



**CHARITY COMMISSION**  
FOR ENGLAND AND WALES

## 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> <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 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	
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>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>

		<ul style="list-style-type: none"> <li>• <b>Introduction of a publicly available online Masterclass programme</b> hosted by industry professionals, sharing career development and professional practice advice to aspiring producers.</li> </ul> <p><b>Expanded Fellowship Alumni Support</b></p> <ul style="list-style-type: none"> <li>• <b>Fellows Development Fund:</b> 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)</li> <li>• <b>Mentoring Programme Pilot</b> Development of a structured mentoring programme to support the 2024 graduate cohort, with funding secured to commence in the 2025–26 reporting year.</li> </ul> <p><b>Expanded support for Unsuccessful Fellowship Applicants</b></p> <p>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.</p> <p>All unsuccessful applicants were invited to attend a partnership event with BBC Audio Lab, providing career guidance and speed mentoring.</p> <p><b>Expanded industry participation/regional funding</b></p> <ul style="list-style-type: none"> <li>• <b>New partnership with BBC Audio Lab</b> builds capacity for continued funding, <b>provides fully funded fellowships places to 3 independent regional production houses</b> who would otherwise be unable to host a fellow.</li> </ul> <p>Partnership also provides peer-networking opportunities for fellows.</p> <p><b>Expanded Audiences/Beneficiaries</b></p> <ul style="list-style-type: none"> <li>• <b>Mid-Career Support</b> During this reporting period, planning is underway for a Career in Audio event, aimed at supporting professional development for alumni and mid-career practitioners.</li> </ul>
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		<p><b>Funding and Income Diversification</b></p> <ul style="list-style-type: none"> <li>• <b>First Grant Funding secured</b> During this reporting period the organisation secured its first grant funding for the Mentoring programme, increasing financial resilience.</li> <li>• <b>Improved financial management</b> through the adoption of Xero accounting systems.</li> <li>• <b>First Online Ticketed Events:</b> Masterclass series generated income on a pay-what-you-can ticketing system</li> </ul> <p><b>Policy and Planning</b></p> <ul style="list-style-type: none"> <li>• Clear forward planning in place, with a set of communally agreed projects with leaders identified, to be developed and delivered in 2025.</li> <li>• I&amp;D, Anti-Bribery and Financial Management and Reserves policies have been added to the organisation's policy roster.</li> </ul> <p><b>Beneficiary Impact</b></p> <p>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.</p> <p>Feedback from participants highlights the programme's transformative effect on confidence, skills, and career progression.</p> <p><b>Example quotes from 24'25 Participants</b></p> <p><i>'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.'</i></p> <p><i>'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'.</i></p>
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		<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:

Achievements against objectives set	Para 1.41	<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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Performance of fundraising activities against objectives set	Para 1.41	<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>
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	<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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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	<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



CHARITY COMMISSION  
FOR ENGLAND AND WALES

ultiTrack

1191498

## 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	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
AR)	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>					
N/a	-	-	-	-	
	-	-	-	-	
<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
		Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
<b>B2 Other monetary assets</b>	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	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	
		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.