

REGISTERED COMPANY NUMBER: 08093898 (England and Wales)
REGISTERED CHARITY NUMBER: 1189913

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021
FOR
TONIC MUSIC FOR MENTAL HEALTH LTD**

TONIC MUSIC FOR MENTAL HEALTH LTD

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FOR THE YEAR ENDED 30 JUNE 2021**

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 June 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).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its Governing Document, its Memorandum and Articles of Association, being a company limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Name

The name of the company is Tonic Music for Mental Health Ltd (the **Charity**).

Registered Company Number

8093898 (England and Wales)

Registered Charity Number

1189913

Principal office

119 Highland Road, Southsea PO4 9EY

Registered Office

Morris Crocker, North Street, Havant, PO9 1QU

Trustees

Trustee name	Date of appointment
Lisa Holland	6 June 2012
Abigail Amey - Chair	4 February 2019
Vicki Barwood	4 February 2019
Alan Wilkes	4 February 2019
Stephen Curtis	8 November 2020

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Independent Examiner

P Underwood FCCA, Morris Crocker, North Street, Havant, PO9 1QU

Administration Information

Tonic Music for Mental Health is a company limited by guarantee, as well as a registered charity. The organisation was created in 2012 and the charity was created on 12th June 2020.

The written constitution and governing document is the Memorandum and Articles of Association, which were created in 2020 when the organisation formed as a charity.

Recruitment and appointment of Trustees / Directors:

Periodically the trustee board will complete a skills audit to seek to address identified skills gaps when appointing new trustees. Prospective trustees are interviewed by the Chair and the Chief Executive. Where it is agreed to proceed, they are invited to attend a meeting of the Trustee Board, sign a written consent to become a trustee and formally appointed as trustees and directors. On appointment as trustee, the trustee shall automatically become a member of the charity.

Advisory Board:

Dr John Barnes, Consultant Psychiatrist in Rehabilitation. Somerset Partnership NHS Trust (Sompar) working across community and hospital rehabilitation settings. He has been a consultant to Ash Ward low secure rehabilitation service in Bridgwater since 2011. Dr Barnes has been an advisor to Tonic since January 2019, helping the team with planning and evaluation.

Jo Tedbury is a mental health nurse and CBT therapist. She is currently the psychology lead in an NHS community mental health rehabilitation team. Jo has been an advisor to Tonic since October 2020, helping the team with writing information booklets and facilitating Acceptance Commitment Therapy (ACT) and Emotional Resilience workshops on our Tonic Rider programme.

Patrons & Ambassadors:

We are honoured to have Terry Hall (The Specials), Barry Ashworth (Dub Pistols), and Kevin Cummins (Music Photographer) as our patrons; Lynval Golding (The Specials), Gary Crowley (BBC6 Music Broadcaster), Eddie Piller (Acid Jazz), Seanie Tee (Dub Pistols), Jeff Horton (100 Club), Morgan Howell (SuperSizeArt), Denise Black (Actress) and Biff Mitchell (Festival Organiser) as ambassadors.

Administration Information

The day to day management of the organisation is delegated to the Chief Executive, Steph Langan.

The core team is made up of:

- Chief Executive (FT)
- Music Coordinator (PT)
- Recovery Through Music Lead (FT)
- Event & Fundraising Coordinator (PT)
- Editor (PT)
- Researcher / Data Analyst (PT)
- Graphic Designer (PT)
- Ska Choir (PT)

The core team are supported by self-employed music facilitators.

We have 10 regular volunteers who provide ongoing and substantial voluntary work for Tonic Music for Mental Health throughout the year. In addition, we had approximately 100 further volunteers at one-off events and festivals over the course of the year.

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Tonic Music for Mental Health is governed by a Trustee Board which meets every six-weeks, with sub-committees with specified areas of delegated authority.

The Trustees are also Directors of the company. The Trustees / Directors are ultimately responsible for all the operational activities and developments of the organisation. They have a particular responsibility for setting the strategic direction and agreeing and monitoring the impact of policies and practice. There are systems for Trustee appraisal and there are link Trustees in place for each service area. Terms of Reference for the Board and each Sub-Committee are reviewed annually. The responsibilities of staff for day to day operations are set out in Tonic Music for Mental Health's Acting in Absence Procedures.

The Trustees / Directors will allocate an away day twice a year for their own training and development. Trustees will also take the opportunity to undertake other relevant conferences, training and networking events, reporting back learning gained to the Board as a whole.

Tonic Music for Mental Health is committed to being a diverse and inclusive charity. We believe that a diverse board can make better decisions, improve the quality of governance and increase public trust. Board membership includes a range of ages, lived experience of mental health issues and diverse backgrounds. We strive to represent, as a board, the communities we exist to serve.

New trustees will receive an induction which includes visits to projects to meet staff and participants and hear about Tonic Music for Mental Health's work. Trustees will participate fully in staff induction days. A trustee handbook covering the role and responsibilities of trustees including key organisational documents such as risk management, safeguarding, health and safety and fundraising policies is provided to each new trustee. This handbook is also available on a shared trustee drive. This handbook will be updated annually. Trustees sign a Code of Conduct on joining the board.

Public benefit

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. The trustees refer to public benefit throughout this report.

What we do

We provide creative opportunities for people with mental health problems. We run many free workshops and groups, including vocals, guitar, bass, art & craft, creative writing and performance anxiety. We also run two choirs – the Tonic Ska Choir and Tonic Punk Choir. Pre Covid-19, the ska choir performed at gigs, festivals, rallies and events. All of these free services provided a safe environment for people experiencing mental health problems to express themselves creatively.

The facilitators that provide our services are professionally trained artists and musicians; this includes classically trained vocalists and university educated session musicians. They cater for mixed ability groups, as well as facilitating structured courses for those who want to develop their skills further.

Tonic services are principally designed for people experiencing mental health problems. We provide creative support for people using mental health services, as well as people without a formal diagnosis who self-refer to our service.

Mission, Charitable Objects, Vision, Values and Activities

Mission

Our mission is to:

Raise mental health awareness, challenge stigma and promote mental wellbeing through music and the arts.

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The objects of Tonic Music for Mental Health as set out in our Memorandum of Association are:

- 1) The relief of mental illness, in particular but not exclusively, by providing opportunities to participate in music and the arts
- 2) The advancement of education of people with mental illness in music and the arts

Vision

Tonic Music for Mental Health's vision has set out what we want to achieve for the organisation:

- We strive for a world where people suffering from mental illness are no longer marginalised – an inclusive and just world, where people suffering from mental illness have the hope, support and respect they deserve.
- We strive for a future where those facing adversity through mental illness feel safe and supported – a future where we have the services needed to achieve good mental health and emotional wellbeing for all.

We see an opportunity to achieve this:

- By providing non-clinical community environments in which people can find purpose and a sense of belonging, we can support people in their recovery from mental illness.
- By normalising the participation of people suffering from mental illness we can break the stigma and create a kind and inclusive society.
- By promoting mental wellbeing through music and the arts, we can give people the hope, support and respect they deserve.

Values

Our values are:

1. We believe that participation in music and the arts can promote and sustain the mental wellbeing of everyone involved.
2. We believe in standing up for the rights of people suffering from mental illness, who deserve hope, support and respect.
3. We believe in a recovery-based approach to mental healthcare. People's lives should be about more than just survival.
4. We believe that finding purpose and a sense of belonging can be an effective tonic for mental illness.
5. We believe that the stigma, discrimination and marginalisation of people suffering from mental illness is an injustice that needs to be put right.
6. We believe that discussion, education and inclusion are a means to reducing stigma and breaking down barriers.
7. We believe that participation in music and the creative arts can support people in their recovery from mental illness, and empower them to become the best versions of themselves. Creative therapies have long been known to aid in recovery.
8. We believe that the practice of waiting for people to reach crisis, and then treating them at great expense – as the public sector model currently does – is failing some of the most vulnerable people in our society. Tonic aims to prevent crisis in the first place, by lifting people up before they hit rock bottom. Early intervention saves lives.
9. We believe in health equality. There should be equality between physical and mental healthcare.
10. We believe in the importance of trust, which is built through the transparency and integrity of our organisation.

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Significant Activities

We are a provider of creative mental health services, and during 2020-2021 provided support across 6 main groups of services and activities:

Activities	Main Features
Creative Workshops, Courses and 1-1 Tuition	<p>After moving our music workshops online back in 2020 we continued to run them over zoom until June 2021.</p> <p>Our online programme, taught by Tonic's music facilitators, consisted of a Bass Workshop and two Vocal Workshops focusing on theory, technique and learning new songs each term, and a Music Discussion group where participants could chat about music and have the opportunity to socialise.</p> <p>By taking part in our online Recovery Through Music programme participants were able to develop new skills and engage with other participants in a safe, supportive online space.</p> <p>In June, we made the decision to pause our online Recovery Through Music Programme to focus on developing a new in-person programme launching in 2022.</p>
Tonic Ska Choir & Tonic Punk Choir	The Choirs have continued over Zoom during the year, restarting in the summer of 2021.
Outreach & Education	Tonic began to offer Mental Health First Aid training via its new industry focused Tonic Rider service.
Tonic Live	No gigs took place during the reporting period due to covid but a range of gigs are planned for 2021/22.
Volunteering Opportunities	Providing a range of volunteering opportunities at festivals and live music gigs and events.
Donation of Instruments & Event Ticket	<p>We give free event tickets to Tonic users and provide the support needed to help those isolated by mental illness to attend events and connect with their community.</p> <p>We support people to produce music by providing access to recording sessions. We also donate instruments to those in need.</p>
Tonic Rider	Promoting good mental health in the music industry: programme of online training courses, support groups and taught workshops - free to all music industry professionals.

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Peer Support Group	Weekly 90-minute group across six weeks supporting participants in an open space to be heard and share their experiences with other music industry professionals (funded by Help Musicians).
Mental Health First Aid	Two-day (First Aider) and one-day (Champion) courses training participants how to identify, understand and help someone who may be experiencing a mental health issue (MHFA England accredited).
Mental Health Awareness in the Music Industry	Six-hour course provided by Rachel Jepson training music industry professionals about the issues unique to the music industry and how they affect mental health (CPD accredited).
Wellbeing Group	Weekly 90-minute group across six weeks supporting participants with goal-based planning around nutrition, sleep and physical health.
Everybody Hurts: Help with Depression	Online guide focusing on depression with sections on signs/symptoms, self-help advice and signposting to other support.
Suicide Prevention Safety Plan	Online guide focusing on suicide prevention with sections on grounding techniques, safety statements and self-soothing kits.

Tonic have been based at 119 Highland Road, Portsmouth for the past four years. We rent a small corner shop and basement studio from a private landlord. We are located in a predominantly residential area with a small parade of independent shops. We are based approximately a two-minute walk from the busy and popular Albert Road. The total space of the shop and studio is 50 square metres. The shop has not been open since March 2020 due the Covid-19 and plans for reopening are under review with a preference to find more flexible premises. The shop at this point remains in place for post and storage.

Tonic Music for Mental Health works in Portsmouth, the South Coast, Somerset and London. Our support is focused on using creativity to support mental health recovery. We offer support to those in greatest need who access secondary mental health services and in-patient care, and support to people with mild to moderate depression and anxiety.

We work in places where people are at their most vulnerable, including in-patient units and work with marginalised communities.

A Year in Numbers

- **7 Online Raffles raising £6657 in total.**
- **1 Week of Online DJ sets raising £712. .**
- **Four donations made in memory of loved ones raising £23,670.**
- **Eight people undertaking sales and challenges raising £4991.**
- **Five music releases/sales raising £3672.**

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- 89 participants registered onto the Tonic Rider programme following the launch in January.
- 36 spaces were offered on the Peer Support Group across three cohorts.
- 32 spaces were offered on the Mental Health First Aid: Champion course across two cohorts.
- 32 spaces were offered on the Mental Health Awareness in the Music Industry course across two cohorts.
- 12 spaces were offered on the Wellbeing Group.
- 122 People using the Everybody Hurts online resources.

Monitoring our Performance

Trustees monitor the performance of our creative programmes. Our Tonic Rider Coordinator has started an evaluation of our work across both programmes to measure its impact working alongside the Tonic team and Trustees. The evaluation will be measured alongside our vision and mission. The Recovery Through Music programme uses the 20-item Recovering Quality of Life (ReQoL-20) scale to measure participants' quality of life. This scale is included in the registration form and will be used as a monitoring tool upon the re-opening of in-person workshops and the Tonic Ska Choir.

The Tonic Rider programme uses the 7-item Generalised Anxiety Disorder (GAD-7) assessment, 9-item Patient Health Questionnaire (PHQ-9) and 14-item Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS-14) to measure participants' self-reported levels of anxiety, depression and mental wellbeing, respectively. All three were included in the registration form and used as a weekly monitoring tool as part of the six-week Peer Support Group. In the first cohort (Term 2), the GAD-7 and PHQ-9 were used, and from the second cohort (Term 3) onwards, the WEMWBS-14.

Peer Support Group - Term 2

	<u>GAD-7</u>		<u>PHQ-9</u>	
<u>Participant (ID)</u>	<u>Pre</u>	<u>Post</u>	<u>Pre</u>	<u>Post</u>
1	14	11	14	10
2	7	0	8	1
4	2	1	7	7
5	14	13	15	17
6	20	7	23	14
7	1	1	0	0
8	7	6	7	6
9	13	3	8	2
10	6	16	8	13
12	6	3	4	2
Avg (M):	9	6.1	9.4	7.2

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In Term 2, both the average GAD-7 and PHQ-9 post-scores (i.e. measured after the six-week Peer Support Group) were lower than pre-scores (i.e. measured before the six-week Peer Support Group), with the former 2.9 points lower and the latter 2.2 representing an improvement in anxiety and depression scores.

Peer Support Group - Term 3

WEMWBS-14

<u>Participant (ID)</u>	<u>Pre</u>	<u>Post</u>
17	36	40
34	48	55
44	45	52
48	46	62
51	52	62
53	43	42
Avg (M):	45	52.2

In Term 3, the average WEMWBS-14 post-score was lower than the pre-score, with an increase of 7.2 points representing an improvement in mental wellbeing scores..

We have a strong presence on social media across Facebook, Instagram and Twitter with distinct branding for our Tonic Rider programme. Our YouTube channel is fast gaining momentum since our increase of uploaded video content from our Tonic Ska Choir and promotional videos.

Goals, Expectations and Perceived Benefits

Recovery Through Music

Responses from registration form about what people want to achieve:

Advancing existing skills	50.8%
Confidence building	71%
Distraction	40.3%
Having fun	44.4%
Learning new skills	70.2%
Meeting new people	43.5%
Performing live	59.7%
Recording / publishing	37.1%
Reduce symptoms	46.8%

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Reducing isolation	32.3%
Reducing loneliness	35.5%
Socialising	88.7%
Space to feel safe	40.3%
Supporting another participant	16.9%
Working on projects with others	63.7%

Non-listed responses:

"Helping to fundraise"	0.8%
"Learning through workshops"	"
"My boss told me to"	"
"Specifically to manage my mental health"	"

Tonic Rider

Responses from participants about what benefits they want from the programme:

- I work with musicians who all have massive highs and massive lows. All very different characters and so I support them in very different ways. I reckon I would benefit from MHFA as it's always good to have extra help and advice (and insight) to be able to give them all the best encouragement and support that I can. I try to take away all the stress from them before stage time so they can concentrate on performing. I usually feel incredibly stressed myself as I'm doing everything I can for 7 different people to make them feel good. Often say to myself that I can't do it any more - but then as soon as it's "stage time" I just love it!
- Unless you work in our industry, you will never understand what we do or how the sudden loss of it has affected us. To be able to work alongside people who truly understand and are qualified to work on mental health issues will be amazing and right now is 100% essential to me
- This would give me the tools to recognise and help with Mental Health issues in my own life, amongst friends & family and also within the workplace. With the recent year and when events do start to open up again on small or large scales, I think mental health of people will be so important. People have been isolated, cooped up and have not had personal interaction with people for so long that this will have an effect in so many ways. Mental health has not been recognised as an issue that we can deal with together in the past and increasing routes of help could be a lifeline to some.
- To be able to support those who I work with in the music industry and have better awareness.
- To help others in crisis. Working in nightlife, this would be advantageous as I promote events and have seen first hand meltdowns. Would be great to know what is best to say in this instance. I am currently seeing a mental health professional and have support which many do not have. I was raised in a cult and have ongoing support.
- As a tour manager it will give me the keys to support the artist and crew I'm working with - providing a safe environment of communication and understanding.
- To get a better understanding of the pressures of the music industry and how this can affect mental health and what we can do to help people in this situation.
- I work in live music, festivals and lecture music students. I feel that this would support me. I tour and support young artists so it would be super helpful.
- I want to find out how to talk with my music industry pals about mental health, and spread the word.
- The peer support group, working on performance anxiety and confidence, increasing my knowledge of how to help others.

As someone who has worked in the industry in various roles, I have experienced issues both in my working and personal life which have affected my mental health. I have also seen it from the other side - including peers and fellow creatives/artists suffering - sometimes to detrimental effect. I would like to use my own experiences to help others and learn more about ways to

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- improve my own wellbeing and also help co-workers and friends I have made through working in music.
- I am manager of a music university campus and want to support students with better understanding of issues.
- Discussion of mental health issues amongst industry professionals and being able to support colleagues and artists.
- It would be great to see how other musicians have been coping over the last year and to share experiences. I feel I'd have both a lot to offer and to gain..
- I have had a year of bad mental health due to Bipolar and severe depression. I have been scared of playing music and want to enjoy it again. also to reduce the pressure of being an addict in the music industry.
- As a studio owner I often meet lots of musicians who on occasion open up to me. So it would be great to understand them better and help where possible.
- It would help me understand the mental health side of things within the music industry and enable me to help others.
- It will improve my ability to deal with mental health issues when on tour and be more qualified in this area.
- To get more in-depth knowledge on how to work and support musicians and crew in my work. Also myself and my co-workers .
- As general manager I oversee our programmes, education and training provisions for members. I would like the opportunity to attend MHFA training so I am more familiar with its content, in order to explore how this might be made more available to music managers (or members of their wider teams) in order to benefit the mental health of those they work with in the industry.
- I spend every day of my working life with musicians in musical situations. I think that being able to handle mental health within the workplace would really benefit myself and the clients that I work alongside.
- Be more confident and aware of mental health issues and how to deal with people/clients at music events and venues
- Being equipped to support and assist crew or musicians in need.
- By providing myself support, help & advice from like-minded people in my industry
- Self growth is something I am naturally inclined towards and I really do like helping others also. Having been in the business for 25 years, I am very much aware of the varying issues that everyone faces and having the tools to navigate more effectively would be most welcome.
- To gain more knowledge about mental health, to raise awareness, confide and speak to others, a safe place
- As someone who has struggled with mental health issues myself, I feel that I would be able to help others feeling the same/similar thoughts. I also want to help break the stigma around men's mental health as I feel there is still work to be done in this field.

Health and Wellbeing

Mental Health - Recovery Through Music new participants breakdown by diagnosis:

	<u>Formal mental health diagnosis</u>
Anxiety	43.5%
Bipolar Disorder	10.5%
Borderline Personality Disorder (BPD)	5.6%
Depression	48.4%
Obsessive Compulsive Disorder (OCD)	1.6%
Panic Disorder	4%

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Post Traumatic Stress Disorder (PTSD)	16.1%
Psychosis	6.5%
Schizophrenia	7.3%
Schizo-Affective Disorder	3.2%

Non-listed responses:

Autism	1.6%
Emotionally Unstable Personality Disorder	"
Anorexia Nervosa	0.8%
Aspergers	"
Binge Eating Disorder	"
Complex PTSD	"
Depersonalization-Derealisation Disorder	"
Stress	"
Substance Use Disorder	"

Mental Health- Tonic Rider participants breakdown by diagnosis:

	<u>'I have personally experienced without a formal diagnosis'</u>	<u>'I have been formally diagnosed'</u>
Anxiety (i.e. Generalised Anxiety Disorder)	50.6%	25.8%
Bipolar Disorder	7.9%	5.6%
Borderline Personality Disorder (BPD)	3.4%	4.5%
Depression (i.e. Major Depressive Disorder)	25.8%	25.8%
Obsessive Compulsive Disorder (OCD)	15.7%	3.4%
Panic Disorder	21.3%	4.5%
Post Traumatic Stress Disorder (PTSD)	18%	6.7%
Psychosis	9%	1.1%
Schizophrenia	3.4%	-
Substance Use Disorder	18%	2.2%
<u>Non-listed responses:</u>		
Attention Deficit Hyperactivity Disorder (ADHD)	1.1%	1.1%
Insomnia	-	2.2%
Complex PTSD	1.1%	-
Cyclothymic Personality	"	-
General Low Mood	"	-
Mood Disturbances	"	-
Paranoia	"	-
Stress	"	-
Suicidal Thoughts	"	-
Anorexia Nervosa	"	-
Postnatal Depression	-	1.1%
Reactive Depression	-	1.1%
	-	1.1%

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How have we done?

Feedback from Recovery Through Music participants

Items were measured by level of satisfaction on a Likert scale scored 1 to 10 (1 = Not at All - 10 = Really). From January 2021, the scale points were reduced to 1 to 5 (1 = Not Satisfied - 5 = Really Satisfied), therefore, scores have been converted as follows: 1 (2021) = 1-2 (2020); 2 = 3-4; 3 = 5-6; 4 = 7-8; 5 = 9-10.

All workshops

	<u>5 (9-10)</u>	<u>4 (7-8)</u>	<u>3 (5-6)</u>	<u>2 (3-4)</u>	<u>1 (1-2)</u>
Did the session meet your expectations?	81.3%	17.3%	-	-	-
Did you learn something new?	84%	5.3%	10.7%	-	-
Will you be able to use what you have learnt to help improve / manage your mental wellbeing?	69.3%	28%	1.3%	1.3%	-
How engaging was/were the facilitator(s)?	90.7%	9.3%	-	-	-
How suitable was the venue?	70.7%	22.7%	6.7%	-	-
Overall, how happy were you with the session?	86.7%	13.3%	-	-	-
Would you recommend this workshop / course / choir to others?	93.3%	6.7%	-	-	-

Comments

All RTM workshops

- Jason is an outstanding coach. He really engages with his audience and brings people along at the pace they learn best. What I see a lot is his patience with people and empathy towards how they show up at the workshops. His passion for bass guitar and mastery of his subject enable him to teach the theory and get people playing at the same time so they learn the skills and build enthusiasm for the course. Keep it up Jason!
- Superb session, brought together lots of strands Jade had been developing over previous weeks – some real light bulb moments, and a huge confidence builder to be encouraged to ditch the original version and do our own.
- The blended learning of Jason displaying the lesson both physically and through tab form was really useful.
- Great to have a new way of learning song lyrics – incredible how quickly we learned the notes and timings of a song we were not familiar with. And great to have a week without theory – the theory was in my head and I was applying it as we sang all session.

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- I love that when Jade introduces some difficult theory/practice, she makes it clear that we won't get it right straight away, that it's a process and we need to keep doing it for a while before we start getting it right – a supportive, encouraging way to teach. And no matter how hard the session, we always find things to laugh about.
- I have a tribunal case to attend tomorrow regarding my dismissal from work for having depression, so having this hour to fully immerse myself in something I enjoy has given me a welcome break from the stress of it.
- Jason is a very good teacher and his way of explaining music is very easy to follow and understand.
- These sessions are really helping me with my mental health. I always feel uplifted after a session. I will work on opening up my throat and speaking/singing my truth.
- Thanks again Jade, Thankyou for helping me with my confidence. I really do enjoy our sessions.
- Thank you Jade for another great session. Thank you for raising my confidence. Will try and hold on to it for next week.
- Thank you Jade for a great term, I have learnt so much and my confidence has grown thanks to your unwavering support.

Feedback from Tonic Rider participants

Items were measured by level of satisfaction on a Likert scale scored 1 to 5 (1 = Not at All; 2 = Slightly; 3 = Moderately; 4 = Very; 5 = Completely)

Peer Support Group x 3

	<u>Completely</u>	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Not at All</u>
Topics discussed	26.7%	53.3%	20%	-	-
Support offered or provided	60%	25.7%	13.3%	-	-
Facilitators and co-facilitators	86.7%	13.3%	-	-	-
Accessibility of the sessions	75%	25%	-	-	-
Fellow participants	66.7%	26.7%	6.7%	-	-
Overall	73.3%	20%	6.7%	-	-

Mental Health First Aid (Champion Training - MHFA England accredited) x2

	<u>Completely</u>	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Not at All</u>
Knowledge and skills provided	53.3%	40%	6.7%	-	-
Support offered or provided	66.7%	33.3%	-	-	-
Facilitators and co-facilitators	46.7%	53.3%	-	-	-
Materials used	60%	40%	-	-	-

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Fellow participants	40%	40%	20%	-	-
Overall	80%	20%	-	-	-

Mental Health Awareness in the Music Industry (provided by Rachel Jepson - CPD accredited) x2

	<u>Completely</u>	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Not at All</u>
Knowledge and skills provided	16.7%	50%	16.7%	16.7%	-
Support offered or provided	33.3%	50%	16.7%	-	-
Facilitators and co-facilitators	16.7%	50%	16.7%	16.7%	-
Materials used	16.7%	66.7%	-	16.7%	-
Fellow participants	33.3%	66.7%	-	-	-
Overall	16.7%	50%	33.3%	-	-

Wellbeing Group x1

	<u>Completely</u>	<u>Very</u>	<u>Moderately</u>	<u>Slightly</u>	<u>Not at All</u>
Knowledge and skills provided	50%	50%	-	-	-
Support offered or provided	100%	-	-	-	-
Facilitators and co-facilitators	100%	-	-	-	-
Materials used	100%	-	-	-	-
Fellow participants	100%	-	-	-	-
Overall	75%	25%	-	-	-

Note: the Peer Support Group and Wellbeing Group in Term 3, started on the 21st and 24th June, respectively, with both groups finishing after the 30th June. Therefore, mid-term feedback has been used for these groups.

Across all groups and workshops, 100% of respondents would recommend the programme to other music industry professionals.

Comments

Peer Support Group x 3

- I enjoyed all of it. But mainly it felt like a safe space to share experiences without fear of judgement.

TONIC MUSIC FOR MENTAL HEALTH LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2021

- It was nice that everyone felt comfortable enough to share how they were feeling. It's a great opportunity to get things off your chest and realise you're not the only one going through certain worries.
- All participants were in the same industry and have a common thread
- The rawness and realness from everyone involved was a good strong vibe
- I think all of us were taken aback just how helpful the group was, the experience and connection was invaluable. Big thank you Adam and Jade and Tonic. This Peer Group was crucial in helping improve my mental health. I feel less alone and fearful, more functional.
- I liked Adam's facilitation style, it made me feel safe within the group. Boundaries were set and observed. There was a wonderful sense of camaraderie and shared experience that other people would have no knowledge about if they did not work in the music industry. This togetherness gave me hope and reassurance. I have been wondering about leaving the music industry but this group gave me hope and courage. Adam is a talented facilitator and therapist. His observations and reflections were intelligent and perceptive. He easily sensed the spirit of the group and offered up thoughts and reflections which really helped me. He gently offered strategies that I was able to apply in my life outside of the group. I was blown away by the professionalism of Tonic. I had reservations that it would be a two-bit wellness strategy which are popping up everywhere in the music industry. We need professionals with cleared demarcated boundaries. I always felt self and able to share. I was amazed how quickly we gelled and were able to reflect and help one another. This is essential for the music industry with its unique challenges. Many production people have been forgotten about in the pandemic. I felt valued and cared for. I feel Like I have met friends for life. An amazing experience - thank you Adam, Jade and Tonic - you have been amazing. I am grateful for your time given, your skills and care - thank you. Thank you to Tonic too - I will support and share how amazing you have been.
- Very realistic, not often people have a place to discuss the issues that arise out of the mechanics and issues around music making.

Mental Health First Aid (Champion Training - MHFA England accredited) x2

- This will help me enormously with the running of Mayfield Records, thank you :)
- Lee, the facilitator, was amazing, great in getting the point across, just the right amount of humour even though we were discussing serious topics, which I feel is necessary as can get very bogged down if continually discussing the seriousness of something, very conscious that the people in the group would have had their own experiences around mental health / suicide and was respectful of this allowing people to express their feelings around this and validating it.
- I really enjoyed the course and look forward to putting what I have learnt into action to assist others.
- I always prefer going in person on a course, but actually found the zoom experience better than I had expected. It was more interactive than I expected it would be, and I loved that we were able to go into breakout groups. As far as the course content, I thought it was just right for a one-day event. Thank you
- The facilitator was approachable and very knowledgeable.
- The facilitator's knowledge when answering questions was interesting and insightful.
- Very friendly and easy going group, I learnt a lot and not too overloaded with info,
- Good speed, covered a lot, kept interactive. Worked well even over Zoom which isn't always that easy.
- Lee was very engaging, the material was good and it was well-run.

Mental Health Awareness in the Music Industry (provided by Rachel Jepson - CPD accredited) x2

- The discussions really lifts this course to another level, people come from various backgrounds and have various experiences. It makes you hear different perspectives.
- It was really thought provoking and felt like part of a movement.
- Thank you for the course. It was interesting to take part and was food for thought. I have been around a lot of people suffering mental health and abuse issues and really needed more advice on how to talk to people and get help directly.
- Easy access to anyone at any level involved in the music industry.

TONIC MUSIC FOR MENTAL HEALTH LTD

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 JUNE 2021

Wellbeing Group x1

- Great course, informative, good to learn tips and experiences from others too.
- I like the interaction between people and setting goals.
- Brigitte is very warm and informative.

Future Plans

Despite the impact of Covid-19, Tonic is looking to continue to expand its operations and new premises that are more able to meet the needs of our growing number of users as well as offering the flexibility the charity needs to grow and adapt to new technology and a post Covid-19 world.

Costs associated with the new premises within the 2021/22 financial year have been planned for within the budget as well as potential income generation opportunities new premises will offer.

Our services will be further increased to include greater support, such as one-to-one counselling, and we hope to offer further workshops and choirs, taking on more staff and volunteers in the process. This will include increasing our ability to offer more people support outside of the Portsmouth area.

We will build on the early success of the Tonic Rider programme to further support the mental health of music industry professionals by launching two new taught workshops and one training course before the end of the year. The workshops will be on Emotional Resilience - teaching participants strategies for coping and regulating emotions in everyday life - and Acceptance Commitment Therapy - teaching participants mindfulness practice and using values to aid mental health. Alongside these, the Suicide Intervention course will train participants to identify and intervene appropriately in situations where someone is having thoughts of suicide. In addition, an in-person Peer Support Group will be launched in London, with a view to holding others across the UK in 2022.

Tonic Music for Mental Health now has a whole year with charity commission status and will continue to review our systems, governance and evaluation methods to strengthen our charity as it grows. We continue to use our charity status to apply for grant funding towards our increasing core costs and to fund future work.

Covid-19 Impact

We are finally beginning to attend events after 18 months; this is crucial in terms of reaching out to people in need, spreading our message and raising much needed funds. We will continue to do this where it is safe for our staff and volunteers.

We have provided all of our services on-line over the last year; this has been a challenge but at the same time an opportunity to reach people outside of our normal areas of operation. We have begun to offer face to face sessions but will continue to use a blend of approaches going forward.

To support the move to online we have implemented a number of systems including:

Google Workspace - Initially, it replaced all of the old email addresses with @tonicmusic.co.uk addresses. Since then, its use has greatly increased to include a variety of core Tonic functions to make collaboration between Tonic staff much easier, especially when working from home.

Website - this was rebuilt spring of 2020 and has been revised on numerous occasions since to keep supporters and users up to date with our work. This includes our Tonic Blog.

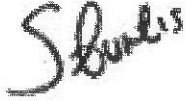
Zoom - this has been used for external video calling between Tonic staff and participants to enable support to continue in a safe way.

Policy - to take account of remote support and working we updated the Participant Handbook, website and email policies and created an online Safeguarding policy.

TONIC MUSIC FOR MENTAL HEALTH LTD

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 30 JUNE 2021**

Approved by order of the board of trustees on 16 March 2022 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'S Curtis', written in a cursive style.

S Curtis - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
TONIC MUSIC FOR MENTAL HEALTH LTD**

Independent examiner's report to the trustees of Tonic Music for Mental Health Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



P Underwood
FCCA
Morris Crocker
Chartered Accountants
Station House
North Street
Havant
Hampshire
PO9 1QU

Date: 16 March 2022

TONIC MUSIC FOR MENTAL HEALTH LTD

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 30 JUNE 2021**

		2021 Unrestricted fund £	2020 Total funds £
INCOME AND ENDOWMENTS FROM	Notes		
Donations and legacies	2	162,153	59,624
Other trading activities	3	<u>3,341</u>	<u>29,615</u>
Total		165,494	89,239
 EXPENDITURE ON			
Raising funds	4	19,909	23,300
Charitable activities	5		
Charitable activities		119,818	43,522
		<u> </u>	<u> </u>
Total		139,727	66,822
		<u> </u>	<u> </u>
NET INCOME		25,767	22,417
 RECONCILIATION OF FUNDS			
Total funds brought forward		26,322	3,905
		<u> </u>	<u> </u>
TOTAL FUNDS CARRIED FORWARD		<u>52,089</u>	<u>26,322</u>

The notes form part of these financial statements

TONIC MUSIC FOR MENTAL HEALTH LTD

**BALANCE SHEET
30 JUNE 2021**

	Notes	2021 Total funds £	2020 Total funds £
FIXED ASSETS			
Tangible assets	11	4,271	4,157
CURRENT ASSETS			
Stocks	12	1,000	2,000
Debtors	13	3,191	495
Cash at bank and in hand		<u>49,861</u>	<u>37,003</u>
		54,052	39,498
CREDITORS			
Amounts falling due within one year	14	(6,234)	(17,333)
NET CURRENT ASSETS		<u>47,818</u>	<u>22,165</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>52,089</u>	<u>26,322</u>
NET ASSETS		<u>52,089</u>	<u>26,322</u>
FUNDS	15		
Unrestricted funds		<u>52,089</u>	<u>26,322</u>
TOTAL FUNDS		<u>52,089</u>	<u>26,322</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 16 March 2022 and were signed on its behalf by:



S Curtis - Trustee

The notes form part of these financial statements

TONIC MUSIC FOR MENTAL HEALTH LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, 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 Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees consider that there are no material uncertainties regarding the charity's ability to continue as a going concern.

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.

Tangible fixed assets

Tangible fixed assets are depreciated over their estimated useful lives as follows:

Furniture	10% straight line
Computer	33% straight line

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation 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

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments

The charity only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable and investments in stocks and shares. The measurement basis used for these instruments is detailed below.

TONIC MUSIC FOR MENTAL HEALTH LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

1. ACCOUNTING POLICIES - continued

Financial instruments

Debtors and cash at bank

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Cash at bank and in hand included cash held on deposit or in a current account.

Creditors and provisions

Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	125,179	39,624
Grants	<u>36,974</u>	<u>20,000</u>
	<u><u>162,153</u></u>	<u><u>59,624</u></u>

3. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Fundraising events	-	28,464
Merchandise sales	<u>3,341</u>	<u>1,151</u>
	<u><u>3,341</u></u>	<u><u>29,615</u></u>

4. RAISING FUNDS

Other trading activities

	2021	2020
	£	£
Purchases	3,880	9,725
Event acts and bands	13,069	13,575
Paypal fees	2,704	-
Gift aid commission	<u>256</u>	<u>-</u>
	<u><u>19,909</u></u>	<u><u>23,300</u></u>

TONIC MUSIC FOR MENTAL HEALTH LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable activities	<u>109,162</u>	<u>10,656</u>	<u>119,818</u>

6. SUPPORT COSTS

	Finance £	Governance costs £	Totals £
Charitable activities	<u>14</u>	<u>10,642</u>	<u>10,656</u>

Support costs, included in the above, are as follows:

Finance

	2021 Charitable activities £	2020 Total activities £
Bank charges	<u>14</u>	<u>-</u>

Governance costs

	2021 Charitable activities £	2020 Total activities £
Accountancy fees	3,452	984
Independent examination fees	1,080	600
Legal and professional fees	5,630	-
Independent examination fees under accrual	<u>480</u>	<u>-</u>
	<u>10,642</u>	<u>1,584</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Depreciation - owned assets	<u>1,096</u>	<u>693</u>

TONIC MUSIC FOR MENTAL HEALTH LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 June 2021 nor for the year ended 30 June 2020.

Trustees' expenses

During the year no trustee (2020: none) were reimbursed out of pocket expenses totalling £nil (2020: £nil).

9. STAFF COSTS

	2021	2020
	£	£
Wages and salaries	81,348	21,670
Other pension costs	<u>3,914</u>	<u>-</u>
	<u><u>85,262</u></u>	<u><u>21,670</u></u>

The key management personnel of the Charity comprise of the Chief Executive Officer. The total employee benefits of the key management personnel of the Charity were £29,389 (2020: £12,465).

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

	2021	2020
Charitable staff	<u>6</u>	<u>2</u>

No employee received emoluments in excess of £60,000 (2020: none).

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	59,624
Other trading activities	<u>29,615</u>
Total	89,239
EXPENDITURE ON	
Raising funds	23,300
Charitable activities	
Charitable activities	<u>43,522</u>
Total	<u>66,822</u>
NET INCOME	22,417
RECONCILIATION OF FUNDS	
Total funds brought forward	3,905

TONIC MUSIC FOR MENTAL HEALTH LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Unrestricted
fund
£

TOTAL FUNDS CARRIED FORWARD

26,322

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 July 2020	6,929	-	6,929
Additions	<u>-</u>	<u>1,210</u>	<u>1,210</u>
At 30 June 2021	<u>6,929</u>	<u>1,210</u>	<u>8,139</u>
DEPRECIATION			
At 1 July 2020	2,772	-	2,772
Charge for year	<u>693</u>	<u>403</u>	<u>1,096</u>
At 30 June 2021	<u>3,465</u>	<u>403</u>	<u>3,868</u>
NET BOOK VALUE			
At 30 June 2021	<u>3,464</u>	<u>807</u>	<u>4,271</u>
At 30 June 2020	<u>4,157</u>	<u>-</u>	<u>4,157</u>

12. STOCKS

	2021 £	2020 £
Stocks	<u>1,000</u>	<u>2,000</u>

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Prepayments	<u>3,191</u>	<u>495</u>

TONIC MUSIC FOR MENTAL HEALTH LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	481	757
Other creditors	<u>5,753</u>	<u>16,576</u>
	<u><u>6,234</u></u>	<u><u>17,333</u></u>

15. MOVEMENT IN FUNDS

	At 1.7.20 £	Net movement in funds £	At 30.6.21 £
Unrestricted funds			
General fund	26,322	25,767	52,089
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>26,322</u></u>	<u><u>25,767</u></u>	<u><u>52,089</u></u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	165,494	(139,727)	25,767
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>165,494</u></u>	<u><u>(139,727)</u></u>	<u><u>25,767</u></u>

Comparatives for movement in funds

	At 1.7.19 £	Net movement in funds £	At 30.6.20 £
Unrestricted funds			
General fund	3,905	22,417	26,322
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>3,905</u></u>	<u><u>22,417</u></u>	<u><u>26,322</u></u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	89,239	(66,822)	22,417
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>89,239</u></u>	<u><u>(66,822)</u></u>	<u><u>22,417</u></u>

TONIC MUSIC FOR MENTAL HEALTH LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 30 JUNE 2021**

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 June 2021.

17. ULTIMATE CONTROLLING PARTY

The charitable company is not under the control of another entity or any one individual.