



CHARITY COMMISSION
FOR ENGLAND AND WALES

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,</p> <p>B) advancing education and raising awareness in equality and diversity;</p> <p>C) promoting activities to foster understanding between people from diverse backgrounds; and</p> <p>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">• Two months paid work placements with audio production companies or platforms (usually a month each at two companies)• Practical training sessions which fellows attend together as a group, taught by industry experts (one day a week for ten weeks)• Networking opportunities• A chance to compete for a paid commission for a national platform, after the completion of the fellowship.

		<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 here .

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>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>Shortlisting for the Fellowship: volunteers from the host companies and wider industry help assess applications against strict criteria</p> <p>Training: 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>Outreach: 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>Ambassadors: volunteers across the country who act as Multitrack representatives in their region.</p> <p>Fundraising: spotting opportunities and helping with applications</p> <p>Events: helping plan, organise and run specific events</p> <p>Social media & Communications: designing flyers, helping to manage our Twitter and Instagram feeds, writing press releases etc</p>
Other		

Achievements and Performance

	SORP reference	
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	<p>Expanding the Fellowship- geography and Participation</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"> -44% were outside London -49% identified as being disadvantaged because of their race (compared to 13% of UK are Black, Asian and Minority Ethnic) -60% identified as being from a working-class background -54% were disabled or had a long term health condition (compared to 20% UK population) Almost 9% of applicants were transgender 15% had caring responsibilities <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>

		<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.</p> <p>Feedback From Fellows:</p> <p>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;</p> <p>We asked Fellows: 'To what extent do you think being a Multitrack Fellow will help progress your audio career?'</p> <p>100% responded 'A great deal'</p> <p>We received qualitative feedback about our impact such as;</p> <p><i>'I can navigate this industry better now that I know the things I know thanks to multitrack'</i></p> <p><i>'Through Multitrack, I made connections and got work experience I can depend on to push my career forward'</i></p> <p>Industry Feedback:</p> <p>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;</p> <p><i>'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'</i></p> <p><i>'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'</i></p>
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		<p><i>'it was rewarding and gave us a new perspective on our work and industry'</i></p> <p>Volunteers: New Steering Team Members</p> <p>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	N/A
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	£5442
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	N/A
A description of the principal risks facing the charity	Para 1.46	<p>Volunteer resource & potential for burnout</p> <p>Reliable ongoing funding and ability to retain and hire staff</p> <p>Ways of working/organisational structure</p>
Other		

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.

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 The Essential Trustee -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				
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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

Other optional information

N/A

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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Receipts and payments accounts

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For the period from	06/04/22	To	05/04/23
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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 £
A1 Receipts					
Donations, legacies and grants	982	-	-	982	-
Fees for charitable services (Fellowship Adminis	15,000	-	-	15,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	15,982	-	-	15,982	15,500
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	15,982	-	-	15,982	15,500
A3 Payments					
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				
	-	-	-	-	-
Sub total	23,636	-	-	23,636	5,188
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	
Total payments	23,636	-	-	23,636	5,188
Net of receipts/(payments)	- 7,654	-	-	- 7,654	10,312
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	- 7,654	-	-	- 7,654	13,096

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 £
B1 Cash funds		-	-	-
		-	-	-
	This figure is what was in account at the close of the year (as we had reserves carried over	-	-	-
	Total cash funds	5,442	-	-

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

Agreement Error

OK

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Unrestricted funds

Restricted funds

Endowment funds

to nearest £

to nearest £

to nearest £

Details

B2 Other monetary assets

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

Fund to which asset belongs

Cost (optional)

Current value (optional)

Details

B3 Investment assets

		-	-
		-	-
		-	-
		-	-
		-	-

Fund to which asset belongs

Cost (optional)

Current value (optional)

Details

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