

# MULTITRACK

England & Wales · Charity number 1191498

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2020-09-28

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** Multitrack  
LY 313 Leroy House  
434-436 Essex Road  
London  
N1 3QP

**Phone** 07768328416

**Email** [hello@multitrack.uk](mailto:hello@multitrack.uk)

**Website** <https://multitrack.uk>

## Activities

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**Objects:** THE OBJECTS OF THE CIO, FOR THE PUBLIC BENEFIT, ARE: THE PROMOTION OF EQUALITY AND DIVERSITY AND THE PROMOTION OF SOCIAL INCLUSION AMONGST THOSE WHO SOCIALLY EXCLUDED DUE TO BEING MEMBERS OF A SOCIALLY AND ECONOMICALLY DEPRIVED COMMUNITY, IN AUDIO, RADIO, PODCASTING AND ASSOCIATED AUDIO PRODUCTION BY: A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF RACE OR DISABILITY, B) ADVANCING EDUCATION AND RAISING AWARENESS IN EQUALITY AND DIVERSITY; C) PROMOTING ACTIVITIES TO FOSTER UNDERSTANDING BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS; AND D) CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY AND DIVERSITY.

**Activities:** Multitrack works with production companies, broadcasters and the wider UK audio industry to address issues of accessibility and inclusivity within radio and podcasting. The Multitrack audio producer fellowship offers entry level producers in the UK paid placements at independent audio production companies, training and networking opportunities, and the chance to pitch for commissions.

## Classification

- **How:** Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

## Geography

- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-05	£62,375	£59,412	-	-
2024-04-05	£80,440	£58,773	-	-
2023-04-05	£15,982	£23,636	-	-
2022-04-05	£15,500	£5,185	-	-
2021-04-05	£7,000	£4,216	-	-

## Trustees

Name	Role	Appointed
Amy Turton		2021-01-15
Arlie Adlington		2020-09-25
Deborah Dudgeon		2021-01-14
Joseph Waldman		2021-02-12
Leanne Alie		2021-03-23
Lisa Hack		2020-09-24
Matthew Coates		2023-05-16
Nicole Logan		2020-09-24

**MULTITRACK**

England & Wales - Charity number 1191498

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# Accounts

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## Trustees' Annual Report for the period

From 06/04/24  
To 05/04/25

Period start date  
Period end date

Charity name: **Multitrack**

Charity registration number: **1191498**

### Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The promotion of equality and diversity and the promotion of social inclusion amongst those who are socially excluded due to being members of a socially and economically deprived community, in audio, radio, podcasting and associated audio production by:</p> <ul style="list-style-type: none"><li>A) the elimination of discrimination on the grounds of race or disability,</li><li>B) advancing education and raising awareness in equality and diversity;</li><li>C) promoting activities to foster understanding between people from diverse backgrounds; and</li><li>D) cultivating a sentiment in favour of equality and diversity.</li></ul>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>Our principal charitable activity is the delivery of the Multitrack Fellowship, a professional development programme for aspiring audio producers from groups that are under-represented within the audio industry. During the latter part of the year, we have also focused on developing an expanded range of complementary activities to support our charitable aims.</p> <p>The Multitrack Fellowship is delivered over a 12-week period and includes the following core elements:</p> <p>Paid work placements with audio production companies or platforms, typically comprising two six-week placements with different organisations</p> <p>Practical group training sessions, delivered one day per week for 12 weeks and led by experienced industry professionals</p>

	<p>Structured networking opportunities with peers and established industry practitioners</p> <p>An opportunity to compete for a paid commission from a national audio platform upon successful completion of the programme</p> <p>The Fellowship has a wider impact beyond the Fellows themselves. We work closely with host companies to ensure they adhere to the Multitrack Code of Practice and provide inclusive, supportive working environments. We also create opportunities for these organisations to share learning, exchange ideas, and seek guidance on improving workplace practices. In addition, individual staff members and other industry professionals are encouraged to join our volunteer network, helping to deliver the programme and promote the Multitrack ethos across the sector.</p> <p>Alongside the Fellowship, we organise open events that are accessible to people at all career stages, from industry leaders to aspiring newcomers. These events provide a forum to share experiences, discuss barriers to entry and progression, and increase understanding of the challenges faced by under-represented groups within the audio industry.</p> <p>We maintain an active social media presence, through which we regularly share job opportunities, training resources, and networking opportunities, helping to make the industry more accessible and transparent. We also participate in industry events and panel discussions to advocate for greater diversity and inclusion across the sector.</p> <p>To support ongoing professional development, we host an active WhatsApp group for Fellowship alumni, enabling members to share work opportunities, training resources, advice, and peer support.</p> <p>Through these activities, we aim to contribute to a fairer and more inclusive audio industry. This benefits individuals at all levels of the workforce and, ultimately, the wider public, who gain access to a broader and more diverse range of audio content that reflects a wider range of perspectives and experiences.</p>
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Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	All our Trustees receive a guidance pack, that includes a document on public benefit, which can be read <a href="#">here</a> .
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**Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	<p>Volunteers play a vital role in enabling Multitrack to deliver its charitable activities and achieve its aims. The organisation could not operate effectively without their contribution. In addition to the unpaid Steering Team, Multitrack is supported by a dedicated pool of volunteers drawn from across the audio industry, who contribute specialist skills, time, and professional expertise.</p> <p>During the Fellowship programme, volunteers support delivery in a number of key ways, including:</p> <p><b>Fellowship selection:</b> Volunteers from host companies and the wider industry assist with shortlisting and assessing applications against clearly defined and robust criteria, helping to ensure a fair, transparent, and high-quality recruitment process.</p> <p><b>Training and curriculum development:</b> Volunteers collaborate to design the Fellowship curriculum and learning outcomes, liaise with host companies on training content and delivery, and act as coordinators during training sessions to ensure a consistent and effective learning experience for Fellows.</p> <p><b>Masterclasses:</b> Volunteers support the delivery of a programme of Masterclasses, which this year included contributions from 10 guest speakers and 9 volunteer facilitators, broadening Fellows' exposure to industry knowledge and best practice.</p>

		<p><b>Outreach and engagement:</b> Volunteers help publicise Multitrack’s activities and resources nationally, ensuring they reach the intended beneficiaries. They also build relationships with community organisations to widen access to the Fellowship and with industry partners who can offer placements or training opportunities.</p> <p><b>Events delivery:</b> Volunteers contribute to the planning, organisation, and delivery of events, including speaking at events and supporting their smooth and effective operation.</p> <p><b>Ongoing community support:</b> Volunteers provide informal one-to-one support by responding to industry-related questions from Senior Fellows via the alumni group chat, offering advice, guidance, and peer support.</p> <p><b>Mentoring:</b> During the reporting period, volunteers were recruited to form a mentoring pool. These volunteers will be matched with Senior Fellows to provide structured mentoring support as part of a new initiative launching in the next financial year.</p> <p>Through their involvement, volunteers significantly extend Multitrack’s capacity and reach, enhance the quality of its programmes, and help embed inclusive practice across the audio industry. Their contribution directly supports beneficiaries and strengthens the organisation’s ability to deliver sustained public benefit.</p>
Other		

## Achievements and Performance

	SORP reference	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>Multitrack has grown year on year since its inception.</p> <p>Via the Fellowship programme, we have provided career changing opportunities to 39 aspiring audio producers who faced barriers to accessing audio production careers. They all received paid workplace based experience and a bespoke training programme designed and delivered by industry volunteers.</p> <p>We have worked with over 20 of the UK's leading audio and radio production companies, and in doing so insisted on Inclusion and Diversity training for each.</p> <p>During the reporting period, Multitrack has made significant progress in delivering its charitable objectives of supporting under-represented audio producers and promoting greater inclusion within the audio industry.</p> <p>This reporting year marks a significant expansion of the Fellowship itself, but also a move toward extended provision of resources and support to those outside of the Fellowship programme.</p> <p>Key achievements include:</p> <p><b>Multitrack Fellowship Progress in '24</b></p> <ul style="list-style-type: none"> <li>● Appointment of a dedicated Fellowship Manager to strengthen programme delivery.</li> <li>● <b>Record number of Fellowship applications- totalling 195,</b> reflecting increased reach and accessibility.</li> <li>● <b>Introduction of a more accessible application process,</b> including audio submissions.</li> <li>● <b>Expansion of the Fellowship</b> to a 12-week programme with more flexible participation options</li> <li>● <b>Increased opportunities for paid commissions</b> ( <a href="#">9 pieces commissioned to be broadcast by BBC Radio 3, 4 and Sounds in next reporting year</a>)</li> </ul>

- **Introduction of a publicly available online Masterclass programme** hosted by industry professionals, sharing career development and professional practice advice to aspiring producers.

#### **Expanded Fellowship Alumni Support**

- **Fellows Development Fund:** new initiative where each graduating fellow can claim up to £100 to support a professional development activity post-fellowship (this could include training, technical equipment or industry event attendance)
- **Mentoring Programme Pilot**  
Development of a structured mentoring programme to support the 2024 graduate cohort, with funding secured to commence in the 2025–26 reporting year.

#### **Expanded support for Unsuccessful Fellowship Applicants**

For the first time, all applicants unsuccessful at the interview stage were offered an hour long 1 to 1 mentoring/advice session with industry professionals.

All unsuccessful applicants were invited to attend a partnership event with BBC Audio Lab, providing career guidance and speed mentoring.

#### **Expanded industry participation/regional funding**

- **New partnership with BBC Audio Lab** builds capacity for continued funding, **provides fully funded fellowships places to 3 independent regional production houses** who would otherwise be unable to host a fellow.

Partnership also provides peer-networking opportunities for fellows.

#### **Expanded Audiences/Beneficiaries**

- **Mid-Career Support**  
During this reporting period, planning is underway for a Careering in Audio event, aimed at supporting professional development for alumni and mid-career practitioners.

## **Funding and Income Diversification**

- **First Grant Funding secured**  
During this reporting period the organisation secured its first grant funding for the Mentoring programme, increasing financial resilience.
- **Improved financial management**  
through the adoption of Xero accounting systems.
- **First Online Ticketed Events:**  
Masterclass series generated income on a pay-what-you-can ticketing system

## **Policy and Planning**

- Clear forward planning in place, with a set of communally agreed projects with leaders identified, to be developed and delivered in 2025.
- I&D, Anti-Bribery and Financial Management and Reserves policies have been added to the organisation's policy roster.

## **Beneficiary Impact**

The combination of an extended Fellowship, Masterclasses, mentoring, and alumni support has enhanced accessibility, professional development, and career opportunities for under-represented groups in the audio industry. The community Multitrack serves now reaches wider than Fellowship participants.

Feedback from participants highlights the programme's transformative effect on confidence, skills, and career progression.

## **Example quotes from 24'25 Participants**

*'Multitrack has changed the course of my life. It gave me the chance to learn skills that I have wanted to learn for decades. Most importantly, it gave me self belief.'*

*'Multitrack has unlocked a world I've always dreamed of being in. Through the placements, masterclasses and endless support, I now feel at home in this space, rather than feeling like an imposter.'*

		<p><i>'[Multitrack] has given me so many industry connections that felt out of reach before'</i></p> <p><i>'Life-changing!'</i></p>

**Additional information (optional)**

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	<p><b>Funding &amp; Finance</b></p> <p>Our last report highlighted multiple barriers to grant fundraising, including lack of financial breakdowns &amp; forecasts, up to date policies, and impact data.</p> <p>We are pleased to report that significant progress has been made in addressing each of these issues, and the organisation is in a greater state of readiness to submit applications.</p> <p><b>Greater Support for Alumni and Unsuccessful Fellows</b></p> <p>Please see the activities above. The organisation has begun to expand activity outside of the Fellowship, and reach a wider audience of beneficiaries.</p> <p>Data from Ofcom show us that DE&amp;I issues within the audio industry are keenly felt at mid-career level and we are developing interventions intended to mitigate this. This may look like greater Alumni support or mid-career support.</p> <p>This marks a significant expansion for Multitrack, which has previously focused on provision for entry-level producers.</p>
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<p>Performance of fundraising activities against objectives set</p>	<p>Para 1.41</p>	<p>During this reporting period we have received our first grant funding as an organisation- a trend that will significantly improve in the next reporting year.</p> <p>Funding from Fellowship company fees was down this year, a reflection of the state of the industry- highlighting the need to diversify income streams. However we continue to nurture relationships with the industry, including the BBC and Audible, and have achieved significant donations from them in this reporting period.</p> <p>We recognise wider corporate partnerships/sponsorship remain areas of untapped potential.</p> <p>Bids are written in-house and historic issues around capacity to source and complete bids persist. There is a need for workers and volunteers to be upskilled in this area.</p> <p>While progress has been made, greater clarity about the organisation's long-term ambitions (and therefore the projects and funding required to deliver them), is required to enable the creation of a funding strategy.</p>
<p>Investment performance against objectives</p>	<p>Para 1.41</p>	<p><b>N/A</b></p>
<p>Other</p>		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<p>The charity's financial position at the year end is its most robust to date. We move into the next reporting period holding reserves and designated funding to cover salary and running costs for the majority of the coming year.</p> <p>Reserves and designated funds are held in line with our newly created Reserves policy.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p>Calculated on the basis of allowing a £3000 contingency for redundancy, or sick pay/rehiring costs.</p> <p>Fundraising is an identified priority for 25/26, therefore a reserve for Match Funding would be an asset. If we're applying for small funds, &gt;£10k then 20% (£2k) would be an average match fund total.</p>
Amount of reserves held	Para 1.22	£5000
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	n/a
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	<p><b>Industry Funding</b></p> <p>The Fellowship is supported by an administration fee charged to all Host Companies (who offer work placements to fellows)</p> <p>In this reporting period we are developing our partnership with BBC Audio Lab, and are in negotiation with them for continued core funding. <i>(This negotiation will have a successful outcome in the next reporting period)</i></p> <p>We are also continuing discussions with Audible to re-run the Off-Mic programme for a production fee. <i>(This negotiation will have a successful outcome in the next reporting period)</i></p> <p><b>Grant Funding</b></p> <p>We have received our first grant funding this year and aim to build on this success with tailored projects and applications.</p>
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<p>Investment policy and objectives including any social investment policy adopted</p>	<p>Para 1.46</p>	<p>N/A</p>
<p>A description of the principal risks facing the charity</p>	<p>Para 1.46</p>	<ul style="list-style-type: none"> <li>● Volunteer resource/engagement-particularly amongst the leadership team</li> <li>● Reliable ongoing funding and ability to hire/retain staff</li> <li>● The declining size of the UK audio industry/ companies financial ability to participate in the Fellowship</li> </ul> <p><b>Strategic planning and managing capacity remain challenges.</b></p> <p>Whilst we have been fortunate to have a high level of new ad-hoc volunteers across this period, there has been a decrease in regular/active volunteer participation at the leadership (trustee and steering committee) level.</p> <p>Staffing hours have increased in proportion to the number and scale of projects, but not to the extent that they offset changes in volunteer participation.</p> <p>The bulk of the organisation’s core activity is increasingly being directed and absorbed by paid staff- and has arisen as a situational response rather than a managed adjustment. As a result the organisation operates in an accountability and identity grey-area, unclear whether it is staff or volunteer led.</p> <p>There is a sense that both parties expect to be guided by the other, but with neither having the capacity (or potentially desire) to provide the level of hands-on &amp; strategic leadership increasingly required to support the organisation’s growing ambition and complexity.</p> <p>Our internal organisational structure has been in a state of flux as a result. To date it has been challenging to establish a sustained Working Group system, which had intended to create a devolved/matrix system of project leaderships and accountability. The system showed signs of working as intended in the Training Team and Fellowship groups, but the commonality here is the coordination of the group by a paid staff member.</p>

		<p>Groups without this support have either stalled or fizzled out.</p> <p>The solution to this is currently unclear, but the hope is that project-based working groups based on communally agreed projects might be more successful than the more 'departmental' approach taken in 23'24.</p>
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document ( <a href="#">trust deed</a> , <a href="#">royal charter</a> )	Para 1.25	Foundation model constitution
How is the charity constituted? (e.g. <a href="#">unincorporated association</a> , <a href="#">CIO</a> )	Para 1.25	<b>CIO</b>
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Apart from the first charity trustees, every trustee must be appointed for a term of 2 years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Each new trustee receives a trustee pack which includes information about their roles and responsibilities such as; -Charitable Purposes -Organisational History - Charity Commission Guide-CICs <a href="#">The Essential Trustee</a> -Financial Summary
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

### Reference and Administrative details

Charity name	Multitrack
Other name the charity uses	n/a
Registered charity number	1191498

Charity's principal address	LY 313 Leroy House, 434-436 Essex Road, London, N1 3QP

**Names of the charity trustees who manage the charity**

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Arlie Adlington			
2	Joby Waldman			
3	Lisa Hack			
4	Deborah Dudgeon			
5	Nicole Logan			
6	Amy Turton			
7	Leanne Alie			
8	Matthew Coates	Treasurer		
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

**Corporate trustees – names of the directors at the date the report was approved**

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

**Funds held as custodian trustees on behalf of others**

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

**Additional information (optional)**

**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address

**Name of chief executive or names of senior staff members (Optional information)**

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**Exemptions from disclosure**

Reason for non-disclosure of key personnel details

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**Other optional information**

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## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s) Arlie Adlington

Joseph Waldman

Position (eg  
Secretary, Chair, etc)

Trustee

Trustee

Date 27.01.2026

27.01.2026



**Receipts and payments accounts**

**CC16a**

For the period  
from

06/04/2024

To


05/04/2025

**Section A Receipts and payments**

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
<b>A1 Receipts</b>					
Donation Income	36,419	-	-	36,419	16,070
Other Revenue	31	-	-	31	5
Fees for charitable services (Fellowship Administration Fee)	12,000	-	-	12,000	
Corporate Funding	13,604	-	-	13,604	64,365
Masterclass Donations	320	-	-	320	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<i>AR)</i>	62,374	-	-	62,374	80,440
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	62,374	-	-	62,374	80,440
<b>A3 Payments</b>					
Direct Expenses	46,467	-	-	46,467	49,569
Direct Wages	-	-	-	-	-
Advertising & Marketing	304	-	-	304	2,772
Bank Fees		-	-	-	10
Accountancy fees	732			732	
Consulting		-	-	-	1,575
Entertainment - 0%	420			420	
Entertainment-100% business	7,052			7,052	
Food and Drink - Staff & Fellows	994	-	-	994	988
Insurance	96	-	-	96	96
IT Software and Consumables	586			586	877
Speaker Fee	200			200	
Legal Expenses	35			35	269
Staff Training	65			65	93
Travel - National	2,461			2,461	2,778
<b>Sub total</b>	59,412	-	-	59,412	59,027
<b>A4 Asset and investment purchases. (see table)</b>					
<i>N/a</i>	-	-	-	-	
	-	-	-	-	
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	59,412	-	-	59,412	59,027
<b>Net of receipts/(payments)</b>	2,962	-	-	2,962	21,413
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	27,072	-	-	27,072	5,658
<b>Cash funds this year end</b>	30,034	-	-	30,034	27,071

**Section B Statement of assets and liabilities at the end of the period**

Categories	Details	Unrestricted funds	Restricted funds	Endowment funds
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		to nearest £	to nearest £	to nearest £
<b>B1 Cash funds</b>	Audible	-	-	-
	Current Account	27,132	-	-
	Dev Fund	901		
	Volunteer Expenses	1		
	Mentor Fund	2,000	-	-
	<b>Total cash funds</b>	<b>30,034</b>	<b>-</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
		<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Endowment funds</b>
	<b>Details</b>	<b>to nearest £</b>	<b>to nearest £</b>	<b>to nearest £</b>
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
<b>B3 Investment assets</b>			-	-
			-	-
			-	-
			-	-
			-	-
	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
<b>B4 Assets retained for the charity's own use</b>			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
	<b>Details</b>	<b>Fund to which liability relates</b>	<b>Amount due (optional)</b>	<b>When due (optional)</b>
<b>B5 Liabilities</b>			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Matthew Coates	08/01/2026	



Section A

Independent Examiner's Report

Report to the trustees

Multitrack

On accounts for the year  
ended

5<sup>th</sup> April 2025

Charity no

1191498

Set out on pages

Above

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 5<sup>th</sup> April 2024.

Responsibilities and  
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent  
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below \*) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records.

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.

*\* Please delete the words in the brackets if they do not apply.*

Signed:

Date:

29/01/2026

Name:

Richard Welbourne

Relevant professional  
qualification:

FCCA

Address:

Welbourne & Co Ltd

16 Birch Grove, Elm, PE14 0AP

**Section B****Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**

No matters arising.

**MULTITRACK**

England & Wales - Charity number 1191498

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# Accounts

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## Trustees' Annual Report for the period

From 06/04/23  
To 05/04/24

Period start date  
Period end date

Charity name: Multitrack

Charity registration number:1191498

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The promotion of equality and diversity and the promotion of social inclusion amongst those who are socially excluded due to being members of a socially and economically deprived community, in audio, radio, podcasting and associated audio production by:</p> <p>A) the elimination of discrimination on the grounds of race or disability, B) advancing education and raising awareness in equality and diversity; C) promoting activities to foster understanding between people from diverse backgrounds; and D) cultivating a sentiment in favour of equality and diversity.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>Our main activity is delivering the Multitrack Fellowship, a scheme for aspiring audio producers from groups that are under-represented in the audio industry.</p> <p>The core of the fellowship takes place over a 12 week period and includes:</p> <ul style="list-style-type: none"><li>• paid work placements with audio production companies or platforms (usually 4-6 weeks each at two companies)</li><li>• Practical training sessions which fellows attend together as a group, taught by industry experts (one day a week for 12 weeks)</li><li>• Networking opportunities</li><li>• A chance to compete for a paid commission for a national platform, after the completion of the fellowship.</li></ul>

		<p>The Fellowship impacts many people beyond the Fellows themselves. We work closely with the host companies to ensure they follow our Multitrack code of practice and provide opportunities for them to share ideas and seek advice on how to improve their workplaces. Individual staff members and other industry professionals are invited to join our team of volunteers, which helps facilitate the initiative and spread the Multitrack ethos.</p> <p>In addition to the Fellowship we organise events open to all, where people from all levels, including industry leaders and aspiring newcomers can discuss their experiences, and increase understanding of the barriers to entering and thriving in the profession.</p> <p>We maintain an active website and social media presence, where we regularly share job offers, training and networking opportunities and aim to make the industry more accessible. And we have appeared at industry events and on discussion platforms to advocate for greater inclusion in the industry.</p> <p>We also host an active WhatsApp group for alumni of the Fellowship to share work and training opportunities, advice and support.</p> <p>Our work to create a fairer and more inclusive industry benefits everyone at all levels of the workforce. And the general public benefits from a more diverse pool of producers, making content for a wider audience.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	All our Trustees receive a guidance pack, that includes a document on public benefit, which can be read <a href="#">here</a> .

**Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	<b>N/A</b>
Policy on social investment including program related investment	Para 1.38	<b>N/A</b>

<p>Contribution made by volunteers</p>	<p>Para 1.38</p>	<p>Multitrack could not function without its volunteers. In addition to the unpaid management team (more details below), we also have a pool of volunteers from within the audio industry who assist with a range of tasks.</p> <p>These are some of the ways in which they contribute to Multitrack during the fellowship:</p> <p><b>Shortlisting for the Fellowship:</b> volunteers from the host companies and wider industry help assess applications against strict criteria</p> <p><b>Training:</b> a team of volunteers design the curriculum and learning outcomes, liaise with host companies on training design and delivery, and act as training coordinators on the training days</p> <p><b>Outreach:</b> making sure our activities and resources are publicised in the right places for our target audience, across the country. Making links with community groups who can spread the word to potential beneficiaries, and with companies who can provide placements or training.</p> <p><b>Events:</b> helping plan, organise and run specific events</p> <p><b>Social media &amp; Communications:</b> designing flyers, helping to manage our Twitter and Instagram feeds, writing press releases etc</p> <p>In this year, the principal role of our volunteers was to contribute to the planning and development work in readiness for the '24 Fellowship.</p>
<p>Other</p>		

## Achievements and Performance

	<p>SORP reference</p>	
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<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>Multitrack has grown year on year since its inception.</p> <p>Via the Fellowship programme, we have provided career changing opportunities for 28 aspiring audio producers who faced barriers to accessing audio production careers. They all received paid workplace based experience and a bespoke training programme designed and delivered by industry volunteers.</p> <p>We have also worked with 17 of the UK's leading audio and radio production companies, and in doing so insisted on Inclusion and Diversity training for each.</p> <p>We believe that a more diverse radio and audio industry benefits not only those working or aspiring to work in it, but also listeners who benefit from stories and journalism that reflects the interests and experience of a broad section of our society.</p> <p>In 2023, we decided not to run a Fellowship as the demands on the volunteer team were leading to burnout. We used this 'off-year' as a chance to consolidate the incredible work to date, and to start making steps towards becoming a more sustainable organisation with the necessary foundations to continue our work in a healthy and efficient way, able to offer more to a greater number of people.</p> <p>We used paid staff resources to cover the organisations' administrative tasks, alleviating some of the pressure felt by volunteers. The role was expanded to take on internal organisational development work in areas the Trustees identified as requiring attention such as; organisational and financial policy and procedure.</p> <p>We also took time to reflect on our vision and values, which were updated and put on our website. As part of this planning exercise we also identified ideas for the future development, including the requirement to secure funding to employ a Project Manager for the 2024 Fellowship.</p> <p>We also revisited our onboarding and recruitment processes, creating a handbook for new joiners, equitable contract templates for freelancers, and providing opportunities to complete 'Working well with Me' documents, to enable a safe space for sharing information about workplace support needs. We shared these resources with our</p>
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	<p>2024 host companies as part of inclusive recruitment best practice, which was well received.</p> <p>We also used pockets of available time to set significant groundwork for a pilot Mentoring Scheme that we hope to develop and use in the next financial year (subject to funding).</p> <p>Alongside this internal development work, Multitrack continued to reach out to the broader community of audio creators and fulfil our mission. We partnered with Audible to launch 'Off-Mic' a season of free workshops, offering training on a variety of different off-mic roles, delivered by experts and leading industry figures across the audio sector.</p> <p>We were thrilled to receive almost 300 applications and to be able to offer workshop places to over 100 participants.</p> <p>By the end date of this report, we were preparing the outreach campaign for the '24 Fellowship Programme, for which we received our highest number of applications to date. We were in discussion with the BBC regarding a funding and skills exchange partnership that would commence in latter half of 2024.</p>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	<p><b>Financial Governance/Policy &amp; Procedure</b></p> <p>We created an organisational Financial Management policy/protocol, clarifying our policy and procedures related to banking, payment processing and authorisation of expenditure.</p> <p>We also created a formal Expenses Policy and procedure applicable to volunteers, staff and Fellows, ensuring fair and equitable responses to claims and ensuring no one is left out of pocket when conducting activities on behalf of/related to Multitrack.</p> <p>We began the process of upgrading our banking systems and accounting software to be fit for purpose. This will enable us to more easily draw financial data reports for planning, fundraising applications, forecasts as well as contributing to the overall transparency of our financial status.</p> <p>We used financial data to create an organisational budget and forecast to improve financial governance for the year ahead- enabling us to budget accurately for paid support roles.</p> <p>We also added a training allowance to this budget to empower staff and volunteers to access training that they might require in the pursuit of their role.</p> <p>All of the above have contributed to greater clarity around Multitrack’s financial position and provided the tools and information required for the charity to make more informed financial decisions and start forward-planning with greater accuracy.</p> <p><b>Additional Policy Work</b></p> <p>Problem Solving policy designed and approved, alongside a Volunteer Code of Ethics, and the groundwork completed for a Staff/Volunteer Handbook to consolidate these documents</p>
<p>Performance of fundraising activities against objectives set</p>	<p>Para 1.41</p>	<p>We strove to diversify our funding streams with corporate partnerships, but lack of volunteer resource meant this wasn’t as actively pursued as we would have liked- however groundwork was laid for partnerships that would bear fruit in the 24/25 financial year.</p> <p>We attempted two grant applications, which was a learning curve for group members who became aware of the time, complexity and level of organisational documentation and detail often required to complete them (such as financial breakdowns and forecasts,</p>

		<p>impact measures, proof of policy etc), little of which was readily at our fingertips making the process arduous.</p> <p>The hope is that some of the organisational activity listed above will go some way to resolving these issues moving forward.</p>
Investment performance against objectives	Para 1.41	<b>N/A</b>
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The charity is in a good financial position at the year end, holding reserves to cover salary and running costs for the coming months that will fund ongoing core operational costs
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Part of this income is carried forward to support the salaries of the Fellowship Project Manager, Administrator and Fellows coordinator for the year ahead. The rest is to support the ongoing work of the Fellowship (launching in May 2024)
Amount of reserves held	Para 1.22	£21,667.18
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	<b>n/a</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	<p>The Fellowship is supported by an administration fee charged to all Host Companies (who offer work placements to fellows)</p> <p>We received a production fee for our role in delivering the Off-Mic programme for Audible.</p> <p>Audible have also been supporters offering a donation toward running costs for the last 2 years.</p>
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	<p>Volunteer resource/engagement &amp; potential for burnout</p> <p>Reliable ongoing funding and ability to hire/retain staff</p> <p>The declining size of the UK audio industry/ companies financial ability to participate in the Fellowship</p>
Other		



## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document ( <a href="#">trust deed</a> , <a href="#">royal charter</a> )	Para 1.25	Foundation model constitution
How is the charity constituted? (e.g. <a href="#">unincorporated association</a> , <a href="#">CIO</a> )	Para 1.25	<b>CIO</b>
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Apart from the first charity trustees, every trustee must be appointed for a term of 2 years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Each new trustee receives a trustee pack which includes information about their roles and responsibilities such as; -Charitable Purposes -Organisational History - Charity Commission Guide-CICs <a href="#">The Essential Trustee</a> -Financial Summary
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

### Reference and Administrative details

Charity name	Multitrack
Other name the charity uses	n/a
Registered charity number	1191498

Charity's principal address	Studio 53b Hackney Downs Studios Amhurst Terrace London E8 2BT

**Names of the charity trustees who manage the charity**

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Arlie Adlington			
2	Joby Waldman			
3	Lisa Hack			
4	Deborah Dudgeon			
5	Nicole Logan			
6	Amy Turton			
7	Leanne Alie			
8	Matthew Coates	Treasurer	16/05/23-	
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

**Corporate trustees – names of the directors at the date the report was approved**

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

**Funds held as custodian trustees on behalf of others**

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

**Additional information (optional)**

**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address

**Name of chief executive or names of senior staff members (Optional information)**

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**Exemptions from disclosure**

Reason for non-disclosure of key personnel details

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**Other optional information**



## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Arlie Adlington

Joseph Waldman

Position (eg  
Secretary, Chair, etc)

Trustee

Trustee

Date

22.01.2025

22.01.2025




MultiTrack		1191498		<b>CC16a</b>
<b>Receipts and payments accounts</b>				
For the period from	06/04/23	To	05/04/24	

**Section A Receipts and payments**

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donation Income	16,070	-	-	16,070	982
Other Revenue	5	-	-	5	-
Administration Fee)	-	-	-	-	15,000
Corporate Funding	64,365	-	-	64,365	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
AR)	80,440	-	-	80,440	15,982
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	80,440	-	-	80,440	15,982
<b>A3 Payments</b>					
Direct Expenses	49,569	-	-	49,569	126
Direct Wages	-	-	-	-	10,832
Advertising & Marketing	2,772	-	-	2,772	-
Bank Fees	10	-	-	10	67
Consulting	1,575	-	-	1,575	475
Food and Drink - Staff & Fellows	988	-	-	988	-
Insurance	96	-	-	96	-
IT Software and Consumables	877	-	-	877	411
Legal Expenses	269	-	-	269	300
Staff Training	93	-	-	93	-
Travel - National	2,778	-	-	2,778	11,425
<b>Sub total</b>	59,027	-	-	59,027	23,636
<b>A4 Asset and investment purchases, (see table)</b>					
N/a	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	59,027	-	-	59,027	23,636
<b>Net of receipts/(payments)</b>	21,414	-	-	21,414	7,654
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	5,658	-	-	5,658	-
<b>Cash funds this year end</b>	27,072	-	-	27,072	7,654

**Section B Statement of assets and liabilities at the end of the period**

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Audible	17,195	-	-

	Current Account	9,875	-	-
	Training	1		
	Volunteer Expenses	1	-	-
	<b>Total cash funds</b>	<b>27,072</b>	<b>-</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
		<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Endowment funds</b>
	<b>Details</b>	<b>to nearest £</b>	<b>to nearest £</b>	<b>to nearest £</b>
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
<b>B3 Investment assets</b>			-	-
			-	-
			-	-
			-	-
			-	-
	<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
<b>B4 Assets retained for the charity's own use</b>			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
	<b>Details</b>	<b>Fund to which liability relates</b>	<b>Amount due (optional)</b>	<b>When due (optional)</b>
<b>B5 Liabilities</b>			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Matthew Coates	31/01/2025	



**Section A**

**Independent Examiner's Report**

**Report to the trustees/  
members of**

Multitrack

**On accounts for the year  
ended**

5<sup>th</sup> April 2024

**Charity no  
(if any)**

1191498

**Set out on pages**

Above

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **5<sup>th</sup> April 2024**.

**Responsibilities and  
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent  
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below \*) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

*\* Please delete the words in the brackets if they do not apply.*

**Signed:**

*Tom Wilcox*

**Date:**

03/02/2025

**Name:**

Tom Wilcox

**Relevant professional  
qualification(s) or body  
(if any):**

FCIE

**Address:**

Counterculture Partnership LLP

Bank Chambers, Main Street

Hawes, North Yorkshire, DL8 3QL

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**

**MULTITRACK**

England & Wales - Charity number 1191498

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# Accounts

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## Trustees' Annual Report for the period

From 06/04/22  
To 05/04/23

Period start date  
Period end date

Charity name: Multitrack

Charity registration number: 1191498

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The promotion of equality and diversity and the promotion of social inclusion amongst those who are socially excluded due to being members of a socially and economically deprived community, in audio, radio, podcasting and associated audio production by:</p> <p>A) the elimination of discrimination on the grounds of race or disability, B) advancing education and raising awareness in equality and diversity; C) promoting activities to foster understanding between people from diverse backgrounds; and D) cultivating a sentiment in favour of equality and diversity.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>Our main activity is running the Multitrack Fellowship, a scheme for aspiring audio producers from groups that are under-represented in the audio industry.</p> <p>The core of the fellowship takes place over a 10 week period and includes:</p> <ul style="list-style-type: none"><li>• Two months paid work placements with audio production companies or platforms (usually a month each at two companies)</li><li>• Practical training sessions which fellows attend together as a group, taught by industry experts (one day a week for ten weeks)</li><li>• Networking opportunities</li><li>• A chance to compete for a paid commission for a national platform, after the completion of the fellowship.</li></ul>

		<p>The Fellowship impacts many people beyond the Fellows themselves. We work closely with the host companies to ensure they follow our Multitrack code of practice and provide opportunities for them to share ideas and seek advice on how to improve their workplaces. Individual staff members and other industry professionals are invited to join our team of volunteers, which helps facilitate the initiative and spread the Multitrack ethos.</p> <p>In addition to the Fellowship we organise events open to all, where people from all levels, including industry leaders and aspiring newcomers can discuss their experiences, and increase understanding of the barriers to entering and thriving in the profession.</p> <p>We maintain an active website and social media presence, where we regularly share job offers, training and networking opportunities and aim to make the industry more accessible. And we have appeared at industry events and on discussion platforms to advocate for greater inclusion in the industry.</p> <p>We also host an active WhatsApp group for alumni of the Fellowship to share work and training opportunities, advice and support.</p> <p>Our work to create a fairer and more inclusive industry benefits everyone at all levels of the workforce. And the general public benefits from a more diverse pool of producers, making content for a wider audience.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	All our Trustees receive a guidance pack, that includes a document on public benefit, which can be read <a href="#">here</a> .

**Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	<b>N/A</b>
Policy on social investment including program related investment	Para 1.38	<b>N/A</b>

<p>Contribution made by volunteers</p>	<p>Para 1.38</p>	<p>Multitrack could not function without its volunteers. In addition to the unpaid management team (more details below), we also have a pool of volunteers from within the audio industry.</p> <p>These are some of the ways in which they contribute to Multitrack:</p> <p><b>Shortlisting for the Fellowship:</b> volunteers from the host companies and wider industry help assess applications against strict criteria</p> <p><b>Training:</b> a team of volunteers design the curriculum and learning outcomes, liaise with host companies on training design and delivery, and act as training coordinators on the training days</p> <p><b>Outreach:</b> making sure our activities and resources are publicised in the right places for our target audience, across the country. Making links with community groups who can spread the word to potential beneficiaries, and with companies who can provide placements or training.</p> <p><b>Ambassadors:</b> volunteers across the country who act as Multitrack representatives in their region.</p> <p><b>Fundraising:</b> spotting opportunities and helping with applications</p> <p><b>Events:</b> helping plan, organise and run specific events</p> <p><b>Social media &amp; Communications:</b> designing flyers, helping to manage our Twitter and Instagram feeds, writing press releases etc</p>
<p>Other</p>		

## Achievements and Performance

	SORP reference	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p><b>Expanding the Fellowship- geography and Participation</b></p> <p>As we approached our third year of the fellowship, we made a concerted effort to widen our reach to both host organisations and fellowship candidates.</p> <p>In the timeframe of this report, we increased the number of host companies providing a Fellowship project by 42%, with 23% increase in host companies located outside of London and the South East.</p> <p>Our ability to reach and attract candidates from our beneficiary demographic was evidenced in the Fellowship Application statics. Of those applying for the scheme;</p> <ul style="list-style-type: none"> <li>-44% were outside London</li> <li>-49% identified as being disadvantaged because of their race (compared to 13% of UK are Black, Asian and Minority Ethnic)</li> <li>-60% identified as being from a working-class background</li> <li>-54% were disabled or had a long term health condition (compared to 20% UK population)</li> <li>Almost 9% of applicants were transgender</li> <li>15% had caring responsibilities</li> </ul> <p>The majority (63%) had only voluntary experience in audio production</p> <p>Candidates selected for the Fellowship were from as far afield as Bristol, Manchester, Glasgow and Aberdeen, and that meant finding companies in those areas that could offer paid placements.</p> <p>That involved a great deal of outreach, and due diligence to ensure the companies were able to offer suitable training and support, adhering to our values, and within their own work capacity. In this year we had host companies in Edinburgh, Manchester, Salford and Bristol, as well as London.</p>

Having a broader range of candidates both in terms of geography and participation, meant more challenges in terms of getting the Fellows together in the same room for training, socialising and networking opportunities. We successfully achieved this on a number of occasions, meeting both in London and Manchester.

#### **Feedback From Fellows:**

At the close of the Fellowship we gather feedback about the experience from both Fellows and Companies by which we evaluate our performance. The results from both groups were exceptionally positive- for example;

We asked Fellows: 'To what extent do you think being a Multitrack Fellow will help progress your audio career?'

100% responded 'A great deal'

We received qualitative feedback about our impact such as;

*'I can navigate this industry better now that I know the things I know thanks to multitrack'*

*'Through Multitrack, I made connections and got work experience I can depend on to push my career forward'*

#### **Industry Feedback:**

Multitrack aims to foster understanding of inclusion within the industry and also surveys host companies to measure feedback against these aims.

Some examples of qualitative statements we received;

*'I think having (a fellow who is a wheelchair user) has opened my eyes to accessibility issues and also to inclusive studios in London. I have a far better understanding about challenges in our industry around access'*

*'Participating in this year's Fellowship has concentrated our minds as a company; it's important for us to continue evolving, learning and maturing and it's really valuable to have the scheme as a clear and firm marker each year'*

		<p><i>'it was rewarding and gave us a new perspective on our work and industry'</i></p> <p><b>Volunteers: New Steering Team Members</b>  Bigger ambitions have created a need for a bigger team, and we have recruited three excellent new volunteers, with a wide range of skills to join our Steering Team.</p>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	We succeeded in making progress against our aims to expand the geographic reach of the fellowship, participation numbers, increase volunteers, launch new website (see statistics as evidence in Para 1.20)
Performance of fundraising activities against objectives set	Para 1.41	<p>Funding from Administration fees increased generating additional income.</p> <p>A 'call out for donations' to support an event celebrating the end of the fellowship raised over £900 from the industry</p> <p>Continued funding for admin support is secured in this financial year (but funds are delivered in the next)</p>
Investment performance against objectives	Para 1.41	<b>N/A</b>
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The charity is in a good financial position at the year end, holding reserves to cover salary and running costs for the coming months whilst we await an approved (but yet to be delivered) donation from Audible that will fund ongoing core operational costs
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	These funds are necessary to cover wages and running costs whilst additional funding is sought
Amount of reserves held	Para 1.22	<b>£5442</b>
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The Fellowship is supported by an administration fee charged to all Host Companies (who offer work placements to fellows)
Investment policy and objectives including any social investment policy adopted	Para 1.46	<b>N/A</b>
A description of the principal risks facing the charity	Para 1.46	Volunteer resource & potential for burnout  Reliable ongoing funding and ability to retain and hire staff  Ways of working/organisational structure
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document ( <a href="#">trust deed</a> , <a href="#">royal charter</a> )	Para 1.25	Foundation model constitution
How is the charity constituted? (e.g <a href="#">unincorporated association</a> , <a href="#">CIO</a> )	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Apart from the first charity trustees, every trustee must be appointed for a term of 2 years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

### Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Each new trustee receives a trustee pack which includes information about their roles and responsibilities such as; -Charitable Purposes -Organisational History - Charity Commission Guide-CICs <a href="#">The Essential Trustee</a> -Financial Summary
The charity's organisational structure and any wider network with which the charity works	Para 1.51	Subject to review in the forthcoming year.
Relationship with any related parties	Para 1.51	
Other		

### Reference and Administrative details

Charity name	Multitrack
Other name the charity uses	
Registered charity number	1191498

Charity's principal address	Studio 53b Hackney Downs Studios Amhurst Terrace London E8 2BT

**Names of the charity trustees who manage the charity**

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Arlie Adlington			
2	Joby Waldman			
3	Lisa Hack			
4	Deborah Dudgeon			
5	Nicole Logan			
6	Amy Turton			
7	Leanne Alie			
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

**Corporate trustees – names of the directors at the date the report was approved**

Director name		
N/A		

**Name of trustees holding title to property belonging to the charity**

Trustee name	Dates acted if not for whole year	
N/A		

### Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
N/A		

#### Name of chief executive or names of senior staff members (Optional information)

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### Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A
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### Other optional information


N/A
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## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)



Full name(s) Joseph Waldman

Position (eg  
Secretary, Chair, etc) Trustee

Date 30/01/2024



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

Charity Name	No (if any)
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**CC16a**

## Receipts and payments accounts

For the period from	06/04/22	To	05/04/23
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Donations, legacies and grants	982	-	-	982	-
Fees for charitable services (Fellowship Adminis	15,000	-	-	15,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>15,982</b>	<b>-</b>	<b>-</b>	<b>15,982</b>	<b>15,500</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>15,982</b>	<b>-</b>	<b>-</b>	<b>15,982</b>	<b>15,500</b>
<b>A3 Payments</b>					
Cost of fundraising consultant	250	-	-	250	-
Wages / salaries	10,832	-	-	10,832	-
Fellowship Expenses (fellows travel,	11,425	-	-	11,425	-

Telephone, internet and IT subscriptions (Zoom)	411	-	-	411	-
Bank interest and charges	67	-	-	67	-
Volunteer Expenses	126	-	-	126	-
Consultancy	75	-	-	75	-
Independant Examination of Accounts	300	-	-		
Photography	150	-	-		
	-	-	-	-	-
<b>Sub total</b>	<b>23,636</b>	<b>-</b>	<b>-</b>	<b>23,636</b>	<b>5,188</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	
	-	-	-	-	
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>Total payments</b>	<b>23,636</b>	<b>-</b>	<b>-</b>	<b>23,636</b>	<b>5,188</b>
<b>Net of receipts/(payments)</b>	<b>- 7,654</b>	<b>-</b>	<b>-</b>	<b>- 7,654</b>	<b>10,312</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Cash funds this year end</b>	<b>- 7,654</b>	<b>-</b>	<b>-</b>	<b>- 7,654</b>	<b>13,096</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>		-	-	-
		-	-	-
	This figure is what was in account at the close of the year (as we had reserves carried over	-	-	-
	<b>Total cash funds</b>	<b>5,442</b>	<b>-</b>	<b>-</b>

(agree balances with receipts and payments account (s))

	Agreement Error	OK	OK
	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Endowment funds</b>
<b>Details</b>	<b>to nearest £</b>	<b>to nearest £</b>	<b>to nearest £</b>
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

**B2 Other monetary assets**

<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
		-	-
		-	-
		-	-
		-	-
		-	-

**B3 Investment assets**

<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-



**B4 Assets retained for the charity's own use**

		-	-
		-	-
		-	-

**B5 Liabilities**

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Matthew Coates	24/01/2024
	Lisa Hack	26/01/2024

**MULTITRACK**

England & Wales - Charity number 1191498

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# Accounts

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## Trustees' Annual Report for the period

From: **06/04/21** (Period start date) To: **05/04/22** (Period end date)

Charity name: **Multitrack**

Charity registration number: **1191498**

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The promotion of equality and diversity and the promotion of social inclusion amongst those who are socially excluded due to being members of a socially and economically deprived community, in audio, radio, podcasting and associated audio production by:</p> <p>A) the elimination of discrimination on the grounds of race or disability, B) advancing education and raising awareness in equality and diversity; C) promoting activities to foster understanding between people from diverse backgrounds; and D) cultivating a sentiment in favour of equality and diversity.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19 if	<p>Our main activity is running the Multitrack Fellowship, a scheme for aspiring audio producers from groups that are under-represented in the audio industry.</p> <p>The core of the fellowship takes place over a 10 week period and includes:</p> <ul style="list-style-type: none"><li>• Two months paid work placements with audio production companies or platforms (usually a month each at two companies)</li><li>• Practical training sessions which fellows attend together as a group, taught by industry experts (one day a week for ten weeks)</li><li>• Networking opportunities</li><li>• A chance to compete for a paid commission for a national platform, after the completion of the fellowship.</li></ul>

		<p>The Fellowship impacts many people beyond the Fellows themselves. We work closely with the host companies to ensure they follow our Multitrack code of practice, and provide opportunities for them to share ideas and seek advice on how to improve their workplaces. Individual staff members and other industry professionals are invited to join our team of volunteers, which helps facilitate the initiative and spread the Multitrack ethos.</p> <p>In addition to the Fellowship we organise regular events open to all, where people from all levels, including industry leaders and aspiring newcomers can discuss their experiences, and increase understanding of the barriers to entering and thriving in the profession.</p> <p>We maintain an active website and social media presence, where we regularly share job offers, training and networking opportunities and aim to make the industry more accessible. And we have appeared at industry events and on discussion platforms to advocate for greater inclusion in the industry.</p> <p>We also host an active WhatsApp group for alumni of the Fellowship to share work and training opportunities, advice and support.</p> <p>Our work to create a fairer and more inclusive industry benefits everyone at all levels of the workforce. And the general public benefits from a more diverse pool of producers, making content for a wider audience.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	All our Trustees receive a guidance pack, that includes a document on public benefit, which can be read <a href="#">here</a> .

**Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Contribution made by volunteers	Para 1.38	<p>Multitrack could not function without its volunteers. In addition to the unpaid management team (more details below), we also have a pool of volunteers from within the audio industry.</p> <p>These are some of the ways in which they contribute to Multitrack:</p>

		<p><b>Shortlisting for the Fellowship:</b> volunteers from the host companies and wider industry help assess applications against a strict criteria</p> <p><b>Training:</b> a team of volunteers design the curriculum and learning outcomes, liaise with host companies on training design and delivery, and act as training coordinators on the training days</p> <p><b>Outreach:</b> making sure the Fellowship is publicised in the right places for our target audience, across the country. Making links with community groups who can spread the word to potential beneficiaries, and with companies who can provide placements or training.</p> <p><b>Ambassadors:</b> volunteers across the country who act as Multitrack representatives in their region.</p> <p><b>Fundraising:</b> spotting opportunities and helping with applications</p> <p><b>Events:</b> helping plan, organise and run specific events</p> <p><b>Social media:</b> designing flyers, helping to manage our Twitter and Instagram feeds</p>
Other		

## Achievements and Performance

	SORP reference	
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Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.

Para 1.20

This reporting period fell between two Fellowships, so attention was focussed on some of our other core activities, as well as preparation for the 2022 Fellowship.

#### **New Website**

In January 2022 we launched our new website, Multitrack.uk. We worked with a website designer and web developer to design a platform to better promote and grow Multitrack's work, building on our existing branding. We now have an online hub where we can promote the Fellowship, showcase our Fellows, and recruit volunteers. But more crucially, the website allows us to better serve a wider group of beneficiaries, by sharing information about opportunities, resources and events with both aspiring audio producers and production companies keen to learn more about diversity and inclusion. This is a key part of our strategy, which we intend to build on further.

#### **Research**

One of our goals is to conduct some original research into the state of the audio industry, to better understand the specific challenges faced by people from a variety of backgrounds and experiences to meet our charitable aim of advancing education and raising awareness in equality and diversity. In July 2021 we took our first steps by conducting some initial scoping work, employing a former Multitrack Fellow to research all available data on this topic from a variety of sources including OFCOM, other charities, etc. This will allow us to focus our research on the areas where there is least information.

#### **Organisational Structure**

In January 2022 we created a new paid Secretary role (half a day a week) to support the charity with administration, volunteer coordination, the creation of key policies, etc. This has greatly increased our capacity to meet our charitable aims, and grow our offering to our beneficiaries. The role has also helped alleviate pressure from the volunteer steering team, which requires a large time commitment from members.

We recruited two new members to our steering team, both of whom have become integral to the ongoing success of Multitrack. And we recruited our first Treasurer to the Board of Trustees.

Throughout the year, we also made a number of incremental changes to the way we work, to improve our effectiveness as a charity and to better support our volunteers. This included introducing a rota for Chairing our steering meetings, a rota for checking and triaging our email inbox, and new volunteer policies and onboarding processes. We continued to work with Equalities, Diversity & Inclusion specialist, Yassine Senghor, who supports us in our thinking about Multitrack's aims and strategy, and also runs check ins with our steering team, to help us nurture our team dynamic, and ensure we're being thoughtful and intentional in how we work together and relate to each other as colleagues.

The cumulative effect of evolving these ways of working is essential to the successful running of the charity, and its potential for longevity and impact on our beneficiaries over time.

#### **Regional Ambassadors**

This year for the first time we established a group of 'regional ambassadors', representing regions of the UK outside of London, including the south west and north east of England, Wales, Scotland and Northern Ireland. These ambassadors worked with us to help us better understand the audio industry nationally, identify potential Fellowship host companies outside of London, and conduct outreach work to support recruitment of Fellows from all over the country.

#### **Events**

In March 2022, we hosted an audio community event at Somerset House in Central London, which marked the launch of applications for the 2022 Fellowship. It was the second event of its kind we've organised - an 'open space', where members of our audio community were invited to put forward discussion questions under the theme: 'How can we make our audio community better?' Attendees were invited to be part of small discussion groups addressing 10 different questions posed around that theme, including topics like disability, inclusion and diversity, audio drama, payment for work, and more.

As well as bringing people together from every level of the industry (from aspiring new producers to commissioners at major platforms) for thought-provoking discussions,

the event also included drinks and networking. It was very well received by attendees, who appreciated the value of getting together in person with industry peers, especially post-COVID. Many senior figures commented on the positive and progressive nature of the conversations, and one BBC commissioner described Multitrack as “a vehicle for conversations.”

#### **HearSay Audio Festival.**

In May 2021, Multitrack alumni were invited to host a showcase of their work at this international festival held in Ireland (remotely this year because of COVID). The event was curated and hosted by the Fellows themselves, and attended by audio producers from all over the world, giving the Fellows a platform to share their creativity and build their networks and reputations within the industry. It also presented an opportunity to share and raise awareness of Multitrack’s vision and values for the audio industry with colleagues internationally.

#### **Audio Production Award**

In November 2021, we were awarded a Bronze Award in the Grassroots category at the Audio Production Awards. Our entry comprised extracts from professional work completed by Fellows in the previous year, and our success demonstrated the creative value of a more diverse workforce, highlighting the importance of Multitrack’s work.

#### **Alumni Success**

Three years in from our inception, we are more able to assess the effectiveness of The Fellowship in terms of the career development of alumni. Here are some highlights:

- From the 2019 fellowship, 4 of the 5 alumni have regular work in the audio industry, in a mix of staff jobs and freelance roles
- From the 2021 fellowship, we know that at least 8 of the 10 alumni have regular work in the audio industry, - including roles in commissioning at the BBC and independent production companies such as Whistledown (which has been a host company in all years of the Fellowship so far)
- One of our alumni from the 2021 cohort was nominated for a Best Newcomer award at the Audio Production Awards - a major UK

		<p>audio awards platform, organised by the industry body AudioUK</p> <ul style="list-style-type: none"> <li>- In March 2022 BBC Radio 3 broadcast 3 x 15 minute creative feature documentaries produced by alumni and commissioned as part of the Multitrack Fellowship. The series, entitled "Multitudes" was comprised of Unread by Calum Perrin, Sounds from an Armenian Childhood by Olivia Melkonian and Peace at Last by Meera Kumar</li> </ul> <p>By the end of this reporting period, applications were open for the 2022 fellowship - planned to run from Sept-Nov 2022. We had received expressions of interest from 18 host companies, and were working to expand our reach into more cities than ever before.</p>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	<p>We maintain a living strategy document, which outlines a number of aims for the coming year, the strategy we've created to meet each aim, and a breakdown of actions to execute the strategies. There is a timeline associated with each stage of the strategy, which we review and update through the year.</p> <p>The following are some key highlights from our Aims and associated strategies in the year 2021-2022. We have provided some information on our progress against each below.</p> <p>AIM: Expand Multitrack's Reach (to be accessible AND inclusive to more beneficiaries from under-represented backgrounds all around the UK)</p> <ul style="list-style-type: none"> <li>- We exceeded our aim of creating five Fellowship places outside London, and by the end of March 2022, had secured host companies in Manchester, Salford, Edinburgh and Bristol. We had set a further aim to widen participation to those from rural areas, by funding their travel to nearby cities, but have yet to meet that aim.</li> <li>- We also strengthened our Inclusion requirements for host companies by tightening up our Company Code, and increasing the level of engagement host companies must</li> </ul>
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		<p>make with it. We demonstrated our commitment to the code through enforcement action around non-compliance. Actions in support of this objective are on-going, as working with host companies on inclusion is one of the core activities Multitrack undertakes around the Fellowship</p> <ul style="list-style-type: none"> <li>- We were keen to improve provision for people with disabilities and actively encouraged Fellowship applications from disabled audio producers. We made connections with several disability consultants and industry groups, as we work towards building our knowledge and capability on this. This work is still ongoing. The creation of our new website was an important aim that we achieved this year. There is still more work to be done on creating content for it, and keeping it updated. While our marketing and social media has continued thanks to the dedication of our volunteers and steering team members, we haven't yet been able to develop a true strategy for marketing and social media. We've identified this is an area where we need additional expertise, and there will be more to follow on this in future annual reports</li> </ul> <p>AIM: Be Sustainable as a charity. Multitrack relies heavily on the work of volunteers, and at times can be a big commitment. We need to be resilient as an organisation to ensure our longevity. To this end, we achieved the following aspects of our strategy:</p> <ul style="list-style-type: none"> <li>- Expand the steering team - we added two new people to our steering team this year (the team which meets every 1-2 weeks to manage to day to day running of the charity)</li> <li>- Develop the Trustee Board - we recruited a treasurer, and created an onboarding process and Trustee pack for all new Board members. Work to develop the Trustee Board and how it interacts with the steering team and day to day running of the charity is still on-going, as we believe there is more we can do to make the most of our Board, and evolve it over time</li> <li>- Get clear on our Financial / Legal responsibilities / oversight - we appointed a Treasurer to the Board of Trustees and conducted an internal audit of our processes,</li> </ul>
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		<p>updating our policies and making sure we are compliant with charity legislation. We have created a risk assessment which requires further action</p>
<p>Performance of fundraising activities against objectives set</p>	<p>Para 1.41</p>	<p>Our fundraising objectives during this period were to be able to support the following:</p> <ul style="list-style-type: none"> <li>- to be sustainable as a charity</li> <li>- to allow more Fellows from outside London to participate</li> <li>- to launch a new website</li> <li>- to improve our administration</li> </ul> <p>We achieved these aims and ended the financial year with bigger reserves than we started with.</p> <p>Our main donor was Audible, who donated fifteen thousand pounds to help build the website, fund IT running costs and allow us to hire an administrator. This has had a huge impact in enabling us to build stronger working policies, and have the capacity to expand outside London.</p> <p>In addition, we increased the administration fee charged to host companies, which has allowed us to widen participation in the Fellowship. This bore fruit in the financial year 22-23, so more details will follow in our next report.</p>
<p>Other</p>		

## Financial Review

<p>Review of the charity's financial position at the end of the period</p>	<p>Para 1.21</p>	<p>The charity was in good shape financially. As a small organisation we don't want to raise more funds than we have the capacity to put to good use. We had just received our first sizeable donation, and were clear about how we were going to spend it.</p>
<p>Statement explaining the policy for holding reserves stating why they are held</p>	<p>Para 1.22</p>	<p>At the end of this financial period we had received our donation from Audible, but not yet spent the majority of it. The website had been built but still not fully been paid for. Our administrator had been hired fairly recently, and much of the Audible donation would fund her salary.</p>

		We had just launched the 2022 Fellowship, and secured placements with host companies around the country, but not yet recruited the Fellows. The core running costs were yet to come.
Amount of reserves held	Para 1.22	£13096
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

**Additional information (optional)**

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	The Fellowship is supported by an administration fee charged to all Host Companies (who offer work placements to fellows) And during this period we raised £15k from a key supporter, Audible.
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## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Foundation model constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Apart from the first charity trustees, every trustee must be appointed for a term of 2 years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

## Reference and Administrative details

Charity name	Multitrack
Other name the charity uses	
Registered charity number	1191498
Charity's principal address	100 Sutton Road, London, N10 1HG

## Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Lisa Hack			
2	Nicole Logan			
3	Arlie Adlington			
4	Joby Waldman		From 12 Feb 2021	
5	Leanne Alie		From 23 March 2021	
6	Deborah Dudgeon		From 14 Jan 2021	
7	Amy Turton		From 15 Jan 2021	
8				

## Other optional information

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## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

	<b>Signature(s)</b>	<i>D. Dudgeon</i>	
	<b>Full name(s)</b>	Deborah Dudgeon	
	<b>Position (eg Secretary, Chair, etc)</b>	Trustee	
	<b>Date</b>	22/01/23	



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name	No (if any)
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CC16a

## Receipts and payments accounts

For the period from	Period start date 6-Apr-21	To	Period end date 5-Apr-22
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
	-	-	-	-	-
Audible UK donation	15,000	-	-	15,000	-
Ann Charles donation	250	-	-	250	-
Audio UK for production awards	250	-	-	250	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>15,500</b>	<b>-</b>	<b>-</b>	<b>15,500</b>	<b>7,000</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>15,500</b>	<b>-</b>	<b>-</b>	<b>15,500</b>	<b>7,000</b>
<b>A3 Payments</b>					
bank charges	96	-	-	96	-
IT and website charges	1,715	-	-	1,715	-
Fellows Coordinator	1,900	-	-	1,900	-
Administrator	525	-	-	525	-
consultants	800	-	-	800	-
launch party merchandise (via RL)	152	-	-	152	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>5,188</b>	<b>-</b>	<b>-</b>	<b>5,188</b>	<b>4,216</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>5,188</b>	<b>-</b>	<b>-</b>	<b>5,188</b>	<b>4,216</b>
<b>Net of receipts/(payments)</b>	<b>10,312</b>	<b>-</b>	<b>-</b>	<b>10,312</b>	<b>2,784</b>
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	2,784	-	-	2,784	-
<b>Cash funds this year end</b>	<b>13,096</b>	<b>-</b>	<b>-</b>	<b>13,096</b>	<b>2,784</b>

# Section B Statement of assets and liabilities at the end of the period

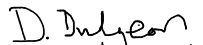

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	CAF bank account balance year end	13,096	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	13,096	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B3 Investment assets</b>			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
	 	Deborah Dudgeon Lisa Hack	22/12/22 20/12/22

**MULTITRACK**

England & Wales - Charity number 1191498

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# Accounts

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## Trustees' Annual Report for the period

From: **28/09/2020** (Period start date)

To: **05/04/2021** (Period end date)

Charity name: **Multitrack**

Charity registration number: **1191498**

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The promotion of equality and diversity and the promotion of social inclusion amongst those who are socially excluded due to being members of a socially and economically deprived community, in audio, radio, podcasting and associated audio production by:</p> <p>A) the elimination of discrimination on the grounds of race or disability, B) advancing education and raising awareness in equality and diversity; C) promoting activities to foster understanding between people from diverse backgrounds; and D) cultivating a sentiment in favour of equality and diversity.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p><b>Our main activity is the Multitrack Fellowship scheme for aspiring audio producers from under-represented groups.</b></p> <p><b>The first Fellowship ran from Sept-Nov 2019. The second Fellowship ran from Jan-March 2021.</b></p> <p><b>The core of the fellowship takes place over a 10 week period including:</b></p> <ul style="list-style-type: none"><li>• <b>Two months Paid work placements with audio production companies or platforms (usually a month at each of two companies)</b></li><li>• <b>Practical training sessions with fellow candidates, taught by industry experts (one day a week for ten weeks)</b></li><li>• <b>Networking opportunities</b></li><li>• <b>A chance to compete for a paid commission for a national platform, after the completion of the fellowship.</b></li></ul>

		<p>In our first year we had six host companies, and five Fellows from London graduated from the scheme. Three of them won commissions for a half hour documentary broadcast on BBC Radio 4.</p> <p>In 2021 we had 13 host companies, two of whom hosted two placements. There were more than 170 applications to the scheme, and we were able to expand outside London, to include a total of 10 Fellows from London, Manchester, Liverpool and Bristol. Six of them have now won BBC commissions - three for Radio 3 and three for Radio 4.</p> <p>In addition, we have an active social media presence, where we regularly share job offers, training and networking opportunities and aim to make the industry more accessible. And we have appeared at industry events and on discussion platforms to advocate for greater inclusion in the industry.</p> <p>We also maintain an active Whatsapp group for alumni of the Fellowship and core organisers, sharing opportunities, advice and support</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	All our Trustees receive a guidance pack, that includes a document on public benefit, which can be read <a href="#">here</a> .

### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Contribution made by volunteers	Para 1.38	<p><b>Multitrack could not function without its volunteers. In addition to the unpaid management team (more details below), we also have a pool of volunteers from within the audio industry.</b></p> <p><b>These are some of the ways in which they contribute to Multitrack:</b></p> <p><b>Shortlisting for the Fellowship:</b> volunteers from the host companies and beyond help assess applications on a strict criteria</p> <p><b>Training:</b> a team of volunteers designed the curriculum and learning outcomes, liaised with host companies on training design and delivery, and acted as training</p>

		<p><b>coordinators on the training days</b></p> <p><b>Outreach: making sure the Fellowship was being publicised in the right places for our target audience, across the country. Making links with community groups who could spread the word to potential beneficiaries, and with companies who could provide placements or training.</b></p> <p><b>Fundraising: spotting opportunities and helping with applications</b></p> <p><b>Events: helping plan, organise and run specific events</b></p> <p><b>Social media: designing flyers, helping to manage our Twitter feed</b></p>
Other		

## Achievements and Performance

	SORP reference	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<p>In January 2019, a group of volunteers met with the aim of creating a fairer and more representative audio production industry. Out of that was born the Multitrack Fellowship, the pilot for which ran from September-November 2019.</p> <p>The first (pilot) Fellowship was a big success in many ways. We collected feedback from both Fellows and Host Companies regularly throughout the period the scheme was running, and after. This was scrutinised carefully by the Steering Team to ensure Multitrack continues to learn and improve what we're doing. The analysis showed that the Fellows had found the scheme extremely useful, learning practical skills, growing their networks and increasing their confidence.</p> <p>Host Company feedback was resoundingly positive, with companies reporting better awareness of the importance of inclusion, and how to improve their own practices.</p> <p>And across the industry, Multitrack became a key voice in advocating for more diversity within our profession, and the need to work harder on inclusion. Lots of our peers volunteered to get involved, and we were invited to speak at events and give advice to peers. Here's an early example of media coverage:</p>

<https://www.journalism.co.uk/news/pilot-placement-scheme-will-pay-students-the-london-living-wage-to-help-break-into-audio/s2/a740761/>

To ensure we could grow ethically, with transparency and good governance, we decided to become a Charity and were awarded Charity Status in September 2020.

The second Fellowship was planned for Autumn 2020, but the onset of COVID 19 led to concerns about operating remotely and whether we, and the companies, could offer adequate support to the Fellows. In consultation with the host companies, we eventually ran the second Fellowship, remotely, from Jan-March 2021. And we hired a Fellowship Coordinator to provide additional pastoral care to the Fellows. This proved to be a fantastic addition to the scheme, with the vast majority of Fellows saying the ability to check in weekly with a dedicated member of staff, and have a clear point of contact with whom to raise concerns, was of huge value.

Key successes of the 2021 scheme included:

- More than 170 applications
- 10 Fellows awarded placements
- 13 independent production companies or departments offered to host paid internships
- 6 commissions awarded to Multitrack Fellows to produce their own documentaries for BBC Radio 3 and BBC Radio 4
- 10 Training sessions covering Professional Skills, Recording in the Studio, Recording on Location, Research skills, Idea Development, Sound Design, Editing, Ethics, Story Structure, Interviewing and Podcasting.
- All host companies are required to sign up to our code and attend annual diversity and inclusion training as a condition of taking part in the scheme. Regular meetings between Multitrack and the host companies enable conversation about what true inclusion looks like, and the barriers some entrants might face.

Beyond the Fellowship, Multitrack has brought diversity and inclusion to the forefront of the industry and provided a platform for greater collaboration between

		<p>established companies and new, more diverse talent.</p> <p>Within the team we try to practice what we preach. We have regular sessions with a diversity consultant to reflect on the dynamics within our team, help us to raise concerns and grievances and practice having difficult conversations. The aim is to enable us to take those skills out into the wider industry and help our collaborators to do the same.</p>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	<p><b>After the initial pilot year, we drew up some objectives for the next 12 months. They were:</b></p> <ul style="list-style-type: none"> <li>- <b>To become a charity</b></li> <li>- <b>To grow the Fellowship so we could take on more Fellows and more host companies</b></li> <li>- <b>To offer placements to candidates outside London</b></li> <li>- <b>To tighten the criteria for inclusion as a host company, so we could leverage the benefit of being seen as a Multitrack Company, against real change within the organisations. We drew up the Multitrack Code which all host companies are required to sign up to before being accepted on the scheme.</b></li> </ul> <p><b>We managed to achieve all of those aims. The impact of COVID on our capacity meant that other ambitions were delayed. These were:</b></p> <ul style="list-style-type: none"> <li>- <b>To revamp and grow our website to become a go-to resource for people wanting to enter the audio industry, full of information about how the profession works, and where to go to get help</b></li> <li>- <b>To commission a research report into the state of the industry</b></li> </ul>
<p>Performance of fundraising activities against objectives set</p>	<p>Para 1.41</p>	<p><b>In this financial period we had just set up as a Charity and had not begun fundraising in earnest.</b></p>

Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<p><b>Multitrack operated completely without funds in its first year. All expenses were covered by volunteers or donations in kind from supporters or host companies. Despite offers of sponsorship, we were keen to remain entirely independent, so that we could test our concept free from influence.</b></p> <p><b>Once we had completed the pilot year, and established the scheme, we became a charity and applied for a Bank Account. This took much longer than expected because of the pandemic, and the enormous demand for new business accounts. Any fundraising had to be put on hold until then.</b></p> <p><b>We increased the service charge applied to Host Companies, to help cover our administration costs, and the wage for our Fellowship Coordinator.</b></p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<b>Some of our reserves were to cover invoices not yet received. We also had administration charges in the form of bank charges, zoom subscriptions etc to pay</b>
Amount of reserves held	Para 1.22	<b>£2784</b>
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	<b>In this financial period our principal / only source of funds was the service charge levied on Host Companies.</b>
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## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	<b>Foundation model constitution</b>
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	<b>CIO</b>
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<b>Apart from the first charity trustees, every trustee must be appointed [for a term of [three] years] by a resolution passed at a properly convened meeting of the charity trustees. (2) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.</b>

## Reference and Administrative details

Charity name	Multitrack
Other name the charity uses	
Registered charity number	1191498
Charity's principal address	100 Sutton Road, London, N10 1HG

## Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Lisa Hack			
2	Nicole Logan			
3	Arlie Adlington			
4	Joby Waldman		From 12 Feb 2021	
5	Leanne Alie		From 23 March 2021	
6	Deborah Dudgeon		From 14 Jan 2021	
7	Amy Turton		From 15 Jan 2021	
8				

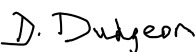
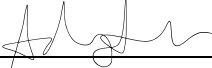
## Other optional information

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## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

<b>Signature(s)</b>		
<b>Full name(s)</b>	Deborah Dudgeon	Arlie Adlington
<b>Position (eg Secretary, Chair, etc)</b>	Trustee	Trustee
<b>Date</b>	24.01.22	

## Multitrack - Charity Number 1191498

Independent Examiner's Report to the Trustees of Multitrack ("The Trust" )

I report on the accounts of the Trust for the year ended 5 April 2021, which comprise the Receipts and Payments, the Statement of Assets and Liabilities and related notes.

Respective responsibilities of trustees and examiner.

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011(the 2011 Act)) and that an independent examination is needed.

It is my responsibility to:

- ~ examine the accounts under section 145 of the 2011 Act,
- ~ follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(S)(b) of the 2011 Act), and
- ~ state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a true and fair view and the report is limited to those matters set out in the next statement.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- ~ which gives me reasonable cause to believe that in any material respect the requirements: to keep accounting records in accordance with section 130 of the 2011 Act; and to prepare financial statements which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or
- ~ to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



G P Jelley BA, FCA  
Summit Chartered Accountants  
The Greenhouse, MediaCityUK, M50 2EQ



Charity Name <b>Multitrack</b>	No (if any)
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**CC16a**

## Receipts and payments accounts

For the period from	Period start date 28-Sep-20	To	Period end date 5-Apr-21
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
	-	-	-	-	-
loan from DD for bank opening deposit	1,000	-	-	1,000	-
Host Company Adnmin Fees	6,000	-	-	6,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b> (Gross income for AR)	<b>7,000</b>	<b>-</b>	<b>-</b>	<b>7,000</b>	<b>-</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>7,000</b>	<b>-</b>	<b>-</b>	<b>7,000</b>	<b>-</b>
<b>A3 Payments</b>					
	-	-	-	-	-
Bank charges	16	-	-	16	-
repayment to DD of opening deposit	1,000	-	-	1,000	-
Servies inc D&I consultancy, policy review and Fellowship co-ordinator	3,200	-	-	3,200	-
	-	-	-	-	-
	-	-	-	-	-

	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>4,216</b>	<b>-</b>	<b>-</b>	<b>4,216</b>	<b>-</b>
<b>A4 Asset and investment purchases. (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>4,216</b>	<b>-</b>	<b>-</b>	<b>4,216</b>	<b>-</b>
<b>Net of receipts/(payments)</b>	<b>2,784</b>	<b>-</b>	<b>-</b>	<b>2,784</b>	<b>-</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Cash funds this year end</b>	<b>2,784</b>	<b>-</b>	<b>-</b>	<b>2,784</b>	<b>-</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	CAFBank Current Account	2,784	-	-
		-	-	-
		-	-	-
	<b>Total cash funds</b>	<b>2,784</b>	<b>-</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-

	-	-	-
	-	-	-
	-	-	-
	-	-	-

**B3 Investment assets**

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

**B4 Assets retained for the charity's own use**

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

**B5 Liabilities**

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	

		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
D Dudgeon	Deborah Dudgeon	17-Dec-21
E Hadi.	Lisa Hack	19 / 12 / 2021