zone, Bellingham Community Response Network, Voluntary Action Lewisham and Youth First among others and **shows how embedded you are in the local community**. This has further been strengthened with the appointment of a Community Music Manager to engage as widely as possible and to attract resources into the Borough. **We also note your work with alternative education settings, including the Virtual School and the Looked After Children Service, and in particular your programme for unaccompanied asylum-seeking children**. These initiatives, along with other areas of your wider work, are informed by your comprehensive needs analysis of the borough, and in particular you are growing the role of Youth Voice in your planning: the outcomes of the Sound Connections/Music Lab project in this respect will be informative.'



FUTURE PLANS

Notable plans for 2021-2022 include:

- Prioritising financial and operational stability as we recover from the worse effects of Covid-19
- Creation and trial of new Hybrid-working policies as the office/management team return to work post-lockdown
- Mini restructure of core/management staff to ensure we are efficient and have the capacity needed to grow sustainably. This will include the creation of a new Community Programme Producer role to support the programme at The Fellowship
- Launch of our new premises at the Fellowship, including a series of promotional films, and launch events for local partner organisations politicians and press.
- Promotion of Saturday Music Centre and after-school groups to get pupil numbers to pre-Covid levels
- Review of school programmes, in order to relaunch our offer in advance of September 2022
- Review of operational systems and processes to ensure that we can work effectively and effectively as the charity evolves and grows
- Strengthening of delivery and referral partnerships
- Delivery of new socially focused programmes, including one focusing on the mental health of vulnerable young people
- Recruitment of specialist Song writing, Rap & Lyricism and Music Production/Technology tutors
- Recruitment of new Trustees including two Young Trustees (under 25)
- Engagement of the existing Music Tutor workforce through consultation and training; work towards diversifying our future workforce through a recruitment review and consultation as part of our '*Amplifying Voices*' equity, diversity and inclusion programme
- Significant work on fundraising, and the exploration of individual and corporate sponsorship.



STRUCTURE, GOVERNANCE AND MANAGEMENT RISK MANAGEMENT

LEWISHAM MUSIC- RISK REGISTER (updated October 2021)

POTENTIAL RISK	POTENTIAL IMPACT (1-5)	LIKELIHOOD (1-5)	OVERALL RISK SCORE *(IMPACT x LIKELIHOOD) + IMPACT*	PREVENTATIVE ACTIONS	ACTIONS IF RISK OCCURS	RESPONSBILITY	MONITORING	REVIEW DATE/ FREQUENCY
High Court judgement pending on Ms Brazel vs. The Harper Trust. This may result in holiday pay entitlement for sessional workers (including LM tutors) increasing again, from 12.07% to up to 17.5%	5	3	20		-Hourly pay would need to be reduced to balance out the additional holiday pay entitlement. This would involve significant consultation and changes to terms, but the alternative would be closure of the peripatetic tuition side of the charity.	CR/EC	CR/EC/Board	Quarterly
Sustained loss of traded income due to Covid-19 means that cuts in core staffing/costs are necessary	4	3	16	-Continued flexibility from ACE in terms of 80/20% use of grant split. -Work to rebuild relationships with schools/parents/carers.	-Seek Government financial support. -Consider limited redundancies. -Consider removing Teachers Pension. -Business model review- some programmes may no longer be viable.	CR/EC	CR/EC/Board	Quarterly
Staff costs and structures transferred under TUPE not affordable for the new charity	4	3	16	-Identify new income and funding streams. -Careful financial modelling and monitoring to improve fiscal resilience. -Continue to encourage TUPE staff to move to LM pay scales.	-Research financial and legal options for reducing costs and re-structuring staff contracts. -Consult workforce and unions. -Research alternative pension options. - Adjust/cut services/staffing.	CR/EC	CR/EC/Board	Quarterly
DfE stops funding Teachers Pensions increase from 2022	4	3	16	-Identify new income and funding streams.	-Tutors can voluntarily move to People's Pensions, and LM will pay employer and employee contributions. -Move tutors out of TPS to People's Pensions (severe option). - Adjust/cut services/staffing.	CR/EC	CR/EC/Board	Nov. 2021
Hours of delivery in schools reduce due to school budget changes	3	3	12	-In School Offer Review, model full-cost of activity, to ensure schools realise the level of value/subsidy they are getting. - Improve comms and promotional strategy to engage schools. -Continue to build relationships with schools.	-Activity in schools just about recovers cost (not including admin/backroom costs). Therefore, there is a limited financial risk as expenditure should drop roughly in-line with income. -The main impact would be regarding our delivery output and therefore our impact on the young people of Lewisham, and how ACE view us.	CR/SP	CR/SP/Board	January 2021
DfE funding for music education hubs is withdrawn or reduced from 2022	5	1	10	-Seek advice from DfE, ACE, Music Mark, other music services and hubs. -Ongoing advocacy and lobbying to Government and other stakeholders. -Identify new income and funding streams e.g. subscriptions with Gift Aid, new markets, trusts and foundations.	-Lewisham Music unlikely to survive without core grant, therefore it is likely redundancy notices will need to be issued as soon as cessation of/reduction in funding is confirmed. -Where possible, adhere to Lewisham Music's reserves policy: a minimum of 3 months operating costs +20%.	CR	CR and Board	January 2021
The Fellowship & Star is no longer financially viable	3	2	9	-Maintain and build on positive relationship with Phoenix Community Housing. -Ensure 10-15% of new funding goes towards core running costs, where possible. - Identify new income and funding streams and potentially private or corporate sponsorship. -Seek funding to cover costs. -Seek permanent rent holiday from PCH.	- Find new office premises and continue to rely on school premises for out-of-school activity. - The main impact would be reputational.	CR/EC	CR/EC/Board	Quarterly

Red - major or extreme/catastrophic risks that score 15 or more
Yellow - moderate or major risks that score between 8 and 14
Blue or green - minor or insignificant risks scoring 7 or less

OBJECTIVES AND ACTIVITIES

Public benefit
The charity trustees have complied with their duty to have due regard to the guidance on public benefit published by the Commission in exercising their powers or duties.

The public benefit is that young people develop their musical, social and cultural skills through participation in Lewisham Music's activities and those of its partners and schools. The charity's provision of musical education through access to guidance and support from expert practitioners, and to facilities, equipment and services, enhances the conditions of life of the young people involved. Young people's families also benefit through attendance at live events and other opportunities to celebrate their children's achievements.

FINANCIAL REVIEW

Financial position
The financial position of the charity at the year-end is set out on page 21.

The ACE grant has been confirmed until 31 March 2022 with exact allocations to be announced in spring 2021. The national allocation for 2021-2022 remains the same level as 2020-2021 at £76m. The trustees have no reason to believe Lewisham Music will not receive their allocation.

We will continue to monitor school delivery to ensure schools income remains strong, and our strategic planning and review of the staffing, business, and management needs of the organisation will include a focus on expanding our ability to fundraise from a wider range of sources.

As explained in note 15 the charity's share of the deficit of the Local Government Pension Scheme at 31 March 2021 is included in the Balance Sheet in accordance with FRS 102. This deficit amounted to £156,000 (2020 £86,000).

Reserves Policy
Total reserves as at 31 March 2021 was £312,855 (£410,113 in 2020) of which £199,081 (£172,422 in 2020) represented unrestricted funds and £20,250 (£21,590 in 2020) represented restricted funds. The charity also held a designated instrument fund of £249,524 (£298,101 in 2020) and a negative pension reserve relating to the LGPS of £156,000 (2020 £82,000).

The trustees have decided that it is prudent to carry a reserve of three months of salary, premises costs and contractual obligations and as at 31 March 2021, this amounted to £222,321 (£195,334 in 2020).

At 31 March 2021 the charity had free reserves (unrestricted reserves not tied up in fixed assets) of £180,712 (£162,277 in 2020) and the trustees are taking steps to work towards carrying a reserve as outlined above.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document
The charity is controlled by its governing document, a deed of trust and constitutes an incorporated charity.

Lewisham Music was incorporated on 17 October 2016. It is a Charitable Incorporated Organisation (CIO), registered number 1169721. The governing document is the charity's constitution agreed on 12 September 2016.

Trustees are appointed and recruited by the Board by advertisement and interview. Upon selection they are required to complete an enhanced DBS check. There are currently 9 trustees - a former local Member of Parliament, arts education professionals, a PR specialist, a Council Cabinet Member, a business development specialist and a charity finance accountant (who is our Treasurer).

The Chief Executive is responsible for the day to day running of the organisation and line manages the Business & Operations Manager, Schools Music Leader, Community Music Manager, and Communications, Marketing and

Programme Manager. There are four other office/management positions that are not directly line-managed by the CEO. There are 59 Music Tutors who deliver activities.

The Chief Executive takes decisions on a day-to-day basis with support from managers, and refers to the Chair where appropriate. The Business & Operations Manager is responsible for financial management and for the provision of finance reports to Trustees at quarterly meetings. Minutes are taken by an independent clerk and made available to the charity's principal funder, Arts Council England.

Strategic decisions are taken by the Board of Trustees with regard to the direction of the work carried out by Lewisham Music and the use of grants, earned income and charitable funds. Designated Board members and Committees have specific responsibilities for Safeguarding, HR and Finance. Trustees with designated roles report back to the Board before strategic decisions are taken.

Lewisham Music is a member of Music Mark, the national organisation supporting the work of music services and Hubs, and music education practitioners. Arts Council England monitors the work of all music hubs and releases funding quarterly subject to provision of required documentation.

In its role as a Music Education Hub, Lewisham Music collaborates with over 30 local and regional music and arts organisations in addition to all of the London Borough of Lewisham's maintained schools, free schools and academies.

Staff transferring to Lewisham Music under TUPE currently retain Lewisham Council pay and terms and conditions. Contracts, Job Descriptions and pay points for new staff are determined by the CEO in consultation with the Board of Trustees.



REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1169721

Principal address
First Floor, The Fellowship & Star
Randlesdown Road
Bellingham
London
SE6 3BT

REFERENCE AND ADMINISTRATIVE DETAILS

Auditors
Haines Watts
Chartered Accountants & Statutory Auditors
Old Station House
Station Approach
Newport Street
Swindon
Wiltshire
SN1 3DU

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed require 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, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to 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.

Approved by order of the board of trustees on .....24th January 2022..... and signed on its behalf by:



.....

Joan Ruddock – Chair of the Trustees



Report of the Independent Auditors

Opinion

We have audited the financial statements of Lewisham Music (the 'charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

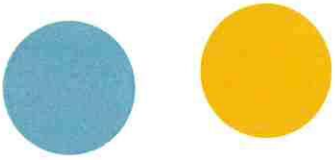
Conclusions relating to going concern

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

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

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

However, not all future events or conditions can be predicted. The COVID-19 viral pandemic is one of the most significant economic events for the UK with unprecedented levels of uncertainty of outcomes. It is therefore difficult to evaluate all of the potential implications on the charity's operations, funders, suppliers and wider economy. The trustees' view on the impact of COVID-19 is disclosed in the accounting policies note on page 21.



Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the 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.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management. The most significant were identified as the Companies Act 2006, UK GAAP (FRS102), Charities Act 2016 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

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 Report of the Independent Auditors.

Use of our report

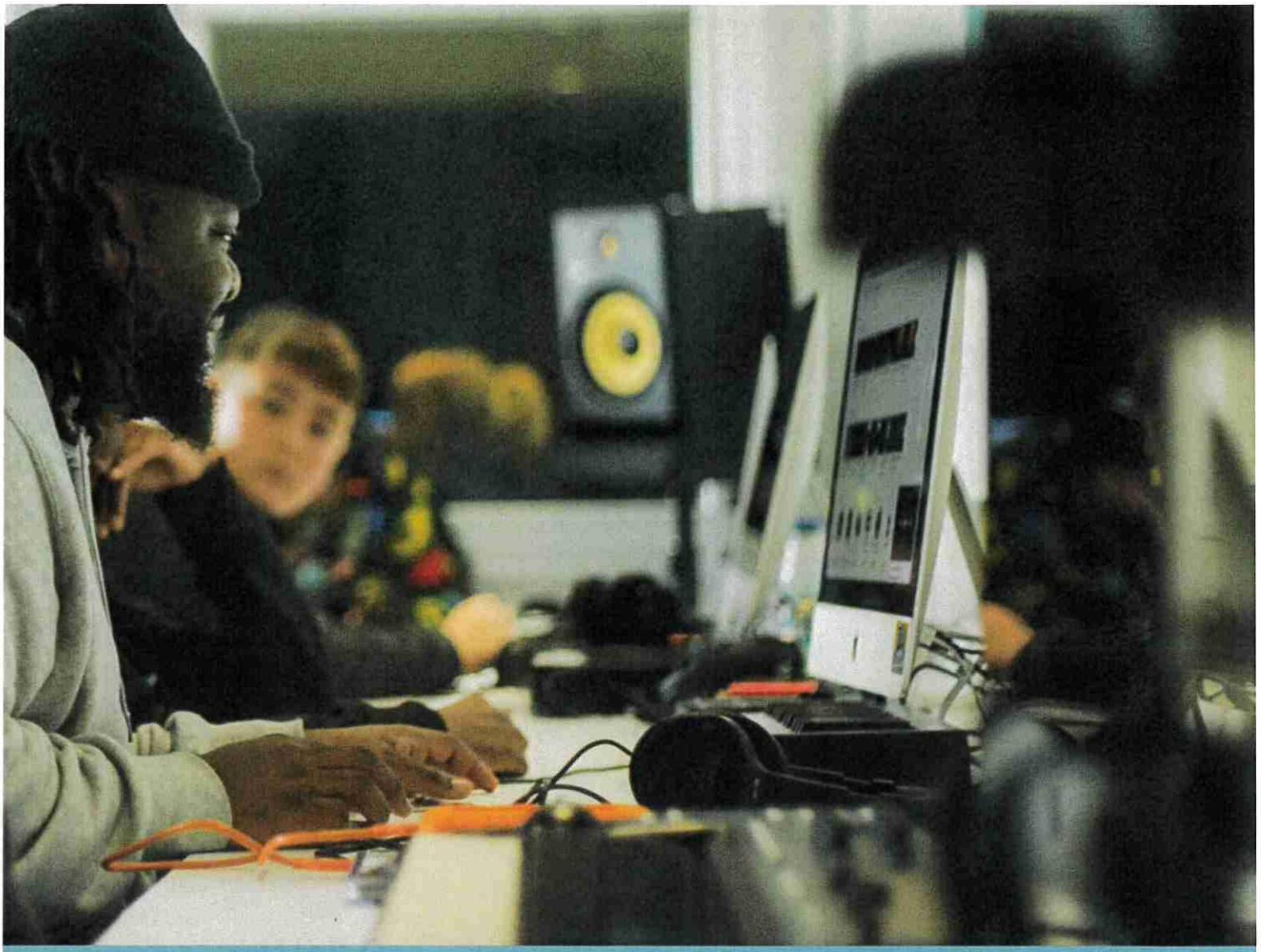
This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report 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.

Haines Watts

Haines Watts
Chartered Accountants & Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
Old Station House
Station Approach
Newport Street
Swindon
Wiltshire
SN1 3DU

Date: 25 January 2022

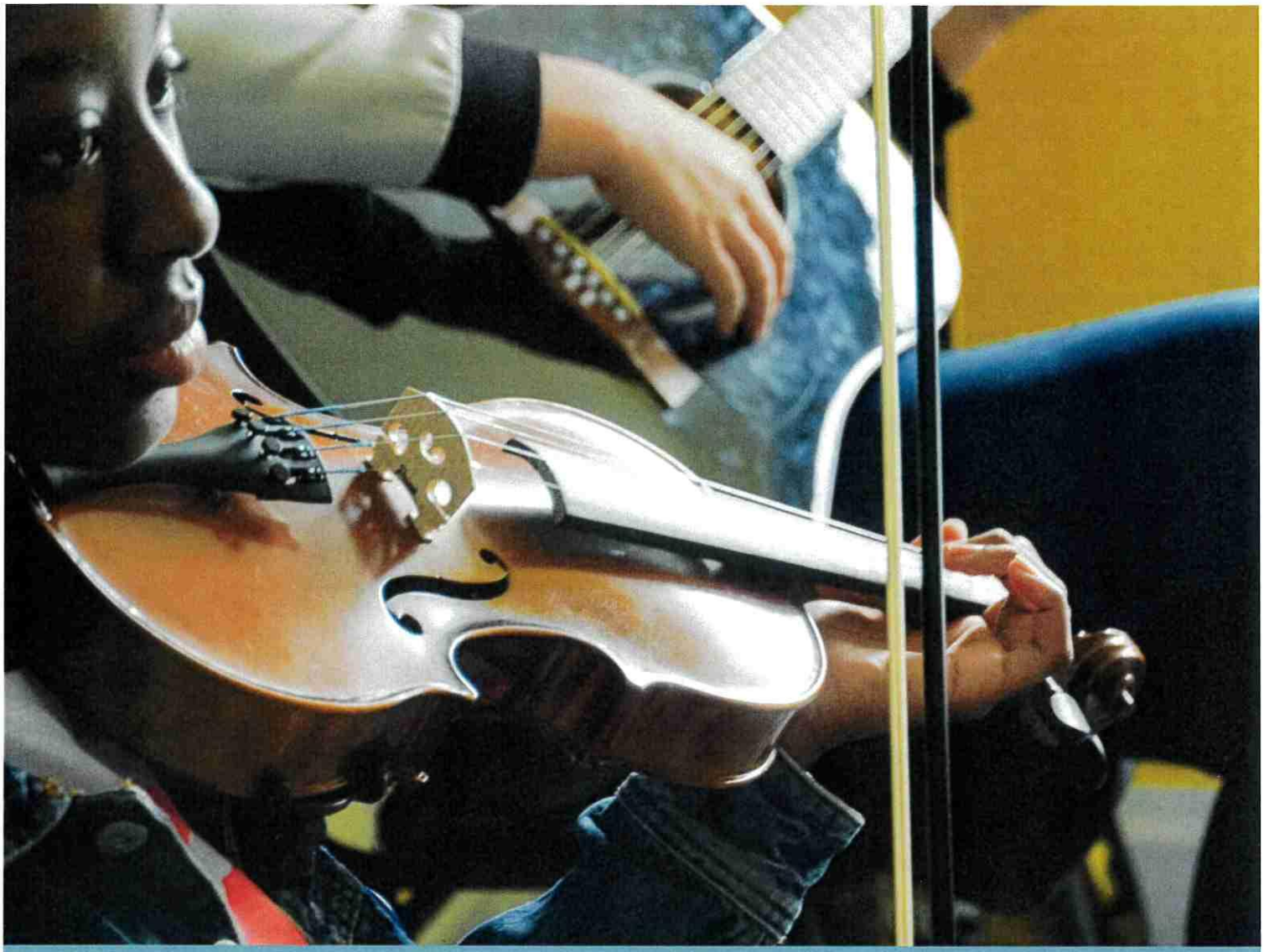




Statement of Financial Activities

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	213,223	437,083	650,306	436,152
Charitable activities					
Education	4	240,984	-	240,984	569,241
Investment income	3	109	-	109	338
Total		454,316	437,083	891,399	1,005,731
EXPENDITURE ON					
Raising funds	5	26,959	-	26,959	18,986
Charitable activities	6				
Education		226,431	426,850	653,281	835,647
Arts and culture (performances)		171,933	-	171,933	143,602
Recreation of social welfare		75,484	-	75,484	53,159
Total		500,807	426,850	927,657	1,051,394
NET INCOME/(EXPENDITURE)		(46,491)	10,233	(36,258)	(45,663)
Transfers between funds	15	11,573	(11,573)	-	-
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit schemes		(61,000)	-	(61,000)	48,000
Net movement in funds		(95,918)	(1,340)	(97,258)	2,337
RECONCILIATION OF FUNDS					
Total funds brought forward		388,523	21,590	410,113	407,776
TOTAL FUNDS CARRIED FORWARD		292,605	20,250	312,855	410,113

The notes form part of these financial statements



Statement of Financial Position

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	11	267,893	-	267,893	308,246
CURRENT ASSETS					
Debtors	12	37,775	-	37,775	48,126
Cash at bank		228,329	20,250	248,579	248,687
		266,104	20,250	286,354	296,813
CREDITORS					
Amounts falling due within one year	13	(85,392)	-	(85,392)	(112,946)
NET CURRENT ASSETS		180,712	20,250	200,962	183,867
TOTAL ASSETS LESS CURRENT LIABILITIES		448,605	20,250	468,855	492,113
DEFINED BENEFIT PENSION SCHEME LIABILITY	14	(156,000)	-	(156,000)	(82,000)
NET ASSETS		292,605	20,250	312,855	410,113
FUNDS	15				
Unrestricted funds				199,081	172,422
Designated funds (instruments)				249,524	298,101
Pension liability	16			(156,000)	(82,000)
Restricted funds				20,250	21,590
TOTAL FUNDS				312,855	410,113

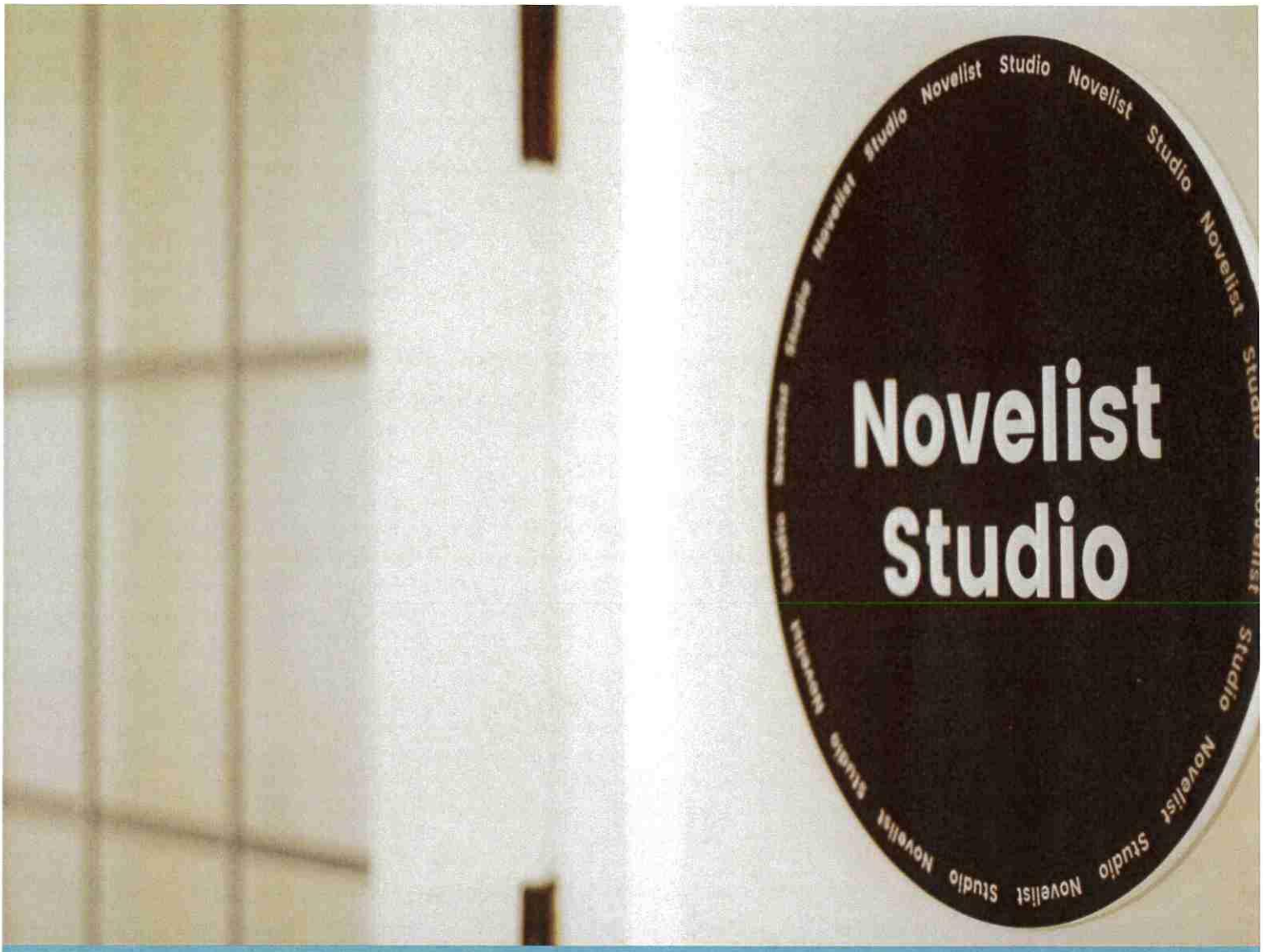
The financial statements were approved by the Board of Trustees and authorised for issue on

.....24th January 2022 ..... and were signed on its behalf by:

.....

Joan Ruddock –Chair of Trustees

The notes form part of these financial statements

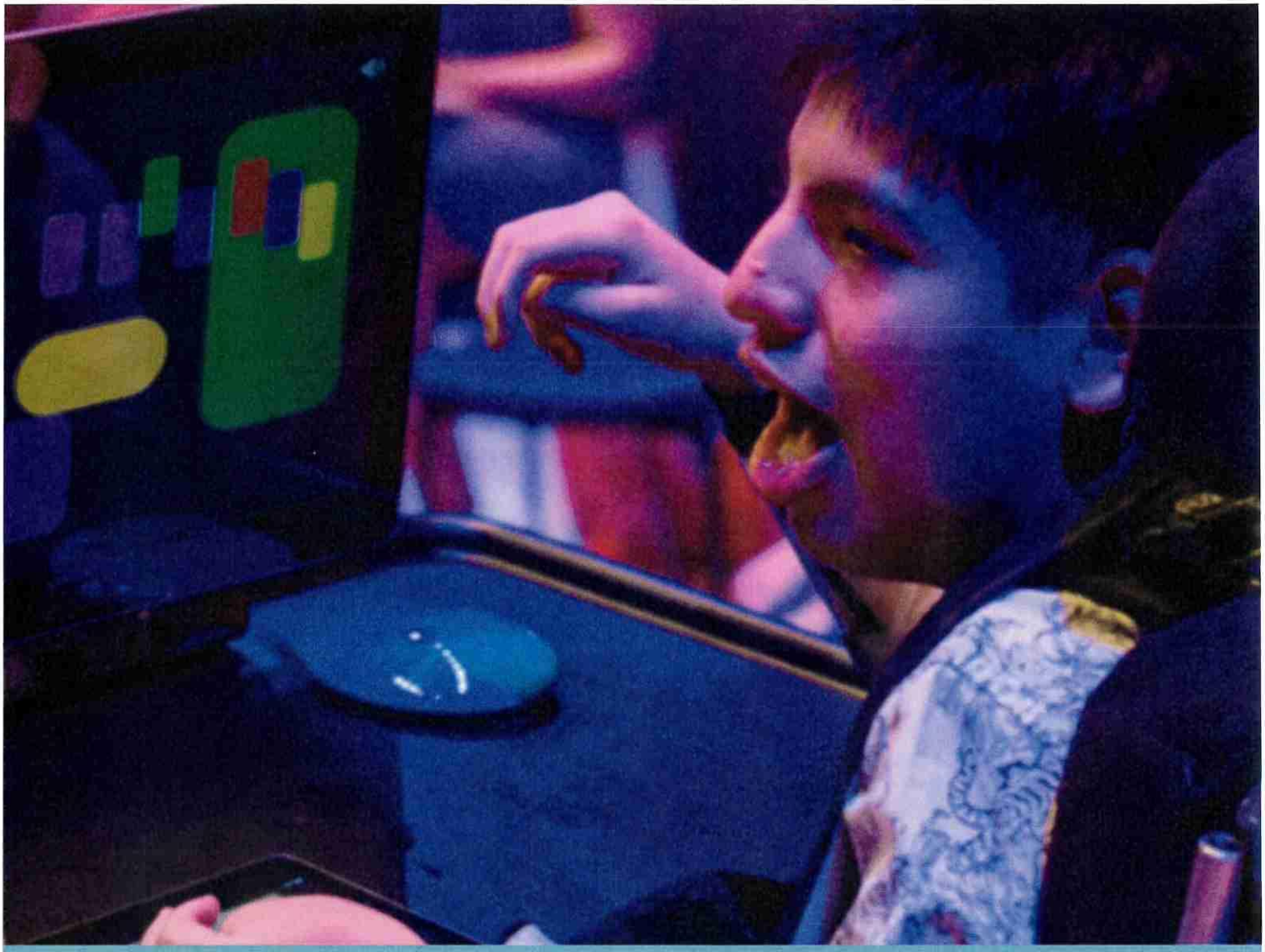


Statement of Cash Flows

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2020 £
Cash flows from operating activities			
Cash generated from operations	1	22,301	17,227
Net cash provided by operating activities		22,301	17,227
Cash flows from investing activities			
Purchase of tangible fixed assets		(22,518)	(11,111)
Interest received		109	338
Net cash used in investing activities		(22,409)	(10,773)
Change in cash and cash equivalents in the reporting period		(108)	6,454
Cash and cash equivalents at the beginning of the reporting period		248,687	242,233
Cash and cash equivalents at the end of the reporting period		248,579	248,687

The notes form part of these financial statements



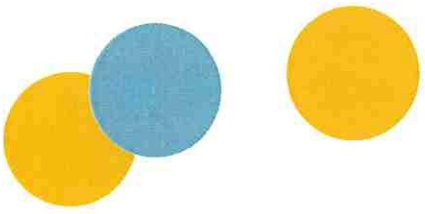
Notes to the Statement of Cash Flows

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(36,258)	(45,663)
Adjustments for:		
Depreciation charges/impairment	62,871	76,718
Loss on disposal of fixed assets	-	447
Interest received	(109)	(338)
Decrease/(increase) in debtors	10,351	(32,184)
(Decrease)/increase in creditors	(27,554)	15,247
Difference between pension charge and cash contributions	13,000	3,000
Net cash provided by operations	22,301	17,227

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/20 £	Cash flow £	At 31/3/21 £
Net cash			
Cash at bank	248,687	(108)	248,579
	248,687	(108)	248,579
Total	248,687	(108)	248,579



The notes form part of these financial statements



Notes to the Financial Statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the entity and is rounded to the nearest £.

Going concern
The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. In particular, in response to the COVID-19 pandemic, the Trustees have tested their cash flow analysis to take into account the impact on the charity of possible scenarios brought on by the impact of COVID-19, alongside the measures that they can take to mitigate the impact. Based on these assessments, given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

Income
All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure
Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs
Support costs are allocated between activities based on staff time. See note 7.

Tangible fixed assets
Depreciation is provided at the following annual rates in order to write off the cost less estimated residual value of each asset over its estimated useful life as follows:-

Office equipment	-	20%	Straight line
Instruments	-	20%	Straight line
IT Equipment	-	33.33%	Straight line

Taxation
The charity is exempt from tax on its charitable activities.

Fund accounting
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

continued...

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits
The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors
Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Creditors
Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amount.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	26,645	26,644
Grants	623,661	409,508
	650,306	436,152

Grants received, included in the above, are as follows:

	2021	2020
	£	£
Arts Council England	416,162	409,508
Government grant – Coronavirus Job Retention Scheme	202,499	-
Lewisham Council - COVID-19 small business grant	5,000	-
	623,661	409,508

continued...

3. INVESTMENT INCOME

	2021	2020
	£	£
Deposit account interest	109	338

4. INCOME FROM CHARITABLE ACTIVITIES

	2021	2020
	£	£
Education	240,984	569,241

5. RAISING FUNDS

Raising donations and legacies

	2021	2020
	£	£
Support costs	24,459	18,986

6. CHARITABLE ACTIVITIES COSTS

	Activities undertaken directly	Support costs	Total
	£	£	£
Education	297,429	355,852	653,281
Arts and culture (performances)	91,057	80,876	171,933
Recreation of social welfare	-	75,484	75,484
	388,486	512,212	900,698

7. SUPPORT COSTS

	Governance costs
	£
Education	14,133

continued...

7. SUPPORT COSTS - continued

Support costs	Raising funds	Education	Arts & culture (performances)	Recreation of social welfare	2021	2020
	£	£	£	£	£	£
	5%	66%	15%	14%		
Governance	637	8,407	1,911	1,783	12,738	8,751
Staff costs	19,903	262,717	59,709	55,728	398,057	226,262
Finance	156	2,064	469	438	3,128	2,272
Human Resources	341	4,498	1,022	954	6,815	7,970
Information technology	339	4,469	1,016	948	6,771	7,854
Premises	1,146	15,127	3,438	3,209	22,920	16,635
General office	770	10,164	2,310	2,156	15,400	8,460
Travel	49	644	146	137	976	3,240
Equipment hire and maintenance	89	1,174	267	249	1,776	6,330
Depreciation/impairment	2,997	39,559	8,991	8,391	59,938	76,665
Other professional fees	540	7,132	1,621	1,513	10,806	15,271
Other	(8)	(103)	(23)	(22)	(156)	-
	26,959	355,852	80,876	75,484	539,171	379,711

Included in governance costs is £3,500 auditors' remuneration and £1,500 for other services.

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

continued...

9. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	602,984	654,405
Social security costs	36,531	39,955
Other pension costs	121,396	127,825
	760,911	822,185

The average monthly number of employees during the year was as follows:

2021	2020
61	69

One employee received emoluments between £60,000 and £69,999.

The total amount of employee benefits received by key management personnel is £223,043 (2020 £215,730). The Trustees consider the CEO, Schools Music Leader, Business Manager, and the Community Music Manager to comprise the key management personnel.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	16,275	419,877	436,152
Charitable activities			
Education	553,241	16,000	569,241
Investment income	338	-	338
Total	569,854	435,877	1,005,731
EXPENDITURE ON			
Raising funds	18,986	-	18,986
Charitable activities			
Education	406,343	429,304	835,647
Arts and culture (performances)	143,602	-	143,602
Recreation of social welfare	53,159	-	53,159
Total	622,090	429,304	1,051,394
NET INCOME/(EXPENDITURE)	(52,236)	6,573	(45,663)

continued...

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Other recognised gains/(losses)			
Actuarial gains on defined benefit schemes	48,000	-	48,000
Net movement in funds	(4,236)	6,573	2,337
RECONCILIATION OF FUNDS			
Total funds brought forward			
As previously reported	519,759	15,017	534,776
Prior year adjustment	(127,000)	-	(127,000)
As restated	392,759	15,017	407,776
TOTAL FUNDS CARRIED FORWARD	388,523	21,590	410,113

11. TANGIBLE FIXED ASSETS

	Instruments £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2020	441,927	8,794	16,214	466,935
Additions	8,131	150	14,237	22,518
At 31 March 2021	450,058	8,944	30,451	489,453
DEPRECIATION				
At 1 April 2020	143,826	1,998	12,865	158,689
Charge for year	6,708	1,762	4,401	12,871
Impairment	50,000	-	-	50,000
At 31 March 2021	200,534	3,760	17,266	221,560
NET BOOK VALUE				
At 31 March 2021	249,524	5,184	13,185	267,893
At 31 March 2020	298,101	6,796	3,349	308,246

continued...

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	10,002	12,236
Prepayments and accrued income	27,773	35,890
	37,775	48,126

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	12,904	18,000
Taxation and social security	9,062	10,115
Other creditors	63,426	84,831
	85,392	112,946

Included in accruals and deferred income above is £5,610 of deferred income (2020 £10,540). This will all be released in the year to 31 March 2022.

14. PROVISIONS FOR LIABILITIES

	2021	2020
	£	£
Defined benefit pension Liability (see note 16)	156,000	82,000

15. MOVEMENT IN FUNDS

	At 1/4/20	Net movement in funds	Transfers between funds	At 31/3/21
	£	£	£	£
Unrestricted funds				
General fund	172,422	15,086	11,573	199,081
Pension reserve	(82,000)	(74,000)	-	(156,000)
Designated funds - instruments	298,101	(48,577)		249,524
	388,523	(107,491)	11,573	292,605
Restricted funds				
Frank Doran Memorial Fund	10,017	(5,000)	-	5,017
London Music Fund (LMF)	-	2,371	-	2,371
Lewisham Young Mayor's Fund	11,573	-	(11,573)	-
Matthew Nicholls Fund	-	9,052	-	9,052
Ironmongers' Company Fund	-	3,810	-	3,810
	21,590	10,233	(11,573)	20,250
TOTAL FUNDS	410,113	(97,258)	-	312,855

continued...

15. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	454,316	(439,230)	-	15,086
Pension reserve	-	(13,000)	(61,000)	(74,000)
Designated funds - instruments	-	(48,577)	-	(48,577)
	454,316	(500,807)	(61,000)	(107,491)
Restricted funds				
Arts Council Music Education Hub Grant	416,162	(416,162)	-	-
Frank Doran Memorial Fund	-	(5,000)	-	(5,000)
London Music Fund (LMF)	7,111	(4,740)	-	2,371
Matthew Nicholls Fund	10,000	(948)	-	9,052
Ironmongers' Company Fund	3,810	-	-	3,810
	437,083	(426,850)	-	10,233
TOTAL FUNDS	891,399	(927,657)	(61,000)	(97,258)

Comparatives for movement in funds

	At 1/4/19 £	Prior year adjustment £	Net movement in funds £	At 31/3/20 £
Unrestricted funds				
General fund	149,357	-	23,065	172,422
Pension reserve	-	(127,000)	45,000	(82,000)
Designated fund - instruments	370,402	-	(72,301	298,101
	519,759	(127,000)	(4,236)	388,523
Restricted funds				
Frank Doran Memorial Fund	15,017	-	(5,000)	10,017
Lewisham Young Mayor's Fund	-	-	11,573	11,573
	15,017	-	6,573	21,590
TOTAL FUNDS	534,776	(127,000)	2,337	410,113

continued...

15. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	569,854	(546,789)	-	(23,065)
Pension reserve	-	(3,000)	48,000	45,000
Designated funds - instruments		(72,301)		(72,301)
	569,854	(622,090)	48,000	(4,236)
Restricted funds				
Arts Council Music Education Hub Grant	409,508	(409,508)	-	-
Frank Doran Memorial Fund	-	(5,000)	-	(5,000)
London Music Fund (LMF)	9,026	(9,026)	-	-
Lewisham Young Mayor's Fund	16,000	(4,427)	-	11,573
Garden Memorial Fund	1,343	(1,343)	-	-
	435,877	(429,304)	-	6,573
TOTAL FUNDS	1,005,731	(1,051,394)	48,000	2,337

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/4/19 £	Net movement in funds £	Transfers between funds £	At 31/3/21 £
Unrestricted funds				
General fund	149,357	38,151	11,573	199,081
Pension reserve	(127,000)	(29,000)	-	(156,000)
Designated fund - instruments	370,402	(120,878)	-	249,524
	392,759	(111,727)	11,573	292,605
Restricted funds				
Frank Doran Memorial Fund	15,017	(10,000)	-	5,017
London Music Fund (LMF)	-	2,371	-	2,371
Lewisham Young Mayor's Fund	-	11,573	(11,573)	-
Matthew Nicholls Fund	-	9,052	-	9,052
Ironmongers' Company Fund	-	3,810	-	3,810
	15,017	16,806	(11,573)	20,250
TOTAL FUNDS	407,776	(94,921)	-	312,855

continued...

15. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,024,170	(986,019)	-	38,151
Pension reserve	-	(16,000)	(13,000)	(29,000)
Designated funds - instruments		(120,878)		(120,878)
	1,024,170	(1,122,897)	(13,000)	(111,727)
Restricted funds				
Arts Council Music Education Hub Grant	825,670	(825,670)	-	-
Frank Doran Memorial Fund	-	(10,000)	-	(10,000)
London Music Fund (LMF)	16,137	(13,766)	-	2,371
Lewisham Young Mayor's Fund	16,000	(4,427)	-	11,573
Garden Memorial Fund	1,343	(1,343)	-	-
Matthew Nicholls Fund	10,000	(948)	-	9,052
Ironmongers' Company Fund	3,810	-	-	3,810
	872,960	(856,154)	-	16,806
TOTAL FUNDS	1,897,130	(1,979,051)	(13,000)	(94,921)

The Irving Memorial Trust

The Irving Memorial Trust's donation supported the ongoing work of Lewisham Music's aims and objectives by enhancing musical opportunities for Lewisham children and young people with a focus on those from disadvantaged and under-represented backgrounds.

Arts Council England (ACE)

Arts Council England (ACE) provides Music Education Hub grant funding from the Department for Education (DfE) with the aim to support 121 Music Hubs across the UK. Lewisham Music receives core funding from ACE to be the music education hub lead for the London Borough of Lewisham.
Funding is used to support the National Plan for Music Education (NPME) to deliver its core and extension roles. Funds provide first access learning and progression opportunities to children & young people through front line delivery. The funding also supports back-office costs in managing the charity's governance and development.

Frank Doran Memorial Fund

The Frank Doran Memorial Fund was set up by his wife Joan Ruddock, in memory of Frank, the charity's original chair and co-founder who sadly passed away in October 2017. The donations received in memory will be used to provide a legacy in Frank's name whilst honouring his vision, sense of purpose, kindness, commitment and passion for the importance of music in young people's lives.

continued...

15. MOVEMENT IN FUNDS - continued

London Music Fund (LMF)

London Music Fund is a funding body with the Mayor of London as its Patron. Income is from individual philanthropy, corporate support and trusts and foundations. Its vision is that children who demonstrate significant musical ability, enthusiasm and commitment to learning an instrument are given the opportunity to develop their potential.

Funding is used to enhance musical opportunities and experiences for a current cohort of 11 scholars who receive a period of 4 years funding. Nominated and chosen by their music teachers and Lewisham Music the fund is dedicated to those children who are on free school meals and families that face financial hardship.

Lewisham Young Mayor's Fund

Lewisham appoints a young mayor annually from the local area and we were earmarked £16,000 from the fund for the technical set up of the music studio and band rooms at the new premises, with a focus on providing facilities for young people. The funds have been used to ensure there is a strong offer at the Fellowship by equipping rooms with the latest music technology and live band equipment. We also plan to utilise the space to engage more widely with the local community. Our plan is to offer funded projects as well as creating hire opportunities to generate revenue using this equipment. This will allow us to work across contemporary genres, rap/spoken word, music production, song writing, creative/collaborative and in multi-arts projects.

Garden Memorial Fund

The Garden Memorial Fund was set up by Joan Ruddock, in memory of Frank Doran. The donations received in memory have been used to create a garden space on the roof of our premises with the plan that it will be enjoyed by staff and those in the community that use the building.

Ironmongers' Company Fund

The Ironmongers' Company have funded the Sounds of The Next Generation project which will be a new cross-genre creative music collective based at the charity's premises, The Fellowship & Star, in Bellingham. The project will bring together young people from a wide range of social and musical backgrounds to write new music, empowering them to drive the creative process and musical direction.

Matthew Nicholls Fund

The Lewisham Young Producers project, funded by The Matthew Nicholls Foundation (worth £10,000) was delayed due to the pandemic and started in February 2021. This exciting project is utilising cutting edge music technology hardware and software (VIP Studio Sessions, Ableton Live, Ableton Push) to develop and showcase the creative talent of young music producers and performers. In addition, the project will upskill at least two members of staff in creative approaches to utilising music technology to engage young people.

16. EMPLOYEE BENEFIT OBLIGATIONS

The charity's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for teaching staff, and the closed Local Government Pension Scheme (LGPS) for non-teaching staff. A third was introduced during 2019, The People's Pension Scheme, also for non-teaching staff. The schemes are managed by Emma Chalk. TPS and LGPS are defined-benefit schemes.

The latest actuarial valuation of the TPS was 31 March 2016 and of the LGPS 31 March 2019.

Contributions amounting to £11,620 (2020 £14,792) were payable to the schemes at 31 March 2021 and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS every four years in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors.

The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration levy);
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions
- together with the notional investments held at the valuation date) of £196,100 million giving a notional past service deficit of £22,000 million;
- the Superannuation Contributions Adjusted for Past Experience (SCAPE) discount rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The pension costs paid to TPS in the period amounted to £117,784 (2020 £119,944) £28,988.96 employees' contributions and £88,795.03 employer contributions (2020 £32,974.40 employee contributions and £86,969.74 employer contributions).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local Government Pension Scheme (LGPS)

The LGPS is a funded defined-benefit scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 March 2021 was £14,778.37, of which employee's contributions totalled £1,485.33 and employer's contributions totalled £13,293.04 (2020 £38,023, of which employees' contributions totalled £5,016 and employer's contributions totalled £33,077). The agreed contribution rates for future years are 33.2% for employers and 5.5% to 9.9% (depending on salary and section) for employees.

Under the terms of the Transfer Agreement dated 30 March 2017, the Administering Authority (that administers the LGPS on behalf of the Authority, Lewisham Council) does not require the Admission Body (Lewisham Music) to put in place any indemnity or bond in respect of the eligible employees. Lewisham Council has agreed to provide the Administering Authority with an LGPS Guarantee in a form acceptable to the Administering Authority and the Admission Body in respect of the Admission Body's obligations to the Administering Authority and will take any other steps required by the Administering Authority to ensure that an indemnity or bond is not required for the duration of the Admission Body's participation in the LGPS Fund.

The Council shall indemnify the Charity from and against all costs, expenses or contributions arising from any pension payable as a result of the dismissal of any of the Eligible Employees on grounds of redundancy or efficienc of the service and any pensions payable on grounds of ill-health, On termination of the Admission Agreement or o the Charity no longer having any Eligible Employees actively contributing to the Fund. The Council shall also indemnify the Charity for any costs, expenses or liabilities to the Fund in respect of the Eligible Employees (including for the avoidance of doubt any deferred or pensioner members of the Fund) arising on termination of the Admission Agreement or on the Charity no longer having any Eligible Employees actively contributing to the Fund. Any payment due by the Charity shall be refunded by Lewisham Council upon written notice within 10 business days.



The total cost recognised in the period was as follows:

	2021 £000	2020 £000
Current service cost	(11)	33
Past service cost	-	-
Plan introductions, changes, curtailments and settlements	-	(33)
Net interest income / expense	(2)	(3)
Recognised in profit or loss	(13)	(3)
Recognised in other comprehensive income	61	(48)
Total cost recognised	74	(45)

Changes in the present value of the defined benefit obligations were as follows:

	2021 £000	2020 £000
Opening defined benefit obligation	924	967
Current service costs	11	33
Past service costs	-	-
Interest expense	21	23
Actuarial (gains) / losses	208	(81)
Contributions by scheme participants	1	5
Benefits paid	(33)	(23)
(Gains) / losses on curtailment	-	-
Closing defined benefit obligation	1,132	924

Changes in the fair value of the pension plan assets were as follows:

	2021 £000	2020 £000
Opening plan assets	842	840
Interest income	19	20
Actual return on plan assets (excluding interest income)	134	(33)
Assets distributed on settlement		-
Contributions by employer	13	33
Contributions by scheme participants	1	5
Benefits paid	(33)	23
Closing plan assets	976	842

The amount that each major class of pension plan assets constitutes of the fair value of the total plan assets was as follows:

	2021 %	2020 %
Equity instruments	62	65
Debt instruments (bonds)	24	25
Property	7	8
Cash	7	2
	100	100

The principal actuarial assumptions used were as follows:

	2021	2020
Discount rate	2.0%	2.3%
Expected rates of salary increases	3.55%	2.6%
Expected rates of pension increases	2.85%	1.9%

The mortality assumptions used for longevity (in years) on retirement at age 65 are:

	Males	Females
Current pensioners	21.4 years	24.0 years
Future pensioners	22.8 years	25.8 years

Sensitivity analysis

Change in assumptions at 31 March 2021:	Approximate % increase to Defined Benefit Obligation	Approximate monetary amount £000
0.5% decrease in Real Discount Rate	9%	101
0.5% increase in the Salary Increase rate	0%	5
0.5% increase in the Pension Increase Rate (CPI)	8%	94

B&CE Holdings (The People's Pension Scheme)

The People's Pension is a multi-employer, defined contribution occupational pension scheme that has master trust status. It's run by B&CE Holdings, a not-for-profit organisation. With no shareholders, any surpluses made by B&CE are used for the benefit of members.

16. EMPLOYEE BENEFIT OBLIGATIONS - continued

Membership at Lewisham Music is for non-teaching staff employed since April 2017. Employee contributions of up to 6% can be paid into the scheme which are matched by Lewisham Music. The total contribution made for the year ended 31 March 2021 was £11,545.51 (2020 £8,727), of which employee contributions totalled £5,161.71 and employer's contributions totalled £6,383.80

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year.

