

WEST OF ENGLAND MUSIC AND ARTS

England & Wales · Charity number 1204508

Details

Other names WEST OF ENGLAND MUSIC

Status Registered

Legal form Charitable company

Company number [14782097](#)

Registered 2023-08-29

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

Contact

Address Little Stoke Primary School
Little Stoke Lane
Little Stoke
Bristol
BS34 6HY

Phone 01454863147

Email music@wema.org.uk

Website <https://wema.org.uk/>

Activities

Objects: 3.1 THE OBJECTS OF THE CHARITY (OBJECTS) ARE:3.1.1 TO PROMOTE, MAINTAIN, IMPROVE AND ADVANCE THE EDUCATION OF THE PUBLIC INCLUDING (BUT WITHOUT LIMITATION) IN RELATION TO MUSIC; AND3.1.2 TO ADVANCE THE HEALTH OF THE PUBLIC BY PREVENTING AND RELIEVING ILL HEALTH OF EVERY KIND, INCLUDING BY PROMOTING MENTAL HEALTH AND PERSONAL WELLBEING, IN PARTICULAR (BUT WITHOUT LIMITATION) BY THE USE OF MUSIC.

Activities: West of England Music & Arts promotes music, arts and cultural activities which benefit vulnerable, disadvantaged and minority groups and those who show exceptional talent. We do this by supporting work with children, young people & adults in creating, performing, appreciating & otherwise interacting with creativity for their emotional, social, health or education benefit

Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People, Elderly/old People

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-29	£3,354,334	£3,127,553	£623,023	138
2024-08-29	£3,010,159	£2,613,917	£396,242	135

Trustees

Name	Role	Appointed
Meeta Thareja	Chair	2023-04-05
Andrea William-Jones		2025-11-04
Catherine Susan Freda Mrs		2023-04-05
Susan Smith		2025-11-17

WEST OF ENGLAND MUSIC AND ARTS

England & Wales - Charity number 1204508

Accounts



WEST OF ENGLAND MUSIC AND ARTS

Private Company Limited by Guarantee

Charity Registration No: 1204508

Company Registration No: 14782097

Supporting everyone to thrive and achieve through the power of music, arts and culture

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 29 AUGUST 2025

WEST OF ENGLAND MUSIC AND ARTS

Chair's Report

Period ended 29 August 2025

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1. The structural and administrative details for the Charity are as follows:
 - 1.1. Name: West of England Music and Arts
 - 1.2. Type of entity: Private Company Limited by Guarantee
 - 1.3. Date of incorporation: 5 April 2023
 - 1.4. Registered Charity Number: 1204508
 - 1.5. Company number: 14782097
 - 1.6. Registered and principal office: Little Stoke Primary School, Little Stoke Lane, Little Stoke, Bristol, BS34 6HY

2. The Trustees as at the date of this report (the "Trustees") are:
 - 2.1. M Thareja
 - 2.2. C S Freda
 - 2.3. S Smith (appointed 28th November 2025)
 - 2.4. A William-Jones (appointed 17th November 2025)

3. The bankers are: Co-operative Bank
Po Box 250
Skelmersdale
WN8 6WT

4. The solicitors are: Veale Wasburgh Vizards LLP
Narrow Quay House
Narrow Quay
Bristol
BS1 4QA

5. The auditors are: Mitchell Charlesworth (Audit) Limited
3rd Floor
44 Peter Street
Manchester
M2 5GP

Chair's Statement

This has been another year of strong, sustained delivery for WEMA, and one that gives the Board of Trustees genuine cause for pride. Across our three strands of work, we have seen the breadth and depth of what music, arts and culture can do for children, young people and families when they are given the right conditions to thrive and achieve.

Our Music Hub continued to reach schools, families and young musicians across Bath and North East Somerset, North Somerset and South Gloucestershire, supporting hundreds of young people to discover and develop their musical lives. The stories in this report — of young people finding their voice, building confidence, pursuing professional careers in music — are a testament to the transformative power of sustained music education. Matthew, who started trombone in a whole-class programme and is now applying to conservatoire, or Grace, who joined the training band as a shy and nervous child and now performs at national festivals: these are not exceptional outcomes. They are what WEMA makes possible, year after year.

Our Creative Health strand delivered music therapy and wellbeing programmes to young people and families facing significant challenges — school refusal, anxiety, complex support needs, profound learning disabilities. The therapy and inclusion teams work in places and with people that other provision cannot reach, and the impact of that work is profound. We are particularly proud of the work with Parent Carer forums in Bath and Weston-super-Mare, developed in direct response to what families told us they needed, and of the continued growth of our Unscripted programme, where 90% of young people reported feeling happier after each session.

The Cultural Education Hub, now in its second year with £310,000 of investment from the West of England Mayoral Combined Authority and Arts Council England, has begun to demonstrate what is possible when creative practitioners are properly supported to work alongside schools. 5,000 students have had access to experiences they would not otherwise have had. 24 creative freelancers have been supported to develop sustainable careers in education. Teachers across the region are richer for what they have learned.

The national landscape for music education continues to evolve, and WEMA's position within it is strong. As the established delivery organisation for music education across BANES, North Somerset and South Gloucestershire, with a track record built over many years, WEMA is well placed to shape what comes next. We are also quickly building new areas of work through the Cultural Education Hub across Bristol City and the wider West of England — extending WEMA's reach into new communities. On behalf of the Board, I want to thank every member of our staff team for the expertise, dedication and warmth that is evident in every page of this report.

We are also deeply grateful to our funders, partners, supporters and volunteers whose generosity and commitment make everything in this report possible.



M Thareja
Chair of Trustees

The trustees present their report together with the financial statements for the period ended 29 August 2025.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019.

Objectives and activities

Our Vision

Inspiring everyone to thrive and achieve through music, arts and culture.

Our Mission

WEMA provides music education, creative health services and cultural education across the West of England (Bath and North East Somerset, North Somerset, South Gloucestershire and Bristol City), ensuring that every child and young person, regardless of background, ability or circumstance, has access to transformative arts experiences.

Our Three Strands

WEMA works across three interconnected strands, delivered through the charity and its trading subsidiary West of England Music Limited (WEML):

Music Hub

As the Department for Education funded Music Hub for Bath and North East Somerset, North Somerset and South Gloucestershire, WEMA provides instrumental and vocal tuition, ensemble playing, whole-class music programmes, CPD for teachers, and access to music centres, events and performances. WEMA works with nearly 300 schools and music organisations across the region — reaching music leaders and headteachers who in turn shape the musical lives of tens of thousands of children in their schools. WEMA also works directly with approximately 5,000 young people through its music centres, ensembles, tuition and community programmes.

Creative Health

Our Creative Health strand brings together music therapy, wellbeing programmes and inclusion work. We provide music therapy in schools, special schools and community settings; run wellbeing and nurture programmes for children and young people facing the greatest challenges; and deliver specialist inclusion provision for disabled and neurodivergent young people and their families.

Cultural Hub

The West of England Cultural Education Hub, funded by the West of England Mayoral Combined Authority and Arts Council England, connects schools, educators, creative practitioners and cultural organisations to bring high-quality arts and cultural opportunities to children and young people across the region.

Charitable Objectives

West of England Music and Arts promotes music, arts and cultural activities which benefit vulnerable, disadvantaged and minority groups and those who show exceptional talent. We do this by supporting work with children, young people and adults in creating, performing, appreciating and otherwise interacting with creativity for their emotional, social, health or education benefit.

Public Benefit

The Trustees confirm that they have had due regard to the Charity Commission's guidance on public benefit in planning and delivering WEMA's activities. All three strands of WEMA's work deliver direct, evidenced public benefit to children, young people, families and communities across the West of England:

- Music Hub provision delivers instrumental tuition, ensemble opportunities, whole-class programmes and CPD to nearly 300 schools and music organisations, reaching approximately 5,000 young people directly and influencing the musical lives of tens of thousands more through the teachers and music leaders WEMA supports.
- Creative Health services provide music therapy and wellbeing support to young people facing significant challenges — including school refusal, severe anxiety, complex learning disabilities and neurodivergence — in settings where statutory provision is unavailable or insufficient. In 2024-25, WEMA's therapy service supported 15 clients across 8 schools and settings.
- The Cultural Education Hub targets its creative education offer at schools in communities with the highest levels of deprivation, reaching over 9,000 students and supporting 24 freelance creative practitioners to develop sustainable careers in education.

Pricing and Access Policy

WEMA is committed to ensuring that cost is never a barrier to participation. Financial assistance is available for families who cannot afford tuition or ensemble fees, and the charity actively promotes its bursary and subsidised access schemes. Cultural Hub workshops are provided free to schools. Unscripted and similar family inclusion sessions are offered at low or no cost to families with complex needs. Where WEMA charges for services, fees are set at a level consistent with the charity's mission and are benchmarked against comparable provision across the region.

Achievements & Performance

All case studies and quotes are used with the permission of those involved

WEMA's work in 2024-25 reached children, young people and families across three local authority areas and beyond. The table below summarises total reach across all three strands; detailed achievements and impact evidence for each strand follow.

10,000+ Children & young people in sustained engaging in music and arts	800+ Children and young people receiving free or subsidised access	300+ schools & music organisations supported
£1m+ of grant funded programmes delivered	50 + Wellbeing and inclusion session delivered	24 creative freelancers supported

Music Hub

WEMA's Music Hub is the foundation of music education across three local authority areas. Through instrumental tuition, whole-class programmes, music centres, ensembles, singing festivals and teacher CPD, the Hub ensures that every child has access to high-quality music opportunities — regardless of their school, background or family income.

We deliver this combined strategic and delivery role through:

- music-specialist relationship managers supporting schools with one-to-one meetings, CPD for individual teachers, schools and MAT-wide training
- Over 150 teachers, delivering lessons and ensembles in schools and through our network of music centres, short courses, workshops and our summer residential course
- A range of inclusion programmes for young people with SEND, neurodiversity and those from minority and hard to reach communities.
- Subsidised or free access to activities and instruments for those who cannot afford to take part otherwise
- Working with partners such as Bournemouth Symphony Orchestra, Future Talent, National Children's Orchestra, ParaOrchestra, Bath Spa University, Alex Gichohi (ZangiMusic), DJ Ellie Phunk and others to deliver a broad and vibrant offer.
- A range of toolkits, training programmes and resources to support schools and young people.

In total, we have delivered over 50,000 hours of activity, including tuition for just over 5,000 children and young people in schools, 800 young musicians attending our weekly music centres where they play in bands, orchestras and ensembles and many more taking part in workshops, courses, events and performances. Underpinning this wide access for so many young musicians, WEMA supports those who cannot afford to pay fees with free access to music centres, free instruments and reduced cost lessons.

Services users, particularly children and young people contribute to the design of our programmes, ensuring we meet the needs and aspirations of our service users. Opportunities cover a wide range of styles and traditions including traditional acoustic instruments to rock, pop and contemporary music, music production, DJing, composing and songwriting.

A Musical Journey: Matthew

Perhaps no story better illustrates what WEMA’s Music Hub makes possible than that of Matthew. He started trombone through a whole-class Music Explorers programme at his school in Year 4. He continued with WEMA lessons through primary school, then joined the Little Stoke Development Centre, working his way through all three wind bands. His talent and dedication took him to Bristol Cathedral Choir School as a Music Specialist, then to Wells Cathedral School Sixth Form. He has attended WEMA Youth Orchestra, signed up for the summer residential course, and is now applying to conservatoire. His journey began with a classroom programme — and it is still going.

From Shy to Star; Grace

Grace joined the training band on drums as an extremely shy and nervous child. She worked her way through WEMA's three bands and now performs in Western Winds, where she will represent WEMA at the Music for Youth National Festival. She has also joined the Rock and Pop Centre and performed at the Young Musicians Showcase. Her mother's letter to the WEMA team captures what sustained music education does for young people that no statistic can:

"Watching her going in each Saturday morning with a spring in her step, and coming out grinning has been wonderful, especially as she is usually really quite shy and nervous of new things. And she invited so many people to the concert, she was so excited about it! It is already doing her so much good."

Grace's mother

Unscripted: Inclusion Through Music

Unscripted is a creative music programme for young people aged 8 to 14 with low-level additional needs, running every school holiday in Weston-super-Mare. The holiday-course based programme has, this year, engaged 17 young people across 50 individual enrolments.



"Friends and music helped them reintegrate. I am so grateful."

Parent of a young person who had been unable to attend school all term

"They feel they can be themselves and have built confidence in making friends and trusting adults — we are so grateful to have found Unscripted."

Parent, Unscripted participant

One young person learned guitar chords overnight and performed them confidently the following day. Another developed their sense of rhythm across multiple projects and became genuinely skilled at DJing. A third disclosed for the first time, after years at school, that they sing in a band and choir — and within hours was flourishing as a performer.

Music-Makers: Responding to What Families Need

WEMA piloted Music-Makers — a bespoke session developed in direct response to requests from families attending North Somerset Parents and Carers Working Together (NSPCWT) in Weston-super-Mare. Having offered drop-in music-making at NSPCWT's family stay-and-play sessions, we worked with the organisation to create something more substantial.

Three sessions were delivered in one day to families with children ranging in age from 2 to 12, with a range of complex needs including neurodivergence, sensory processing difficulties, severe and profound learning disabilities, mental ill health, physical impairments and deafness. All five families who responded to a feedback questionnaire reported that the sessions met their children's needs.

"Very relaxed and spontaneous."

Parent, Music-Makers session

"Nice to have fun and be silly together with other people."

Parent, Music-Makers session

The feedback confirmed a clear principle: for this cohort, low-demand, sensory-aware, unstructured environments are not a preference — they are a necessity. One family, whose child attends a special school and has a severe learning disability, praised the team for tailoring songs to ones their child already knew. Another commended the team's sensitive handling of a meltdown mid-session. The pilot will inform future programming across the region.

A Lifetime of Music: The Long View

WEMA's reach across decades of young people's lives is perhaps its greatest testament. Among those whose musical journeys began with WEMA:

- Gavin played percussion at BANES Wednesday Centre for years before winning a place at Wells Cathedral School as a pianist. He became Organ Scholar at Bath Abbey and won a national young composers competition. His father now plays trombone in WEMA's adult ensemble — a whole family committed to WEMA across generations.
- Miriam had flute and singing lessons through BANES, sang in Cantilena for years, gained a music degree, taught for BANES, and now works as a manager for a major overseas national symphony orchestra.
- Jack had euphonium lessons at his Special School through WEMA, played in wind and brass bands at BANES Music Centre, attended multiple Bryanston residentials, and went on to study at BIMM on drums.

These are not coincidences. They are the compound interest of a Music Hub that stays in young people's lives long enough to matter.

Creative Health

We give valuable support to those in challenging circumstances, using the unique power of music to communicate and connect, explore and manage emotions, and for healing.

Our team includes experienced wellbeing practitioners and qualified music therapists, who support positive change through a range of wellbeing programmes, music therapy, nurture projects, and inclusion programmes for children with additional needs or barriers to learning.

Music Therapy

Our team of seven qualified and experienced music therapists work in schools, client's homes and other settings across the West of England.

We adapt to the needs of each individual, focusing either on receptive music therapy (listening) or work in the moment in an improvised way. This allows a sense of freedom and creative expression, which can be helpful in place of speaking about difficulties or trauma.

Our services cover a variety of ages and settings, including adult residential care homes and day centres, community centres, libraries, client's homes, schools, and outdoor learning environments.

Wellbeing

Music can have a positive impact on wellbeing, social, emotional and mental health, and resilience. Our services are open to everyone, using music-making to connect with participants' needs in community, healthcare and school settings.

Nurture

This year saw the development of our nurture programme, working with young people identified by schools as requiring extra support with social and emotional needs.

Nurture Through Music sessions are creative and adapted to the needs of the student. We use a trauma-informed approach, with an aim of improving wellbeing, lessening anxiety, and boosting a positive sense of self and belonging.

School based Music Therapy — C's Story

When C, aged 15, was referred to WEMA's music therapy service, they had a team of professionals around them — physiotherapist, occupational therapist, speech and language therapist, neuropsychologist and clinical psychologist. C had learning difficulties, memory difficulties, regular epileptic seizures, low self-esteem and anxiety. They presented as a shy young person who wanted their mum to stay in the room, unable to answer questions without looking to her for reassurance.

Over three years of music therapy, C opened up about family relationships, past trauma and hopes for the future. Music became the medium through which they could express emotions, regulate their feelings, and develop a sense of self. The therapist brought instruments from around the world, supported C to write songs, explore emotions through lyrics, and discover music as a tool for daily life.

C is now 18. They lead their own sessions — currently centred on K-pop, singing and dancing. They say: 'Music is my comfort place.' C has transformed into a happy, confident young adult. The whole team regularly remarks that C is unrecognisable from the shy child they knew three years ago.

Music Therapy: Case Study — M at their school

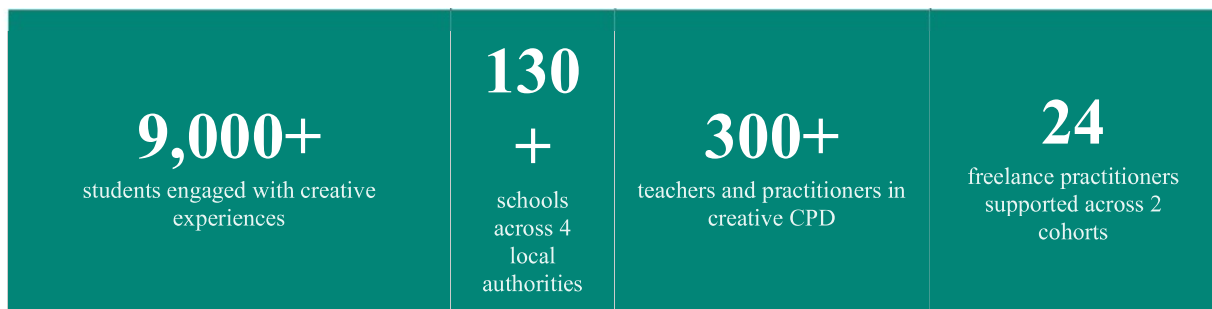
"Having access to therapy through school is invaluable and allows M to see school as part of the solution, not the problem. It had been such a struggle getting support — the family had been refused access to CAMHS for the fourth time. M was having severe panic attacks, banging their head on the floor going into school, and became agoraphobic for a while. The change in them at school is wonderful to see through dedicated care, patience and understanding from the inclusion team, and having access to strategies like music therapy and forest school. There are so many desperate families and children that can't get access to support through the NHS — I am more than happy to support in any way I can getting this type of support into additional schools."

Parent of M, Year 7 pupil

M was a 13-year-old Year 7 pupil who had been out of school for twelve months due to extreme anxiety. Referred to WEMA's music therapy service, they were visibly immersed in music from the very first session — making eye contact, smiling, engaging with the drum kit and a range of other instruments. The goal was to support M to reintegrate into school and find a positive reason for attending. Their parent's testimony — describing four CAMHS refusals, panic attacks and agoraphobia — makes clear the gap that WEMA's therapy provision fills.

Cultural Hub

The West of England Cultural Education Hub, funded by the West of England Mayoral Combined Authority and Arts Council England, launched in late 2023 and is now 18 months into its two-year first phase. It was designed not as a delivery body but as a connector — triangulating three groups of people: freelance creative practitioners, the education workforce, and children and young people, particularly those who do not ordinarily access these opportunities. The Hub sits in the middle, providing training, funding, brokerage and a growing evidence base.



Developing Creative Practitioners

Twenty-four freelance creative practitioners have been supported across two cohorts of the Creatives in Schools programme. Every grant came with wraparound CPD — not just funding, but training, mentoring and network-building that makes the difference between a one-off workshop and a sustained career in education.

Early evidence from the programme is compelling: practitioners are reporting significant gains in their skills, knowledge and confidence as educators, and schools are describing impact that goes well beyond individual sessions. Independent research into the full programme is being commissioned and will report in the final phase of the Hub — forming a central part of next year's annual report.

The Practitioners: A Sample of What the Hub Makes Possible

The breadth of practice supported through the Creatives in Schools grants reflects the range the Hub model can accommodate — from insect anatomy to analogue photography, from acrobalance to drama. A sample of the practitioners and their work:

Marian Hill – Buzz & Scuttle

Illustrator and Senior Lecturer in Illustration at UWE Bristol, Marian Hill brought her Buzz & Scuttle workshops into four schools across Bath and Yate, reaching 376 children. Cross-curricular sessions combined science and art through collage, with every child taking home a handmade badge. Children's artwork was subsequently displayed on vinyl banners in Victoria Park playground in Bath — a public legacy that made children's creativity visible in their own community.

"Many children didn't consider themselves arty, but the simplicity of the workshop and all the scaffolding that supported it enabled those less confident to do a lovely piece of work."

Teaching Assistant, Oldfield Park Junior School

Toby Hulse – Doing, Talking, Writing

Playwright Toby Hulse delivered 19 workshops across five Weston-super-Mare primary schools, reaching over 500 pupils. Using drama to unlock creative writing, he developed a teacher-friendly model explicitly designed to leave schools with techniques they could continue using. He noted that Weston schools were initially more cautious about hosting visiting artists than Bristol schools — a confidence gap the Hub is directly addressing.

"Delivering these workshops numerous times in a wide variety of settings gave me the opportunity to develop and hone what the teaching and learning offer is in considerable detail — so that discovery and learning built progressively through each session, and pointed towards further work that the class teacher could do."

Toby Hulse, Creative Practitioner

Maddie McGowan - Acrobalance

Circus artist Maddie McGowan delivered nine workshops across six schools — including a SEND school and a Year 7 careers day — reaching around 300 children. Sessions built trust, communication and shared achievement through acrobatic balancing. The surprise outcomes were consistent: children who staff did not expect to engage with a physical workshop did really well.

"Children were supportive of each other and amazed by the photos of what they had achieved."

Teacher feedback

Nigel Goldsmith at Cotham School – What Full Funding Makes Possible

Photographer Nigel Goldsmith worked with Year 12 art students at Cotham School in Bristol — making cameras from aluminium tins, taking analogue photographs and developing them in the school's disused dark room. Teacher Ms Cydney Forbes described the impact simply:

"I just thought it was so incredible to have something fully funded — especially as resources are tight across the board."

Ms Cydney Forbes, Art Teacher, Cotham School

"They will just be like, wow, I can make a picture and I don't need to have a degree in physics or something. It's that simple. Those are moments that you just think — yeah, that's what it's about."

Nigel Goldsmith, Photographer

Cotham also participated in a Hub CPD workshop at Bristol Old Vic, where Ms Forbes learned drama games that went directly into the school's musical theatre club. The school worked with two different artists across two year groups — both aligned to the existing curriculum. This curriculum integration is exactly what the Hub is designed to create.

Holly Dabbs – Miku and the Trees, Twerton Infant School

Artist and forest school leader Holly Dabbs worked with Twerton Infant School in Bath — a small school in a pocket of deprivation with high levels of SEND, free school meals eligibility, and English as an additional language. The residency used the school's woodland area as an art studio, working outdoors and following the children's own curiosity. The impact on both pupils and staff went well beyond what anyone expected.

"We've got a high proportion of children with EAL — English as an additional language. And I think we've noticed so much change in those children. It really has unlocked learning for them and made learning really meaningful and something that they can access. It's removed barriers — and I think that's such an amazing thing to see. But for all the staff to have seen that — you know, by changing slightly how you approach the teaching of something, it unlocks things."

Astral, Deputy Headteacher, Twerton Infant School

"I've seen people use the words on a daily basis. People are taking their classes out as a whole class approach. I've seen maths, I've seen English, science — all the things that you might think, oh well, we can't do that outside. People are. It's really changed. You really have instilled a confidence in the staff that you don't need to take very much money with you, you don't need loads of planning — you just have the ideas and then you take the ideas from the children."

Astral, Deputy Headteacher, Twerton Infant School

The legacy is being written into the school's curriculum. Twerton is building creative outdoor learning into every year of their next curriculum cycle, developing a skills and progression document for art and design from nursery to Year 2. As the deputy headteacher put it:

"It just opens up such a world of opportunities to enable people to approach the curriculum in a more creative way. It's been such a privilege to see you working and to gain insight into different ways of doing things — and to see what has actually been produced by the children with your support is just so heartwarming."

Astral, Deputy Headteacher, Twerton Infant School

Ali Brown – The Creative Dispensary

Ali Brown delivered 10 creative wellbeing workshops across four primary schools, working with 140 pupils in Years 3 and 4. Students explored how creativity can help notice and express feelings, calm the mind and

connect with others — co-creating 'creative prescriptions' that were left with each school as reusable resources.

"When we were blowing the ink, it felt like we were blowing our anger away."

Pupil

"The session made me feel calm and free."

Pupil

"Being part of this programme has been a really positive experience. Having the space and support to develop an idea into a full workshop has been invaluable."

Ali Brown, Creative Practitioner

Creative Residencies: Schools, Challenges, Legacies

Creative Residencies have placed artists alongside school communities for sustained periods, enabling deeper relationships between practitioners, teachers and pupils. Each residency was co-designed with the school around its own specific priorities — precisely the locally responsive model that the Francis Curriculum Review has since called for. Residencies in the 2024-25 academic year have been delivered at schools including Twerton, Kingsweston, Marshfield, Bridge Learning Campus, Priors and Horton, with practitioners including Holly Dabbs, Kenzi Ireland, Batch Gueye, Brave Bold Drama, Super Culture, Toby Hulse, and Lamplighter Arts CIC. More are confirmed for 2025-26.

A consistent finding across residencies has been the impact on teachers as well as pupils. The Hub model embeds CPD within delivery — teachers learn alongside artists in real classrooms, gaining practical skills they continue to use long after the practitioner has left. This is the legacy the Hub is designed to create, and the evidence of it is growing.

Creative Careers

Creative careers work is also in development: plans are being developed in partnership with Bristol Museums, Bristol Works, the Wessex Inspiration Network and Bath Spa University to create opportunities for young people to engage directly with creative professionals and understand the pathways into creative careers. This work will be reported in full next year.

YoungPeople4Change and the Bristol Bus Boycott

We have begun a multi-year programme with Curiosity Unlimited and a range of Bristol based partners to improve attitudes towards community cohesion, through celebration of the Windrush generation and the impact of the Bristol Bus Boycott. This programme will roll out in Autumn 2025 with a range of workshops, youth action activities, curriculum resources and celebration events.

What the Evidence Is Showing

With 18 months of the first Hub phase complete, the evidence building across programmes is consistent and clear. Schools in communities with the highest levels of deprivation are reporting outcomes — for children with SEND, with EAL, with low confidence — that they did not anticipate. Practitioners are developing in ways that will sustain their careers in education. Teachers are gaining skills that are changing how they approach the curriculum. The final six months of the phase will focus on deepening this evidence further, with independent research reporting in early 2026 — and forming a central part of the picture in next year's annual report.

The Cultural Hub is grateful to organisations who support our work as part of the Hub's steering group and our ambassadors.

Acknowledgements

WEMA is grateful to all the individuals, organisations, trusts and foundations whose generosity and partnership make our work possible. Our thanks go to:

Principal Funders

- Department for Education — Music Hub funding
- Arts Council England — Music Hub and Cultural Education Hub funding
- West of England Mayoral Combined Authority — Cultural Education Hub funding

Partner Organisations

- Aardman Animation
- BANES Parent Carer Forum
- Bath and North East Somerset Council
- Bath Education Trust
- Bath Philharmonia
- Bath Spa University
- Britten Pears Arts
- Bristol Beacon
- Bristol Museum
- Bristol Old Vic
- Bristol Works
- Cambridge Institute for Music Therapy Research / Anglia Ruskin University (CIMTR)
- Curiosity UnLtd
- Future Talent
- International Guitar Foundation
- Jack Hazeldine Foundation
- Jessie's Fund
- Live Music Now!
- London Sinfonietta
- Luke Jerram Foundation
- Music for Miniatures
- Music Workshop
- National Children's Orchestra
- Natural England
- North Somerset Council
- North Somerset Parents and Carers Working Together (NSPCWT)
- Playground Proms
- Sirona Health
- South Gloucestershire Council
- St George's Bristol
- Superculture
- Tobacco Factory Theatre
- University of Bristol
- University of the West of England (UWE)
- We The Curious
- West of England Centre for Independent Living (WECIL)
- Wessex Inspiration Network

Our People

None of this work would be possible without the dedication and expertise of WEMA's staff team and the 150 teachers, therapists, wellbeing practitioners and creative practitioners employed through West of England Music Limited. We are also grateful to our Board of Trustees — Meeta Thareja, Catherine Freda, Holly Radford-James and Ingrid McLean — for their commitment and guidance throughout the year.

Structure, Governance and Management

Constitution

West of England Music and Arts is a charitable company limited by guarantee, registered with the Charity Commission for England and Wales (Charity No. 1204508) and Companies House (Company No. 14782097). It is governed by its Articles of Association. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law.

Organisational Structure

WEMA employs 13 staff directly. Its trading subsidiary, West of England Music Limited (WEML), employs approximately 150 teachers, therapists, wellbeing and creative practitioners across Bath and North East Somerset, Bristol City, North Somerset and South Gloucestershire. All WEML delivery staff are employed (not self-employed) and WEMA's full safer recruitment process applies to them. WEML donates its taxable profits to WEMA by way of Gift Aid.

Recruitment, Appointment and Induction of Trustees

Trustees are recruited through open advertisement and co-option processes in accordance with the Articles of Association. The Board seeks trustees with a diversity of expertise, background and lived experience. All new trustees receive a formal induction covering WEMA's charitable objects, governance responsibilities, safeguarding obligations, and the organisation's strategic context. Trustees are required to complete relevant training, including safeguarding. The Board includes a dedicated Safeguarding Trustee (Ingrid McLean). Trustees serve as volunteers and receive no remuneration for their trustee roles.

Board Committees and Advisory Groups

The Board of Trustees meets quarterly. It is supported by a Finance and Audit Committee, which has delegated responsibility for financial oversight, risk management and audit.

Music Hub Governance

From September 2024, the Department for Education, via Arts Council England as fund manager, changed the way Music Hubs are governed across England. WEMA has long been the music education organisation for Bath and North East Somerset, North Somerset and South Gloucestershire, with Bristol Beacon delivering the same role for Bristol City. Both organisations continue to serve the communities and schools they have always served but from September 2024, this new national governance framework brought the two organisations into a formal regional partnership for the West of England Music Hub. This new partnership strengthens both organisations in their delivery of music services for schools, children and young people.

Trustees

The Board of Trustees meets quarterly and is responsible for the strategic direction, financial oversight and governance of the charity. Trustees serve as volunteers and bring expertise in music education, safeguarding, finance, arts leadership and charity governance.

Safeguarding

WEMA takes its safeguarding responsibilities with the utmost seriousness. The charity operates across regulated activity with children and vulnerable adults. WEMA has two Designated Safeguarding Leads: Heather Walters (Adult Safeguarding Lead) and Claire Schollick (Child Safeguarding Lead), supported by the Chief Executive and the Safeguarding Trustee. All staff and practitioners are subject to WEMA’s full safer recruitment process including DBS checks at the appropriate level and ongoing safeguarding training. WEMA’s safeguarding policies are reviewed annually and are compliant with Keeping Children Safe in Education. The DPO is contactable at dpo@wema.org.uk.

Risk Management

Principal Risk	Mitigation
Stagnation of DfE funding against rising staff costs reduces real-terms budget, threatening delivery of the growth strategy and current provision levels	Flexible ways of working means WEMA can be responsive to changes in funding and expectations. Trading arm delivering strongly. DfE understanding of the fact that less can be done with less funding.
Economic pressures reduce parental spending power and school budgets, leading to reduced participation — with greatest impact on vulnerable students. School budget constraints also limit uptake of workshops, CPD and live music, and reduce the number of EHCPs awarded, directly affecting ability to participate	Monitoring participation demographics quarterly; expanding remission of fees and subsidised access offer; fundraising role planned; coach subsidy policy in place; building MAT-level relationships to secure institutional rather than individual school buy-in
Transition to the National Centre for Arts and Music Education (NCAME) from September 2026 reshapes the national Music Hub landscape. Funding models, accountability structures and the role of delivery partners are unknown, creating significant medium-term uncertainty	Active engagement with national policy development; WEMA's performance data and track record position it well for the new landscape; scenario planning underway; ACE relationship maintained throughout transition period
Proposed Employment Bill — abolition of zero-hours contracts and guaranteed minimum hours requirements would fundamentally affect WEMA's model of employing approximately 150 delivery practitioners on flexible contracts. WEMA is approaching 181 employees with the 250-	Active monitoring of the Bill's progress (implementation unlikely before mid-2026); scenario planning for minimum-hours model

employee Companies House threshold a live concern	
Safeguarding failures across a large distributed workforce	Full safer recruitment for all staff and practitioners; named safeguarding leads; annual policy review; mandatory training; DPO oversight; KCSIE 2024 compliance
Loss of key staff in specialist roles	Succession planning; competitive remuneration; investment in staff development and CPD; strong organisational culture

Reserves Policy

The Trustees have set a reserves policy requiring WEMA and WEML to maintain a minimum of three months' operating costs as free reserves. The target is reviewed annually in the context of the risk register and the organisation's income profile. The Trustees consider this level appropriate given WEMA's income dependency on public sector contracts and grant funding, and the lead times required for programme planning and staffing. The current level of free reserves and progress against target are set out in the Financial Review.

Risk of Unplanned Closure

The Trustees do not foresee any significant risk of unplanned closure. The organisation has strong statutory relationships, a diversified income base across three strands, and established governance structures. Reserves are maintained to cover contractual commitments to staff and practitioners in the event of an unanticipated reduction in income.

Future Plans

WEMA's priorities for 2025-26 and beyond reflect the organisation's ambition to deepen its impact across all three strands while building financial resilience and extending its reach into communities currently underserved.

In the Music Hub, the focus is on sustaining and growing instrumental and ensemble provision across the region, developing multi-academy trust relationships more systematically, and building a stronger presence in schools that do not yet engage with WEMA's offer. The national Music Hub governance structure has changed, but WEMA's delivery, relationships and day-to-day work with schools and families remain as they have always been. The creation of the National Centre for Arts and Music Education (NCAME) from September 2026 is a policy development WEMA is actively engaged with — the organisation's track record and regional expertise place it well to contribute to and benefit from the new national landscape.

In Creative Health, the clinical evidence for WEMA's therapy model is strong — 90% of clients achieved or exceeded their Goal-Based Outcomes in 2024-25. The clinical case for WEMA's therapy model is strong; the challenge is making it financially sustainable against a backdrop of constrained school and NHS budgets. WEMA is developing a mixed traded and subsidised model, developing a Music and Imagery online therapy offer, and building partnerships with health commissioners. Research findings from the Cambridge Institute for Music Therapy Research's Nurture Programme — led by WEMA — are due for

publication, and WEMA's Head of Therapy and Wellbeing has been invited to present the findings at the BAMT national conference in November 2026.

For the Cultural Education Hub, securing a second phase of funding is the immediate priority. Momentum has been built with schools, creative practitioners and partners across the region, and the evidence gathering underway will provide a compelling case for continuation and expansion. Independent research into the programme is due to report in early 2026. The next phase will deepen what has been started, extend reach into Bristol and other underserved communities, and develop a formal creative careers pathway offer, with WEMA playing a coordinating role.

Across the organisation, WEMA's 2025-2030 strategic plan sets an ambition to be recognised as a major regional organisation in arts, education and healthcare — a centre of excellence that enables its partners and communities to be the best they can be. Building multi-year funding relationships, developing the organisation's premises and digital infrastructure, and growing the workforce to reflect the communities WEMA serves are all priorities for the plan period.

To enable this expansion, WEMA will be appointing new roles in 2025-26. These include a Chief Finance Officer, bringing the previously outsourced finance function in-house, a Chief Operating Officer to oversee the growing infrastructure and freeing the Chief Executive to further develop the outward facing work of the Charity, and a Head of Fundraising to enable our growth plans through new funding streams.

Financial Review

Overview

The Group reported total income of £3,354,334 for the period ended 29 August 2025 (2024: £3,010,159), reflecting continued growth in both grant-funded and traded activity. Income comprised £2,053,493 of trading income and £1,300,841 of donations and grants, primarily from government and Arts Council England funding. Total expenditure for the period amounted to £3,127,553 (2024: £2,613,917), with the majority relating to staff costs in support of programme delivery. This resulted in a net surplus of £226,781 (2024: £396,242), increasing total funds to £623,023 at the period end. Cash balances remained strong at £1,317,480, supporting the organisation's operating model and future commitments. The Group ended the period with £600,023 of unrestricted reserves, providing a strong financial foundation to support ongoing delivery and manage risk.

Income

WEMA's income in 2024-25 was drawn from three principal sources. The largest was Department for Education Music Hub funding administered through Arts Council England, which funds the core Music Hub delivery across Bath and North East Somerset, North Somerset and South Gloucestershire. The second was Arts Council England and West of England Mayoral Combined Authority funding for the Cultural Education Hub, totalling £311,000 over the two-year programme. The third was traded income generated through West of England Music Limited (WEML), including instrumental tuition fees, music centre memberships, ensemble fees and music therapy contracts. WEML donates its taxable profits to WEMA by way of Gift Aid. Additional income was generated through grants, trusts and foundations supporting specific projects including Sound in Nature and individual therapy clients.

Expenditure

The majority of WEMA's expenditure is staff costs, reflecting the people-intensive nature of music education, therapy and creative health delivery. The charity directly employs 13 staff; WEML employs approximately 150 delivery practitioners. The charity continues to invest in the quality, training and conditions of its workforce as its principal asset and the foundation of all its charitable activities.

Reserves

The Trustees monitor reserves against the policy target of three months' operating costs on a quarterly basis. The level of free reserves is reported to the Board at each meeting alongside a forecast to year-end. Current free reserves: £623,023 against a target of 3 months operating costs.

Going concern

The Trustees are satisfied that WEMA remains a going concern. No material uncertainties have been identified that would cast significant doubt on the charity's ability to continue operating for at least twelve months from the date of approval of these financial statements.

Investment Policy

The Trustees have power to make any investment that the Board sees fit. Having regard to the liquidity requirements of operating WEMA's programmes, the Board's policy is to hold any surplus funds as cash deposits, seeking to maximise returns whilst minimising credit risk. No investments in equities or other non-cash instruments are currently held.

Fundraising

WEMA raises voluntary income through grants from trusts and foundations, statutory grants, and individual donations. All fundraising activity is carried out by WEMA staff and complies with the standards of the Fundraising Regulator. WEMA does not use commercial participators or cold-calling approaches. No complaints about fundraising were received during the year.

Trustees and Officers

The trustees and officers serving during the year and since the year end were as follows;

Trustees;	M Thareja	
	C S Freda	
	I McLean (Resigned 5 November 2025)	
	H Radford-James (Resigned 19 December 2025)	
	M Radoje (resigned 21 January 2025)	
	A William-Jones (Appointed 17 November 2025)	
	S Smith (Appointed 28 November 2025)	
Chair of Trustees:	M Thareja	
Chief Executive Officer:	S Lock	
Senior Leadership Team:	N Quibell	Business Manager
	M Clarke	Cultural Hub Lead
	A Bodiley	Groups and Courses Lead
	E Greeley	Head of Education
	H Walters	Head of Therapy and Wellbeing/Adult Safeguarding Lead
	J Parkinson	Inclusion Lead
	K Elkes	Marketing and Communications
	A Clarke	Partnerships and Programmes Lead
	C Shollick	Schools development Lead/Child Safeguarding Lead

Structure, governance and management

Nature of governing document

West of England Music and Arts was registered as a non-profit making company on 5 April 2023 (ref no. 14782097) and was registered as a UK Charity (reg no. 1204508) by the Charity Commissioners with effect from 29 August 2023.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

In the event of the company being wound up, Trustees are required to contribute an amount not exceeding £1.

The Charity is a limited company, Limited by guarantee, as defined by the Companies Act.

Organisational structure

West of England Music and Arts wholly owns a trading company called West of England Music Limited (WEML)

The Board of Trustees oversees the work of the Charity and its trading subsidiary. It delegates day to day running of the Chief Executive Officer, who also acts as the Managing Director of the trading arm. The CEO leads the management team who are responsible for the day-to-day delivery of the Charity's aims and activities.

As the Charity establishes itself in its new role, a review of the structure will consider if additional executive officers are necessary to support the CEO in the day-to-day oversight and leadership of the Charity.

Section 172(1) statement

The Trustees, who are also directors of the charitable company for the purposes of company law, confirm that throughout the year they have had regard to their duties under Section 172(1) of the Companies Act 2006, which requires them to act in a way that promotes the success of the company for the benefit of its members as a whole, while having regard to (among other matters):

- The likely consequences of any decision in the long term;
- The interests of the Charity's employees and volunteers;
- The need to foster relationships with beneficiaries, donors, funders, suppliers and other key stakeholders;
- The impact of the Charity's operations on the community and the environment;
- The desirability of maintaining a reputation for high standards of conduct;
- The need to act fairly as between members of the company.

In discharging these duties during the year, the Trustees have:

- Continued to align the Charity's strategic decisions with its long-term charitable aims and public benefit obligations;
- Engaged regularly with staff and volunteers through updates, feedback sessions and training, promoting a supportive and inclusive culture;
- Consulted with beneficiaries and key partners in the design and delivery of services;
- Maintained strong governance and risk management practices to safeguard the charity's reputation and financial sustainability;
- Considered environmental and social factors when making operational and investment decisions;
- Ensured transparency and fairness in all dealings with stakeholders, including funders, regulators and service users.

The Board believes that these considerations are integral to fulfilling our mission and delivering long-term value for all stakeholders.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of West of England Music and Arts for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Trustees' to prepare financial statements for each financial period. Under company law the Trustee's must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the parent charitable company and the group and of the incoming resources and application of resources, including its income and expenditure, of the charitable group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the parent charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the parent charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the parent charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud

The Trustees' are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor

Each Trustee has taken steps that they ought to have taken as a Trustee in order to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information. The Trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

This report has been prepared in accordance with the special provisions on Part 15 of the Companies Act 2006 relating to small companies.

The annual report was approved by the Trustees of the Charity on 29/05/2026 and signed on its behalf by;



M Thareja
Chair of Trustees

Opinion

We have audited the financial statements of West of England Music and Arts (the 'Charity') for the period ended 29 August 2025 which comprise the consolidated statement of financial activities, consolidated balance sheet, balance sheet, consolidated statement of cashflows, statement of cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 29 August 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the sector, control environment and organisation's performance;
- the charitable company's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and members of the Board of Trustees of their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:

identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;

detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and

the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and

the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas: (i) The presentation of the charitable company's Statement of Financial Activities, (ii) the charitable company's accounting policy for revenue recognition, (iii) the classification of restricted funds in the financial statements, and (vi) the management override of controls. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Charities Act, the Charities (Accounts and Reports) Regulations 2008 and the Statement of Recommended Practice - 'Accounting and Reporting by Charities' issued by the joint SORP making body.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. The key laws and regulations we considered in this context included employment law, health and safety at work, GDPR, and the UK Companies Act and Charities SORP.

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and members of the Board of Trustees concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with relevant authorities where matters identified were significant;

- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Jamielee Johnston (Senior Statutory Auditor)

for and on behalf of Mitchell Charlesworth (Audit) Limited

Statutory Auditor

**3rd Floor
44 Peter Street
Manchester
M2 5GP**

Dated: 01/06/2026

Mitchell Charlesworth (Audit) Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

	Notes	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
		Funds	Funds	Funds	Funds	Funds	Funds
				Period			Period
				ended			ended
				29 August			31 August
				2025			2024
		£	£	£	£	£	£
Charitable income:							
Donations and legacies	3	-	1,300,841	1,300,841	45,991	912,864	958,855
Trading income		2,053,493	-	2,053,493	2,051,304	-	2,051,304
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total income		2,053,493	1,300,841	3,354,334	2,097,295	912,864	3,010,159
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Expenditure							
Charitable Activities	4	(222,317)	(1,309,067)	(1,531,384)	-	(855,343)	(855,343)
Other expenditure	5	(1,596,169)	-	(1,596,169)	(1,732,279)	(26,295)	(1,758,574)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total expenditure		(1,818,486)	(1,309,067)	(3,127,553)	(1,732,279)	(881,638)	(2,613,917)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Net movement in funds for the period		235,007	(8,226)	226,781	365,016	31,226	396,242
Fund balances brought forward 1 Sept 2024		365,016	31,226	396,242	-	-	-
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Fund balances carried forward 29 August 2025		600,023	23,000	623,023	365,016	31,226	396,242
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Group	Notes	Period ended 29 August 2025 £	Period Ended 31 August 2024 £
Fixed assets			
Tangible fixed assets	13	3,534	2,764
Current assets			
Debtors	15	122,205	188,756
Cash at bank and in hand	16	1,317,480	901,123
		1,439,685	1,089,879
Creditors: amounts falling due within one year	17	(820,196)	(696,401)
Net Current Assets		619,489	393,478
Net Assets		623,023	396,242
Unrestricted Funds		600,023	365,016
Restricted Funds	20	23,000	31,226
Total Funds		623,023	396,242

The company is entitled to exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the period ended 29 August 2025, although an audit has been carried out under section 144 of the Charities Act 2011.

The trustees/directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to the accounting records and the preparation of the financial statements.

The members have not required the company to obtain an audit in accordance with the section 476 of the Companies Act 2006.

These financial statements were approved by the trustees on 29/05/2026 and are signed on their behalf by:



.....
M Thareja
Chair of Trustees

The notes on pages 32 to 46 form part of these financial statements

Charity	Notes	Period ended 29 August 2025 £	Period Ended 31 August 2024 £
Fixed assets			
Tangible fixed assets	13	1,692	-
Investments	14	1	1
		<u>1,693</u>	<u>1</u>
Current assets			
Debtors	15	-	14,767
Cash at bank and in hand	16	949,254	568,016
		<u>949,254</u>	<u>582,783</u>
Creditors: amounts falling due within one year	17	(760,073)	(505,567)
Net Current Assets		<u>189,181</u>	<u>77,216</u>
Net Assets		<u>190,874</u>	<u>77,217</u>
Unrestricted Funds		167,874	45,991
Restricted Funds	20	23,000	31,226
Total Funds		<u>190,874</u>	<u>77,217</u>

The company is entitled to exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the period ended 29 August 2025, although an audit has been carried out under section 144 of the Charities Act 2011.

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M Thareja
Chair of Trustees

The notes on pages 32 to 46 form part of these financial statements

Group	Period ended 29 August 2025 £	Period ended 31 August 2024 £
Net movement in funds for the period	226,781	396,242
Adjustments to cash flows from non-cash items	922	925
	227,703	397,167
Adjustments for:		
Decrease/(increase) in debtors	66,551	(188,756)
Increase/(decrease) in creditors	(1,892)	325,409
Increase/(decrease) in deferred income	125,687	370,992
Net Cash flow from operating activities	418,049	904,812
Cash flow from investing activities	(1,692)	(3,689)
	416,357	901,123
Cash flow from financing activities	-	-
Net increase/(decrease) in cash	416,357	901,123
Cash and cash equivalents at start date	901,123	-
Cash and cash equivalents at end date	<u>1,317,480</u>	<u>901,123</u>

Charity	Period ended 29 August 2025 £	Period ended 31 August 2024 £
Net movement in funds for the period	113,657	77,217
Adjustments for:		
Decrease/(increase) in debtors	14,767	(14,767)
Increase/(decrease) in creditors	254,506	505,567
Net Cash flow from operating activities	382,930	568,017
Cash flow from investing activities	(1,692)	(1)
	381,238	568,016
Cash flow from financing activities	-	-
Net increase/(decrease) in cash	381,238	568,016
Cash and cash equivalents at start date	568,016	-
Cash and cash equivalents at end date	<u>949,254</u>	<u>568,016</u>

1. Accounting policies

Charity information

West of England Music and Arts is a private company limited by guarantee incorporated in England and Wales. The registered office is Little Stoke Primary School, Little Stoke Lane, Little Stoke, Bristol, BS34 6HY

The guarantors at 29 August 2025 are the trustees in office at that date and detailed in the trustees report. Their liability in respect of the guarantee as set out in the Memorandum of Association is limited to £1 per guarantor.

1.1 Accounting convention

The financial statements have been prepared under the historical cost convention, in accordance with the Companies Act 2006, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP “Accounting and Reporting of Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)” (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

West of England Music and Arts meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the accounting policy note.

1.2 Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertaking for the period ended 29 August 2025.

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charity made a profit for the financial period of £113,657 (2024: £77,217)

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

The results of subsidiaries acquired or disposed of during the year are included in the statement of financial activities from the effective date of acquisition or up to the effective date of disposal, as appropriate. Where necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with those used by the group.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

1.3 Going concern

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

1.4 Investments

The investments are held at cost less impairment as the fair value cannot be reliably measured. The Trustees are not aware of any material impairments in the investments other than those disclosed.

1. Accounting policies (Continued)

1.5 Reporting period

These financial statements represents a full year from 1 September 2024 to 29 August 2025 whereas the comparatives represents the period from 5 April 2023 to 31 August 2024 as this was the first year of activity, therefore the comparatives are not comparable.

1.6 Charitable funds

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.7 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the group has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

1.8 Expenditure

All expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Charitable activities

Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs

1. Accounting policies (Continued)

Allocation of Governance and Support costs

All support costs are allocated to the charitable activities.

Governance costs include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

1.9 Tangible fixed assets

Tangible fixed assets are stated in the balance sheet at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation is calculated so as to write off the cost of an asset, net of anticipated disposal proceeds, over the estimated useful economic life of that asset as follows:

Musical instruments	25% straight line
---------------------	-------------------

1.10 Trade Debtors

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

1.11 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowing in current liabilities.

1.12 Trade Creditors

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

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

1.13 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial assets and liabilities are recognised when the Charity becomes party to the contractual provisions of the financial instrument. The Charity holds basic financial instruments which comprise cash at bank, trade and other receivables and trade and other payables.

Basic financial instruments such as social investments, debtors, bank balances and creditors are recognised at transaction value.

1.14 Taxation

The Charity is exempt from corporation tax on its charitable activities.

1. Accounting policies (Continued)

1.15 Fund Accounting

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

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

1.16 Pensions and other post-retirement obligations

The charity and subsidiary operate a defined contribution pension scheme. A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the charity and subsidiary have no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

The subsidiary company also operates two defined benefit pension schemes; the Local Government Pension Scheme and the Teachers' Pension Scheme.

The Local Government Pension Scheme is a multi-employer scheme where the benefit obligation is calculated annually by independent actuaries using the Projected Unit method of valuation.

The Teachers' Pension Scheme is a UK national multi-employer defined benefit scheme. Since it is not possible to identify assets belonging to the individual participating employer this scheme is accounted for as a defined contribution scheme in accordance with the provisions under FRS 102.

No asset has been recognised in relation to the defined contribution pension scheme surplus.

2. Critical accounting estimates and judgements

There are currently no significant judgements and estimates applied by the trust which are considered key to the preparation of the financial statements.

3. Income from Donations and legacies

Notes	Unrestricted £	Restricted £	Total 2025 £	Unrestricted £	Restricted £	Total 2024 £
Donations from private individuals	-	-	-	15,991	17,009	33,000
Grants from companies and government grants	-	1,300,841	1,300,841	30,000	895,855	925,855
Total	-	1,300,841	1,300,841	45,991	912,864	958,855

4 Charitable Activities, Fund Raising, Support and Governance costs

	Unrestricted funds	Restricted Funds	Total 2025	Unrestricted funds	Restricted funds	Total 2024
			£	£	£	£
Wages, national insurance contributions and pension contributions	-	278,711	278,711	-	205,966	205,966
Subscriptions	-	12,104	12,104	-	26,668	26,668
General costs including venue hire, exam fees and workshops	222,317	125,263	347,580	-	82,072	82,072
Governance costs	-	44,639	44,639	-	26,706	26,706
Administrative costs	-	30,677	30,677	-	7,250	7,250
Grants expended	-	817,673	817,673	-	506,681	506,681
	222,317	1,309,067	1,531,384	-	855,343	855,343

See note 6 for further details on governance costs totalling £44,639 (2024; £26,706)

5. Other expenditure

	Unrestricted funds General	Restricted Funds	Total 2025	Unrestricted funds General	Restricted funds	Total 2024
	£	£	£	£	£	£
Staff costs:						
- Wages and salaries	1,686,782	-	1,686,782	961,453	4,742	966,195
- Social security	136,715	-	136,715	61,757	-	61,757
- Pension costs	370,728	-	370,728	224,365	-	224,365
Legal fees	32,128	-	32,128	81,755	-	81,755
Depreciation, amortisation and other similar costs	922	-	922	925	-	925
Recharges from Councils	-	-	-	707,112	-	707,112
Other resources expended	186,567	-	186,567	201,593	21,553	223,146
Trading subsidiary funding	(817,673)	-	(817,673)	(506,681)	-	(506,681)
	1,596,169	-	1,596,169	1,732,279	26,295	1,758,574

6. Analysis of governance and support costs

	Year ended 29 August 2025	Period ended 31 August 2024
	£	£
Governance costs		
Legal and professional fees	41,423	23,569
Recruitment costs	1,296	1,221
Membership fees	192	188
Payroll fees	1,728	1,728
	44,639	26,706

7. Government grants

Income from government grants are a contribution towards the delivery of the National Music Education Plan, as per the Government's Music Hub funding programme, administered by Arts Council England. The grants also contribute towards the Cultural Education Hub and to develop the Sound in Nature Programme.

The amount of government grants recognised in the financial statements was £1,300,841 (2024; £906,896)

8. Net movement in funds	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	12,250	8,400
	12,250	8,400

9. Trustees

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

Trustees expenses

During the year, expenses totalling £Nil (2024: £Nil) were reimbursed to trustees.

10. Staff costs	2025	2024
	£	£
The aggregate payroll costs were as follows:		
Wages and salaries	1,934,398	1,151,348
Social security costs	162,157	77,918
Pension costs	376,381	229,017
	2,472,936	1,458,283

10. Staff costs (continued)

The monthly average number of persons (including senior management/leadership team) employed by the group during the period was as follows:

	2025	2024
	No	No
Charity	10	17
Subsidiary	128	118
	<hr/>	<hr/>
Group	138	135
	<hr/> <hr/>	<hr/> <hr/>

All of the above employees are participated in one of the pension schemes operated by the group. Contributions to the employee pension schemes for the period totalled £376,381 (2024; £229,017). These payments are allocated to other expenditure within unrestricted funds.

One employee received emoluments of more than £60,000 during the period

Key management personnel consists of one employee and total remuneration of key management personnel in the year was £92,626 (2024; £89,278).

11. Taxation

The group is a registered charity and is therefore exempt from taxation.

12. Auditor remuneration

	2025	2024
	£	£
Audit of financial statements	12,250	8,400
	<hr/>	<hr/>

13. Tangible fixed assets

	2025
	£
Group	
Cost or valuation	
At 1 September 2024	3,689
Additions	1,692
	<hr/>
At 29 August 2025	5,381
	<hr/>
Depreciation	
At 1 September 2024	925
Charge for the period	922
	<hr/>
At 29 August 2025	1,847
	<hr/>
Net book value	
At 29 August 2025	3,534
	<hr/>
At 31 August 2024	2,764
	<hr/> <hr/>

13.	Tangible fixed assets (continued)	2025
		£
	Charity	
	Cost or valuation	
	At 1 September 2024	-
	Additions	1,692
		1,692
	At 29 August 2025	1,692
	Depreciation	
	At 1 September 2024	-
	Charge for the period	-
		-
	At 29 August 2025	-
	Net book value	
	At 29 August 2025	1,692
		-
	At 31 August 2024	-
		-

14. Fixed asset investments

Group

Details of the investments in which the group holds 20% or more of the nominal value of any class of share capital are as follows:

Name of undertaking and country of incorporation or residency	Nature of business	Class of shareholding	Held % Direct
West of England Music Limited - England & Wales	Delivery of music education services to young people and education settings	Ordinary	100

Registered office

Little Stoke Primary School, Little Stoke Lane, Little Stoke, Bristol, BS34 6HY

14. Fixed asset investments (continued)

Charity	2025 £	2024 £
Investment in subsidiary	1	1

Movement in fixed asset investments:

Cost or valuation

At 1 September 2024 and 29 August 2025

Net book value

At 29 August 2025

At 31 August 2024

**Shares
£**

1

1

1

Subsidiary

The results for the subsidiary for the period ended 29th August 2025 are:

	2025 £	2024 £
Turnover	2,847,009	2,557,985
Cost of sales and administrative costs	(2,413,844)	(2,238,960)
Net profit	433,165	319,025
The assets and liabilities of the subsidiary were;		
Fixed Assets	1,842	2,764
Current Assets	1,124,521	978,123
Current Liabilities	(694,213)	(661,861)
	432,150	319,026
Share capital and reserves	432,150	319,026

15. Debtors

	Group 2025 £	Charity 2025 £	Group 2024 £	Charity 2024 £
Trade debtors	122,205	-	173,989	-
Accrued income	-	-	14,767	14,767
	122,205	-	188,756	14,767

16. Cash and cash equivalents	Group 2025 £	Charity 2025 £	Group 2024 £	Charity 2024 £
Cash at bank	1,317,480	949,254	901,123	568,016
	<u>1,317,480</u>	<u>949,254</u>	<u>901,123</u>	<u>568,016</u>
	<u><u>1,317,480</u></u>	<u><u>949,254</u></u>	<u><u>901,123</u></u>	<u><u>568,016</u></u>
17. Creditors: Amounts falling due within one year	Group 2025 £	Charity 2025 £	Group 2024 £	Charity 2024 £
Trade creditors	29,509	18,880	27,589	10,936
Other taxation and social securities	31,957	5,573	23,340	4,889
Other creditors	232,674	635,201	245,103	115,444
Accruals and deferred income	526,056	100,419	400,369	374,298
	<u>820,196</u>	<u>760,073</u>	<u>696,401</u>	<u>505,567</u>
	<u><u>820,196</u></u>	<u><u>760,073</u></u>	<u><u>696,401</u></u>	<u><u>505,567</u></u>

18. Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

Other	Group 2025 £	Charity 2025 £	Group 2024 £	Charity 2024 £
Between one and five years	3,631	-	6,338	-
	<u>3,631</u>	<u>-</u>	<u>6,338</u>	<u>-</u>
	<u><u>3,631</u></u>	<u><u>-</u></u>	<u><u>6,338</u></u>	<u><u>-</u></u>

19. Pension and other schemes

Defined contribution pension scheme

The group operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the group to the scheme and amounted to £5,653 (2024; £5,572).

Defined benefit pension schemes

Local Government Pension Scheme

The company's subsidiary participates in the Local Government Pension Scheme, which is a multi-employer defined benefit scheme in the UK. The pension scheme is funded by contributions from the company and is administered by independent Trustees'. Its funding policy is to designed to ensure that sufficient assets are available to meet current and future pension liabilities.

Contributions to this scheme are charged in the Statement of Financial Activities as they become payable, in accordance with the rules of the scheme.

The most recent actuarial valuation was performed as at 31 August 2025, using the Projected Unit method of valuation.

The total cost relating to this defined benefit scheme for the year recognised in the statement of financial activities as an expense was £47,533 (2024; £65,020).

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2025	2024
	£	£
Fair value of scheme assets	(1,307,000)	(1,153,000)
Present value of defined benefit obligation	881,000	951,000
	<hr/>	<hr/>
Defined benefit pension scheme surplus	(426,000)	(202,000)
	<hr/>	<hr/>
Amortisation		
	2025	2024
	£	£
Present value at start of period	(951,000)	-
Current service cost	(97,000)	(53,000)
Interest on pension liabilities	(47,000)	(27,000)
Member contributions	(31,000)	(18,000)
Business contributions	-	(812,000)
Remeasurements – gain on financial assumptions	252,000	(38,000)
Remeasurements - experience	(8,000)	(3,000)
Remeasurements – gain on demographic assumptions	1,000	-
	<hr/>	<hr/>
Present value at end of period	(881,000)	(951,000)
	<hr/> <hr/>	<hr/> <hr/>

19. Pension and other schemes (Continued)

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2025	2024
	£	£
Fair value in plan assets at start of period	1,153,000	-
Interest on plan assets	61,000	34,000
Remeasurements (assets)	(43,000)	28,000
Employer contributions	108,000	63,000
Member contributions	31,000	18,000
Administrative expenses	(3,000)	(2,000)
Business combinations	-	1,012,000
	<hr/>	<hr/>
Fair value at end of period	1,307,000	1,153,000
	<hr/> <hr/>	<hr/> <hr/>

Analysis of assets

The major categories of scheme assets are as follows:

	2025	2024
	£	£
Cash and cash equivalents	(64,000)	(169,000)
Equity instruments	534,000	580,000
Property	64,000	58,000
Government bonds	250,000	244,000
Other bonds	123,000	104,000
Other	400,000	336,000
	<hr/>	<hr/>
	1,307,000	1,153,000
	<hr/> <hr/>	<hr/> <hr/>

Return on scheme assets

	2025	2024
	£	£
Return on scheme assets	(116,000)	61,000
	<hr/> <hr/>	<hr/> <hr/>

The pension scheme has not invested in any of the group's own financial instruments or in properties or other assets used by the group.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2025	2024
	%	%
Discount rate	6.2	5.0
Future salary increases	4.0	4.1
Future pension increases	2.6	2.7
CPI/CARE revaluation	2.5	2.6

Post retirement mortality assumptions

Current UK pensioners at retirement age – male	22	22
Current UK pensioners at retirement age - female	25	24
Future UK pensioners at retirement age – male	23	23
Future UK pensioners at retirement age - female	26	26

19. Pension and other schemes (Continued)

Teacher's pension scheme

The company participates in the Teacher's pension scheme, a defined benefit pension scheme which is a multi-employer scheme. It is not possible in the normal course of events to identify the share of the underlying assets belonging to the individual participating employers and, in accordance with FRS 102, this is accounted for as a defined contribution scheme with contributions being recorded as they become payable.

Contributions to this scheme are charge in the Statement of Financial Activities as they become payable, in accordance with the rules of the scheme.

The total cost relating to this defined benefit scheme for the period recognised in the statement of financial activities as an expense was £323,195 (2024; £159,345).

20. Movement in funds

2025 Current year	At 1 September 2024	Incoming resources	Resources expended	Transfers	At 29 August 2025
Group	£	£	£	£	£
Restricted funds					
Music Association of Woodspring Schools	15,695	-	-	-	15,695
Crowdfunder	514	-	-	-	514
Sirona Health	250	-	-	-	250
North Somerset Council	14,767	-	(14,767)	-	-
Salary Support Grants	-	202,906	(202,906)	-	-
Cultural Education Hub Grant	-	131,650	(131,650)	-	-
Capital Grant	-	86,683	(80,142)	-	6,541
Arts Council England	-	879,602	(879,602)	-	-
Total restricted funds	31,226	1,300,841	(1,309,067)	-	23,000
Unrestricted funds:					
General funds	365,016	2,053,493	(1,818,486)	-	600,023
Total unrestricted funds	365,016	2,053,493	(1,818,486)	-	600,023
TOTAL FUNDS	396,242	3,354,334	(3,127,553)	-	623,023

20. Movement in funds (Continued)

Charity	At 1 September 2024 £	Incoming resources £	Resources expended £	Transfers £	At 29 August 2025 £
Restricted Funds					
Music Association of Woodspring Schools	15,695	-	-	-	15,695
Crowdfunder	514	-	-	-	514
Sirona Health	250	-	-	-	250
North Somerset Council	14,767	-	(14,767)	-	-
Salary Support Grants	-	202,906	(202,906)	-	-
Cultural Education Hub Grant	-	131,650	(131,650)	-	-
Capital Grant	-	86,683	(80,142)	-	6,541
Arts Council England	-	879,602	(879,602)	-	-
Total restricted funds	31,226	1,300,841	(1,309,067)	-	23,000
Unrestricted funds:					
General funds	45,991	344,200	(222,317)	-	167,874
Total unrestricted funds	45,991	344,200	(222,317)	-	167,874
TOTAL FUNDS	77,217	1,645,041	(1,531,384)	-	190,874

2024 Comparative Period

Group	Incoming resources £	Resources expended £	Transfers £	At 29 August 2024 £
Restricted funds				
Music Association of Woodspring Schools	15,695	-	-	15,695
Friends of North Somerset Centre for Young Musicians	800	(800)	-	-
Crowdfunder	514	-	-	514
Sirona Health	4,192	(3,942)	-	250
North Somerset Council	14,767	-	-	14,767
Arts Council England	876,896	(876,896)	-	-
Total restricted funds	912,864	(881,638)	-	31,226

20. Movement in funds (Continued)

Unrestricted funds:				
General funds	2,097,295	(1,732,279)	-	365,016
Total unrestricted funds	2,097,295	(1,732,279)	-	365,016
TOTAL FUNDS	3,010,159	(2,613,917)	-	396,242
Charity				
	Incoming resources	Resources expended	Transfers	At 29 August 2024
	£	£	£	£
Restricted Funds				
Music Association of Woodspring Schools	15,695	-	-	15,695
Friends of North Somerset Centre for Young Musicians Crowdfunder	800	(800)	-	-
Sirona Health	514	-	-	514
North Somerset Council	4,192	(3,942)	-	250
Arts Council England	14,767	-	-	14,767
	876,896	(876,896)	-	-
Total restricted funds	912,864	(881,638)	-	31,226
Unrestricted funds:				
General funds	45,991	-	-	45,991
Total unrestricted funds	45,991	-	-	45,991
TOTAL FUNDS	958,855	(881,638)	-	77,217

Name of restricted fund description, nature and purposes of the fund

Music Association of Woodspring Schools	To fund activities which engage children in the Music Association of Woodspring Schools catchment area
Crowdfunder Sirona Health	Donations to create a Sound Garden for music therapy activity. To develop Sound in Nature programme
North Somerset Council	Teachers Pension Grant contribution for employees who are in the Teachers Pension Scheme employment.
Arts Council England	Contribution towards the delivery of the National Music Education Plan, as per the Government's Music Hub funding programme.

Salary Support Grants	DfE grants to support with the recent increases in the employer contributions relating to the Teachers' Pension Scheme and National Insurance Contributions
Cultural Education Hub Grant	to deliver a cultural education hub, supporting arts practitioners, schools and young people to engage in cultural education, as part of the Culture West programme, funded by West of England Combined Authority
Capital Grant	Department for Education grant to support the purchase of resources, such as music instrument (acoustic, digital and technology) to assist in the delivery of the Music Hub grant activity

21. Analysis of net assets between funds

	Group 2025 £	Charity 2025 £	Group 2024 £	Charity 2024 £
Fixed asset investments	-	1	-	1
Tangible Fixed Assets	3,534	1,692	2,764	-
Current assets	1,439,685	949,254	1,089,879	582,783
Current liabilities	(820,196)	(760,073)	(696,401)	(505,567)
	-----	-----	-----	-----
Total net assets	623,023	190,874	396,242	77,217
	=====	=====	=====	=====

22. Related party transactions

The charity has taken advantage of the disclosure exemptions available in FRS102 section 33 in relation to transactions and balances between wholly-owned entities within the group headed by West of England Music and Arts.

A Trustee of the charity is a director of a school in the West of England Music and Arts ('WEMA') region, who buy in WEMA services. The total services provided in the year totalled £Nil (2024: £807). The school does not benefit from the traded services. WEMA does offer subsidised and free services to schools on an individual basis. WEMA staff are aware on the connection and will ensure that this particular school does not benefit anymore than any other school regarding services offered.

WEST OF ENGLAND MUSIC AND ARTS

England & Wales - Charity number 1204508

Accounts

Company registration number: 14782097

Charity registration number: 1204508



West of England Music and Arts

(A company limited by guarantee)

*Supporting everyone to thrive and achieve
through the power of music, arts and culture*

Annual Report and Financial Statements
for the period from 5 April 2023 to 31 August 2024

Mitchell Charlesworth (Audit) Limited
Chartered Accountants and Statutory Auditors 44
Peter Street
Manchester
M2 5GP

West of England Music and Arts

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West of England Music and Arts

Reference and Administrative Details

Chair of Trustees	M Thareja
Trustees	M Thareja C S Freda I McLean H Radford - James
Charity Registration Number	1204508
Company Registration Number	14782097
Registered Office	Little Stoke Primary School Little Stoke Lane Little Stoke Bristol BS34 6HY
Auditor	Mitchell Charlesworth (Audit) Limited Chartered Accountants and Statutory Auditors 44 Peter Street Manchester M2 5GP
Solicitors	Veale Wasburgh Vizards LLP Narrow Quay House Narrow Quay Bristol BS1 4QA
Bankers	Co-operative Bank PO Box 250 Skelmersdale WN8 6WT

West of England Music and Arts

Chair's Report for the Period from 5 April 2023 to 31 August 2024

I am delighted to present West of England Music and Arts' first annual report.

Launching on 1 September 2023 West of England Music and Arts (WEMA) takes forward the previous work of the Music Education Hubs (Music Services) of Bath and North East Somerset (BANES), North Somerset and South Gloucestershire. WEMA is proud to assume responsibility of this significant role which sees the Charity move forward as one of the largest providers of music and arts education and healthcare in the West of England.

Our first year as an independent Charity, building on over 50 years as part of local government services, has been extraordinary in both the challenges and changes navigated, and in the successes we have achieved. WEMA continued in its role as the DfE funded Music Hub for 3 of the 4 unitary authorities in the West of England, where the strength of our delivery and achievements puts us in the top 10% of Music Hubs in the country.

Our Music Therapy and Wellbeing programme (Creative Health) grows annually and now celebrates a team of 7 therapists (compared to 1 just five years ago), providing critical support to the most vulnerable people of all ages across the West of England and further afield. Our developing themes around nurture and Sound in Nature programmes are earning a reputation for their impact and quality amongst education and healthcare professionals and we are delighted and grateful for the continued strategic and financial support of Sirona Health and Wesport.

To reinforce WEMA's role in supporting people of all ages to thrive and achieve through the power of music, arts and culture, the launch of our Cultural Education Hub was another triumph of the year. I am grateful to, and delighted that, Arts Council England have affirmed their support for WEMA's work by, in partnership with the West of England Mayoral Combined Authority, committed significant funding to help WEMA expand the impact of our Music Hub to support the wider arts and culture agenda in schools and the creative workforce. After just a few months of activity, I am amazed by the impact of the Cultural Education Hub, the enthusiasm of schools to work with us to promote and develop a rich and exciting creative and cultural programme and the wealth of talent of all ages which makes our work across the West of England so rewarding and inspiring.

With the increasing evidence and publicity of the power of music and the arts to positively impact health and wellbeing, education and the resilience of people of all ages, and despite the national financial challenges to the Charity sector and schools, I take great motivation and pride in the increasingly important role WEMA plays in the future of our communities.

I would like to thank our funders, sponsors, supporters, parents, carers, students, clients and staff who all contribute to the strength and impact of WEMA and our work to bring about positive change, enabling people of all ages to thrive and achieve through the power of music, arts and culture.

M Thareja
Chair of Trustees

20 June 2025

West of England Music and Arts

Strategic and Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the period ended 31 August 2024.

Objectives and activities

Our Vision and Mission

West of England Music and Arts (WEMA) exists to support people of all ages to thrive and achieve through the power of music, arts and culture.

WEMA makes music, arts and culture accessible, affordable and enjoyable for all. We enable positive outcomes for everyone, regardless of background or perceived ability, to help build creative, nurturing and culturally connected communities.

To achieve this, WEMA:

- Provides progressive, high-quality music and arts education.
- Champions equity, diversity and inclusion.
- Focuses on improving health and wellbeing.
- Forges positive and effective partnerships in music, arts and culture.

Objectives

1. Deliver progressive, high-quality music education through instrumental tuition, classroom programmes, support for teachers, ensemble playing, and performance opportunities.
2. Increase access to cultural education, through workshops and programmes from experienced creative practitioners, and CPD support for teachers.
3. Offer a holistic range of Creative Health services - from music therapy to wellbeing and inclusion projects.
4. Support everyone to achieve their creative potential and develop personal and social skills; build tangible pathways to artistic careers and foster a greater understanding and enjoyment of diverse cultures.

West of England Music and Arts

Strategic and Trustees' Report

Background to West of England Music and Arts

WEMA was established as a charity in 2023, building on our previous existence in local authority education services in Bath and North East Somerset, North Somerset and South Gloucestershire. With over 50 years delivering music education and music therapy across the West of England, firstly as Avon, then 3 separate Unitary Authorities. WEMA reunited music education under the WEMA family in September 2023.

WEMA began operations in September 2023, for the new school year, seamlessly transitioning services over the next 6 months. Over 120 Local Authority staff transferred to WEMA in January 2024, joining WEMA's existing workforce, signalling the start of the new way of delivering music education in BANES, North Somerset and South Gloucestershire.

The Charity delivers our charitable outcomes, supported by West of England Music Ltd, the Charity's trading arm, which serves to generate additional income for the Charity.

We deliver our services across three areas of activity:

Music Hub

This strand delivers our long-standing role to deliver the Department for Education's strategy for music for young people, aged 0-18. Our work extends across 290 schools and a school population of 105,000+. We do this through our workforce of circa 170 music teachers and music therapists, education advisors and trainers.

Creative Health

Our team of music therapists, creative practitioners and access support workers support our work across inclusion, nurture and music therapy, to support the most vulnerable and those who face the greatest barriers, to thrive and achieve.

Cultural Education Hub

Supporting arts and cultural education across the West of England, the Cultural Education Hub works with schools, creative practitioners and organisations to support young people's engagement with arts and culture in and beyond school and into creative careers.



West of England Music and Arts

Strategic and Trustees' Report

Principal Activities

West of England Music and Arts aims to:

- Promote, improve and advance the education and participation of people of all ages, primarily children and young people, in music, the arts and culture.
- Advance the health of people of all ages, preventing and relieving ill health and enabling positive mental health and wellbeing.

Music Hub

The Music Hub programme delivers on the remit from the Department for Education (DfE) to deliver its music education strategy, the National Plan for Music Education. WEMA is funded by the DfE, via Arts Council England (ACE) as fundholder for the DfE. The DfE grant of just over £860,000 is supplemented by income from our traded service which brings in revenue of roughly £2m in charges for services to those who can afford to pay.

We are pleased to continue to receive generous funding from the DfE. It must be noted though, that the grant has not increased for many years, so in real terms is worth approximately 2/3 of that in the early 2010's. All Music Hubs across the country are in the same situation, so we will continue to work with our industry partners to achieve the best outcomes for the public against this challenging financial perspective.



School Music Lessons

We delivered over 50,000 hours of musical instrument tuition (including voice and technology) across 144 schools in the region, supporting young people to participate and achieve their music ambitions. Many of these students were supported by WEMA and their school with the cost of lessons, where family circumstances would have prevented them from participating.

Participation, progression and standards are key performance indicators for the National Plan for Music Education which the Music Hub delivers for the Department for Education. WEMA continues to perform strongly in this area, with participation and standards in line with previous years.

School and household budget pressures present a potential risk to ongoing participation in this programme, particularly the most vulnerable and disadvantaged. WEMA aims to ringfence additional funding to support an increase in demand for financial assistance.

Our focus this year has been on upskilling teachers to better understand the needs of vulnerable and neuro-divergent young people, ensuring our services are even more accessible and inclusive. We will be continuing this strand of workforce development over coming years to ensure we continue to meet the changing needs of young people.

Our whole class instrumental teaching programme, another KPI of the National Plan, continues to increase in its reach, growing in some areas from 14% to 40% of schools participating in just three years.

West of England Music and Arts

Strategic and Trustees' Report

Music Centres and Courses

Our 7 music centres continue to be a flagship service, valued by the approximately 500 students who attend. The centres are located across the region, from Bath to Yate to Backwell, ensuring a local offer. Many performances took place across the year at some of the region's most prodigious venues, ensuring young people experience the excitement and reward of performing at a high level.

Events and Performances

Our programme of events and performances continued. Highlights include:

- Christmas celebration, attended by over 50 schools and hosted by CBBC celebrity Naomi Wilkinson and musicians Alex Gichohi (Zangi) and Dionne Draper.
- Bournemouth Symphony Orchestra's GCSE performance programme.
- Masterclass series for aspiring young artists with a range of professional musicians.
- Inter-school performances, linking primary and secondary young musicians.
- Young Musicians' Showcase at St George's Bristol.
- West of England Youth Music Festival.
- 20 singing festival events.
- Over 50 live music events, ranging from Funk Band, Mini Orchestra and Rock and Pop, to Latin brass and Strings, all aimed at increasing young people's exposure to professional quality live music in their schools.

Workforce development

The Music Hub's primary activities in supporting schools are one to one meetings with individual schools and our programme of training sessions for the music workforce (mostly adults in schools).

Our strategy for school improvement continues to have a significant impact across the region and is reflected in our strong performance figures. The number of schools participating in our workforce development programme is a key indicator. WEMA currently reaches just over 99% of schools, which far outperforms targets set by the funder.

We delivered 97 hours of workforce development events across the year, resulting in 4,371 interactions with education resources which support, promote and enhance young people's immersion in music. 7,735 young people and their teachers took part in these events.

Creative Health

Creative Health provides services to those who face barriers to participation, such as disability, neurodiversity and a range of learning and access needs. Creative Health provides music therapy sessions, inclusion and wellbeing activity as well as training and support to schools and the wider music and arts workforce. This ensures everyone, especially those who face barriers, can thrive and achieve through music and the arts.

Creative Health is funded in part through Music Hub funding, where inclusion and wellbeing are central to young people's benefit. Funding for music therapy and adult work is through grants and traded services.



West of England Music and Arts

Strategic and Trustees' Report

Music Therapy and Wellbeing

We delivered music therapy sessions to 34 clients weekly across the region, mostly offered in the young person's school for accessibility. We have delivered sessions to Special Needs Co-ordinators, Mental Health Leads and others in schools to help them better support vulnerable young people.

We run a support network for Music Therapists as a way of sharing best practice and peer support. This includes training and monthly improvisation sessions as a way to combine workforce development with sector resilience.

Our wellbeing work with vulnerable adults continues to build in participation and reputation. Our flagship, Sound in Nature, continues in the Kingswood area of Bristol and is now in its third iteration, thanks to funding from, among others, Wesport, the West of England Nature Partnership and Green Social Prescribing.

We are working with the VCSE Alliance through a pilot year, ahead of expected additional funding for social prescribing become available from April 2025.

We are facing increasing competition for grant funding which is limiting our capacity to better support financially disadvantaged clients. We will be revising our fundraising approaches over the next year to look at how we can ensure the most vulnerable can access the services they most need.

Inclusion

Following a review of our inclusive music provision, WEMA's inclusion lead has developed a new programme of workforce development, creative leadership training and activities for young people facing barriers.

Unscripted, our flagship creative inclusive band is now in its third year and sees young people returning each holiday to make music. Consistent attendance now means that musical progress is being made as well as wellbeing and inclusion goals being addressed and met.

This year has seen the introduction of Access Support Workers supporting neuro-diverse young people in open-access courses and music centres, ensuring that WEMA's activities are even more inclusive. This work has enabled one to one support for those young musicians who need extra support in a group environment.

Cultural Education Hub

West of England Music and Arts launched the Cultural Education Hub (CEH) in early 2023, aiming to enhance and promote access and benefit through arts and culture, beyond that offered by our Music Hub.

WEMA has secured 2-year funding of £282,500 from the West of England Mayoral Combined Authority and Arts Council England to develop a regional programme of support for freelance practitioners and schools to enhance the creative curriculum. Our reach aims to cover an area including 450 schools and 179,000 young people.



West of England Music and Arts

Strategic and Trustees' Report

Creative Practitioner Grants

Over a 2-year period, we are investing up to £100,000 in funding freelance creative practitioners to work in schools, bringing professional quality artists into education settings to inspire children. We have developed a suite of online and face to face learning resources for practitioners to help them better integrate and bring added value to the artistic workshop in schools. Our aim is to build sustainable, long-term partnerships between practitioners and education settings.

Schools' Workforce Development

To support the practitioner grants, we are developing a range of workforce development opportunities for creative subject teachers and school leaders, ranging from inclusion and access support to subject specific development and curriculum-side strategic support.

WEMA sees the CEH as an area of significant opportunity given indications from government about possible national roll-out of an arts education brief. Throughout the next year, we will be building on the CEH offer, raising our profile both regionally and nationally, ensuring WEMAs mission to promote, improve and advance the education and participation of people of all ages is of nationally significance.

Plans for future periods

Aims and key objectives for future periods

As the Charity enters its second year, with government policy and funding relating to music and arts education changing, the coming 1-3 years is positive but will be another period of change for national policy and therefore the Charity. We are well positioned to navigate these changes, but establishing and embedding the last 3 years is a vital phase for WEMA.

The Music Hub has embedded new funder requirements and continues to grow at a steady rate. Our focus is on establishing continual incremental growth in existing services, both funded and traded, whilst exploring new areas of activity to bring in new service users.

Creative Health will focus on growing the Music Therapy service to schools and exploring ways to develop the provision for vulnerable adults. As local social prescribing and voluntary sector health and wellbeing provision is set to expand rapidly, WEMA will make sure it is at the forefront of new opportunities in this area. Post pandemic, the opportunities to better support young people's mental health and wellbeing continue to be a priority for schools, so WEMA will position itself to serve this ongoing need.

As a new innovation, aligned to predicted government strategy, the Cultural Hub is an area of significant establishment and growth in the next 5 years. We will continue to establish the support activities for practitioners and schools, integrating research into all areas of activity. We will use this research to inform, advocate and innovate our approaches to supporting young people's arts and cultural education as a benchmark of best practice.

Public benefit

The Trustees have had regard to the Charity Commission's guidance on public benefit in determining the activities conducted by the Charity, and all existing and development of services continue to benefit the people who live in and around the South West of England.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

West of England Music and Arts

Strategic and Trustees' Report

Achievements and performance

WEMA has performed strongly in its first year as an independent organisation. Year two will see us build on the secure business basis we have formed in year 1.

The Music Hub has outperformed against most of our targets, reaching over 99% of schools across our region (target 90%) and 44% engaging with the government's flagship Whole Class learning programme (target 40%). Due to budget pressures and the rapidly increasing cost of coach hire, our collaborative live events have reduced in participation. WEMA will be reviewing how these activities are delivered in the next 2-3 years to find a model where young people can participate without the barrier of increasing costs.

In our latest satisfaction survey:

- Over 80% rated our training good to excellent
- 95% rated our work with young people as good or excellent
- 85% rated our events as good or excellent
- 90% rated our school improvement advice service good or excellent

Creative Health has seen a steady growth in music therapy clients. Our strongest performance has been the growth in prominence of our Sound in Nature strand which is having a significant impact in the green social prescribing field.

Cultural Hub has made a strong start, having only launched in April 2024. Our first cohort of practitioners are beginning their journey and we look forward to reporting on their successes next year.



West of England Music and Arts

Strategic and Trustees' Report

Fundraising

WEMA continues to receive funding from the Department for Education to deliver the Music Hub programme. This funding has been in place since 1999 and continues to be a reliable source of income, though strategies to mitigate the risks to publicly funded organisations require WEMA to be proactive in sourcing additional income streams.

WEMA has been awarded generous funding from the West of England Mayoral Combined Authority and Arts Council England to deliver the Music Education Hub.

We are pleased to receive regular funding from local healthcare funders.

WEMA is developing its fundraising strategy to take advantage of our new status as a Charity. Key areas of fundraising focus will be the Creative Health and Cultural Education Hub. We will be seeking to further grow our provision in these areas and build a secure future for these strands of work. Fundraising is currently undertaken by programme managers and by the CEO to continue existing funding agreements. Future plans include the appointment of dedicated fundraisers to generate funds across a wide range of fundraising activity.

Fees and Charges

WEMA sets fees for traded services (delivered through the trading arm) to balance accessibility for families and other service users with robust financial management.

Where fees cannot be afforded by parents/carers, WEMA and our deliver partners subsidise fees and charges in most cases. This includes:

- Music tuition: most schools pay 80% of the cost for the parent/carer
- Instrument hire: WEMA fully funds hire to students in receipt of pupil premium funding
- Music Centres: WEMA fully funds places for students in receipt of pupil premium funding
- Workshops and Courses: Short course fees are fully funded by WEMA. Longer courses, e.g. residential courses, are funded by WEMA, typically covering 70-100% of the cost
- Performances and events: parent/carer tickets are free for families with children in receipt of pupil premium funding

West of England Music and Arts

Strategic and Trustees' Report

Reserves Policy

Reserves are held to:

- Ensure the financial viability of the Charity and the trading subsidiary. The reserves target is that necessary to ensure the solvent wind-up of the Charity
- Even out annual fluctuations in annual funding. This enables activities to be sustained through short-term funding gaps
- Enable large-scale projects which cannot be afforded in-year
- Enable the Charity to develop new initiatives in response to need
- The target level of reserves is currently £650,000. This will be reviewed in 2024-25 as the Charity continues to establish itself. Current reserves: £396,242.

Pay Policy

Employees (frontline and management) who TUPE transferred from Local Authorities are paid on salary scales in accordance with TUPE legislation.

All staff receive an annual uplift, which:

- Is consistent for all staff across the company.
- Pays additional % uplift to those TUPE transferring staff who's remuneration is below that of all transferring staff. Frontline and Management Team pay is set by the CEO, with board approval.

Executive officer pay is set by the Board, within the parameters required by TUPE legislation.

Risk Management

The charity operates in accordance with established policies covering safeguarding, financial controls, equality and diversity, and health and safety. A comprehensive risk management framework is in place to identify and mitigate potential risks affecting the charity's operations and sustainability.

Risks are reviewed at least quarterly by the management and executive teams, and quarterly by the board. Task and finish groups are used to address significant risks at any time.

Whilst the new Charity inherits additional specific short term risks through the setup period, many of these are mitigated by the historic nature of our activity. Whilst activity is embedded, business risks take prominence. We see these risks diminishing in 2024-25 as the Charity embeds its new ways of working.

West of England Music and Arts

Strategic and Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

- M Thareja (appointed 5 April 2023)
- C S Freda (appointed 5 April 2023)
- I McLean (appointed 5 April 2023)
- H Radford - James (appointed 5 April 2023)
- M Radoje (appointed 1 May 2024 and resigned 21 January 2025)

Chair of Trustees: M Thareja (appointed 5 April 2023)

Chief Executive Officer: S Lock

Senior Leadership Team:

N Quibell	Business Manager
M Clarke	Cultural Hub Lead
A Bodiley	Groups and Courses Lead
E Greeley	Head of Education
H Walters	Head of Therapy and Wellbeing
J Parkinson	Inclusion Lead
K Elkes	Marketing and Communications
A Clarke	Partnerships and Programmes Lead
C Schollick	Schools Development Lead

Structure, governance and management

Nature of governing document

West of England Music and Arts was registered as a non-profit making company on 5 April 2023 (ref no. 14782097) and was registered as a UK Charity (reg no. 1204508) by the Charity Commissioners with effect from 29 August 2023.

The Company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

In the event of the company being wound up, Trustees are required to contribute an amount not exceeding £1.

The Charity is a limited company, limited by Guarantee, as defined by the Companies Act.

Recruitment and appointment of trustees

Trustees are appointed by recommendation and open recruitment and selection to ensure trustees are a good fit for the charity. This ensures they are able to robustly and professionally hold the Charity to account and collectively provide the necessary range of skills, experience and influence required to best support the Charity.

Induction and training of trustees

An induction programme ensures new trustees are familiar with laws and legislation related to Charity status, public benefit and WEMA & WEML's Articles of Association. Further training is provided on our policies and procedures, details of restricted funds and areas of compliance related to our areas of work.

Trustees are encouraged to meet employees and stakeholders at events throughout the year.

West of England Music and Arts

Strategic and Trustees' Report

Organisational structure

West of England Music and Arts wholly owns a trading company called West of England Music Limited (WEML).

The Board of Trustees oversees the work of the Charity and its trading subsidiary. It delegates day to day running of the Chief Executive Officer, who also acts as the Managing Director of the trading arm. The CEO leads the management team who are responsible for the day-to-day delivery of the Charity's aims and activities.

As the Charity establishes itself in its new role, a review of the structure will consider if additional executive officers are necessary to support the CEO in the day-to-day oversight and leadership of the Charity.

Section 172(1) statement

The Trustees, who are also directors of the charitable company for the purposes of company law, confirm that throughout the year they have had regard to their duties under Section 172(1) of the Companies Act 2006, which requires them to act in a way that promotes the success of the company for the benefit of its members as a whole, while having regard to (among other matters):

- The likely consequences of any decision in the long term;
- The interests of the charity's employees and volunteers;
- The need to foster relationships with beneficiaries, donors, funders, suppliers, and other key stakeholders;
- The impact of the charity's operations on the community and the environment;
- The desirability of maintaining a reputation for high standards of conduct;
- The need to act fairly as between members of the company.

In discharging these duties during the year, the Trustees have:

- Continued to align the charity's strategic decisions with its long-term charitable aims and public benefit obligations;
- Engaged regularly with staff and volunteers through updates, feedback sessions, and training, promoting a supportive and inclusive culture;
- Consulted with beneficiaries and key partners in the design and delivery of services;
- Maintained strong governance and risk management practices to safeguard the charity's reputation and financial sustainability;
- Considered environmental and social factors when making operational and investment decisions;
- Ensured transparency and fairness in all dealings with stakeholders, including funders, regulators, and service users.

The Board believes that these considerations are integral to fulfilling our mission and delivering long-term value for all stakeholders.

West of England Music and Arts

Strategic and Trustees' Report

Statement of trustees' responsibilities

The trustees (who are also the directors of West of England Music and Arts for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial period. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the parent charitable company and the group and of the incoming resources and application of resources, including its income and expenditure, of the charitable group for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the parent charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the parent charitable company and the group and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the parent charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

This report has been prepared in accordance with the special provisions on Part 15 of the Companies Act 2006 relating to small companies.

The annual report was approved by the trustees of the charity on 17 June 2025 and signed on its behalf by:



M Thareja
Chair of Trustees

20 June 2025

West of England Music and Arts

Independent Auditor's Report to the Members of West of England Music and Arts

Opinion

We have audited the financial statements of West of England Music and Arts (the 'charitable parent company') and its subsidiaries (the 'group') for the period from 5 April 2023 to 31 August 2024, which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Balance Sheet, Consolidated Statement of Cash Flows, Statement of Cash Flows and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charity's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the and Trustees' Report for the financial period for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the and the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

West of England Music and Arts

Independent Auditor's Report to the Members of West of England Music and Arts

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 11), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the sector, control environment and the charity's performance;
- the charity's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and Trustees of their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charity's documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

West of England Music and Arts

Independent Auditor's Report to the Members of West of England Music and Arts

As a result of these procedures, we considered the opportunities and incentives that may exist within the charity for fraud and identified the greatest potential for fraud in the following area:

The recognition of revenue. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management over-ride.

We also obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the health and safety regulations, and regulations for safeguarding vulnerable people.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the company's ability to operate or to avoid a material penalty. These included Data Protection Regulations.

Audit response to risks identified

As a result of performing the above, we identified the recognition of revenue, and the potential for misappropriation of cash takings as the key audit matters related to the potential risk of fraud.

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and the Trustees concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with relevant authorities where matters identified were significant; and
- in addressing the risk of fraud through management over-ride of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

Use of our report

This report is made solely to the charitable parent company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the group's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable parent company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Jamielee Johnston (Senior Statutory Auditor)
For and on behalf of Mitchell Charlesworth (Audit) Limited, Statutory Auditor
44 Peter Street
Manchester
M2 5GP

West of England Music and Arts

Consolidated Statement of Financial Activities for the Period from 5 April 2023 to 31 August 2024 (Including Consolidated Income and Expenditure Account)

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies	3	45,991	912,864	958,855
Trading income		<u>2,051,304</u>	<u>-</u>	<u>2,051,304</u>
Total income		<u>2,097,295</u>	<u>912,864</u>	<u>3,010,159</u>
Expenditure on:				
Charitable activities	4	-	(855,343)	(855,343)
Other expenditure	5	<u>(1,732,279)</u>	<u>(26,295)</u>	<u>(1,758,574)</u>
Total expenditure		<u>(1,732,279)</u>	<u>(881,638)</u>	<u>(2,613,917)</u>
Net income		<u>365,016</u>	<u>31,226</u>	<u>396,242</u>
Net movement in funds		<u>365,016</u>	<u>31,226</u>	<u>396,242</u>
Reconciliation of funds				
Total funds carried forward	20	<u>365,016</u>	<u>31,226</u>	<u>396,242</u>

All of the group's activities derive from continuing operations during the above period.

West of England Music and Arts

(Registration number: 14782097)

Consolidated Balance Sheet as at 31 August 2024

	Note	2024 £
Fixed assets		
Tangible assets	13	2,764
Current assets		
Debtors	15	188,756
Cash at bank and in hand	16	<u>901,123</u>
		1,089,879
Creditors: Amounts falling due within one year	17	<u>(696,401)</u>
Net current assets		<u>393,478</u>
Net assets		<u>396,242</u>
Funds of the group:		
Restricted income funds		
Restricted funds	20	31,226
Unrestricted income funds		
Unrestricted funds		<u>365,016</u>
Total funds	20	<u>396,242</u>

The financial statements on pages 19 to 37 were approved by the trustees, and authorised for issue on 20 June 2025 and signed on their behalf by:



M Thareja
Chair of Trustees

West of England Music and Arts

**(Registration number: 14782097)
Balance Sheet as at 31 August 2024**

	Note	2024 £
Fixed assets		
Investments	14	1
Current assets		
Debtors	15	14,767
Cash at bank and in hand	16	<u>568,016</u>
		582,783
Creditors: Amounts falling due within one year	17	<u>(505,567)</u>
Net current assets		<u>77,216</u>
Net assets		<u>77,217</u>
Funds of the charity:		
Restricted income funds		
Restricted funds	20	31,226
Unrestricted income funds		
Unrestricted funds		<u>45,991</u>
Total funds	20	<u>77,217</u>

The financial statements on pages 19 to 37 were approved by the trustees, and authorised for issue on 20 June 2025 and signed on their behalf by:



M Thareja
Chair of Trustees

West of England Music and Arts

Consolidated Statement of Cash Flows for the Period from 5 April 2023 to 31 August 2024

	Note	2024 £
Cash flows from operating activities		
Net cash income		396,242
Adjustments to cash flows from non-cash items		
Depreciation	5	<u>925</u>
		397,167
Working capital adjustments		
Increase in debtors	15	(188,756)
Increase in creditors	17	325,409
Increase in deferred income	17	<u>370,992</u>
Net cash flows from operating activities		904,812
Cash flows from investing activities		
Purchase of tangible fixed assets	13	<u>(3,689)</u>
Net increase in cash and cash equivalents		901,123
Cash and cash equivalents at 5 April		<u>-</u>
Cash and cash equivalents at 31 August		<u><u>901,123</u></u>
Reconciliation of net cash flow to movement in net funds		
Increase in cash		901,123
Net funds/(debt) at 5 April 2023		<u>-</u>
Net funds at 31 August 2024		<u><u>901,123</u></u>

All of the cash flows are derived from acquisitions in the current financial period.

West of England Music and Arts

Statement of Cash Flows for the Period from 5 April 2023 to 31 August 2024

	Note	2024 £
Cash flows from operating activities		
Net cash income		77,217
Working capital adjustments		
Increase in debtors	15	(14,767)
Increase in creditors	17	<u>505,567</u>
Net cash flows from operating activities		568,017
Cash flows from investing activities		
Purchase of investments		<u>(1)</u>
Net increase in cash and cash equivalents		568,016
Cash and cash equivalents at 5 April		<u>-</u>
Cash and cash equivalents at 31 August		<u><u>568,016</u></u>

All of the cash flows are derived from acquisitions in the current financial period.

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is Little Stoke Primary School, Little Stoke Lane, Little Stoke, Bristol, BS34 6HY.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)), issued in October 2019, (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

West of England Music and Arts meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertaking drawn up to 31 August 2024.

No statement of financial activities is presented for the charity as permitted by section 408 of the Companies Act 2006. The charity made a profit for the financial period of £77,217.

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

The results of subsidiaries acquired or disposed of during the year are included in the statement of financial activities from the effective date of acquisition or up to the effective date of disposal, as appropriate. Where necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with those used by the group.

Inter-company transactions, balances and unrealised gains on transactions between the charity and its subsidiaries, which are related parties, are eliminated in full.

Intra-group losses are also eliminated but may indicate an impairment that requires recognition in the consolidated financial statements.

Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the group. Non-controlling interests in the net assets of consolidated subsidiaries are identified separately from the group's equity therein. Non-controlling interests consist of the amount of those interests at the date of the original business combination and the non-controlling shareholder's share of changes in equity since the date of the combination. Total comprehensive income is attributed to non-controlling interests even if this results in the non-controlling interests having a deficit balance.

The trustees consider that there are no material uncertainties about the group's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the group.

Income and endowments

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

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the group has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party. It is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Charitable activities

Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

Support costs

All support costs are allocated to the charitable activities.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Tangible fixed assets are stated in the Balance Sheet at cost, less any subsequent accumulated depreciation and subsequent accumulates impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class

Musical instruments

Depreciation method and rate

25% straight line method

Trade debtors

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

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

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

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

Fund structure

Unrestricted income funds are general funds that are available for use at the trustee's discretion in furtherance of the objectives of the group.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post-retirement obligations

The charity and subsidiary operate a defined contribution pension scheme. A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the charity and subsidiary have no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

The subsidiary company also operates two defined benefit pension schemes; the Local Government Pension Scheme and the Teachers' Pension Scheme.

The Local Government Pension Scheme is a multi-employer scheme where the benefit obligation is calculated annually by independent actuaries using the Projected Unit method of valuation.

The Teachers' Pension scheme is a UK national multi-employer defined benefit scheme. Since it is not possible to identify assets belonging to the individual participating employer this scheme is accounted for as a defined contribution scheme in accordance with the provisions under FRS102.

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total funds £
Donations and legacies;			
Donations from individuals	15,991	17,009	33,000
Grants, including capital grants;			
Grants from companies and government grants	30,000	895,855	925,855
Total for period ended 31 August 2024	<u>45,991</u>	<u>912,864</u>	<u>958,855</u>

4 Expenditure on charitable activities

	Restricted funds £	Total 2024 £
Wages, National Insurance Contributions and Pension Contributions	205,966	205,966
Subscriptions	26,668	26,668
General costs including venue hire, exam fees and workshops	82,072	82,072
Governance costs	26,706	26,706
Administrative costs	7,250	7,250
Grants expended	506,681	506,681
	<u>855,343</u>	<u>855,343</u>

See note 6 for further details on governance costs totalling £26,706.

5 Other expenditure

	Unrestricted funds General £	Restricted funds £	Total 2024 £
Staff costs			
Wages and salaries	961,453	4,742	966,195
Social security	61,757	-	61,757
Pension costs	224,365	-	224,365
Legal fees	81,755	-	81,755
Depreciation, amortisation and other similar costs	925	-	925
Recharges from Councils	707,112	-	707,112
Other resources expended	201,593	21,553	223,146
Trading subsidiary funding	(506,681)	-	(506,681)
	<u>1,732,279</u>	<u>26,295</u>	<u>1,758,574</u>

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

6 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Total 2024 £
Legal and professional fees	23,569	23,569
Recruitment costs	1,221	1,221
Membership fees	188	188
Payroll fees	1,728	1,728
	<u>26,706</u>	<u>26,706</u>

7 Government grants

Income from government grants are a contribution towards the delivery of the National Music Education Plan, as per the Government's Music Hub funding programme, administered by Arts Council England. The grants also contribute towards the Cultural Education Hub and to develop Sound in Nature Programme.

The amount of government grants recognised in the financial statements was £906,896.

8 Net incoming/outgoing resources

Net incoming/outgoing resources for the period include:

	2024 £
Depreciation of fixed assets	<u>925</u>

9 Trustees' remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the group during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2024 £
Staff costs during the period were:	
Wages and salaries	1,151,348
Social security costs	77,918
Pension costs	229,017
	<u>1,458,283</u>

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

The monthly average number of persons (including senior management / leadership team) employed by the group during the period expressed as full time equivalents was as follows:

	2024 No
Charity	12
Group	<u>123</u>
	<u>135</u>

135 of the above employees participated in the Defined Contribution Pension Schemes.

Contributions to the employee pension schemes for the period totalled £229,017.

These payment are allocated to other expenditure within unrestricted funds.

No employee received emoluments of more than £60,000 during the period.

The total employee benefits of the key management personnel of the group were £50,250.

The chief executive officer, as the highest paid member of staff, received benefits totalling £50,250.

11 Taxation

The group is a registered charity and is therefore exempt from taxation.

12 Auditor remuneration

	2024 £
Audit of financial statements	<u>8,400</u>

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

13 Tangible fixed assets

Group

	Musical instruments and equipment £	Total £
Cost		
Additions	3,689	3,689
At 31 August 2024	3,689	3,689
Depreciation		
Charge for the period	925	925
At 31 August 2024	925	925
Net book value		
At 31 August 2024	2,764	2,764

Fixed asset additions include £3 cost of musical instruments purchased from Bath and North Somerset Council, North Somerset Council and South Gloucestershire Council (being £1 to each Council). These instruments were deemed to have no value given their age and condition.

14 Fixed asset investments

Group

Details of undertakings

Details of the investments in which the group holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and shares held 2024	Principal activity
Subsidiary undertakings				
West of England Music Limited	England and Wales	1 Ordinary share of £1	100%	Delivery of music education services to young people and education settings.

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

Charity

Investment in subsidiary

	Investment in subsidiary £	Total £
Cost or Valuation		
Additions	1	1
At 31 August 2024	1	1
Net book value		
At 31 August 2024	1	1

Subsidiary

The results of the subsidiary for the period ended 31 August 2024 are:

	2024 £
Turnover	2,557,985
Cost of sales and administrative costs	(2,238,960)
Net profit	319,025
The assets and liabilities of the subsidiary were:	
Fixed assets	2,764
Current assets	978,123
Current liabilities	(661,861)
Net liabilities	319,026
Share capital and reserves	319,026

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

15 Debtors

	Group 2024 £	Charity 2024 £
Trade debtors	173,989	-
Accrued income	14,767	14,767
	<u>188,756</u>	<u>14,767</u>

16 Cash and cash equivalents

	Group 2024 £	Charity 2024 £
Cash at bank	901,123	568,016

17 Creditors: amounts falling due within one year

	Group 2024 £	Charity 2024 £
Trade creditors	27,589	10,936
Other taxation and social security	23,340	4,889
Other creditors	245,103	115,444
Accruals and deferred income	400,369	374,298
	<u>696,401</u>	<u>505,567</u>

18 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	Group 2024 £	Charity 2024 £
Other		
Between one and five years	6,338	-

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

19 Pension and other schemes

Defined contribution pension scheme

The group operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the group to the scheme and amounted to £5,572.

Defined benefit pension schemes

Local Government Pension

Scheme

The company participates in the Local Government Pension Scheme, which is a multi-employer defined benefit scheme in the UK. The pension scheme is funded by contributions from the company and is administered by independent trustees. Its funding policy is designed to ensure that sufficient assets are available to meet current and future pension liabilities.

Contributions to this scheme are charged in the Statement of Financial Activities as they become payable, in accordance with the rules of the scheme.

The most recent actuarial valuation was performed as at 31 August 2024, using the Projected Unit method of valuation.

The total cost relating to this defined benefit scheme for the period recognised in the statement of financial activities as an expense was £65,020.

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2024 £
Fair value of scheme assets	(1,153,000)
Present value of defined benefit obligation	951,000
Defined benefit pension scheme surplus	<u>(202,000)</u>

Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2024 £
Current service cost	(53,000)
Interest on pension liabilities	(27,000)
Member contributions	(18,000)
Business combinations	(812,000)
Remeasurements - loss on financial assumptions	(38,000)
Remeasurements - experience	(3,000)
Present value at end of period	<u>(951,000)</u>

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2024 £
Interest on plan assets	34,000
Remeasurements (assets)	28,000
Employer contributions	63,000
Member contributions	18,000
Administrative expenses	(2,000)
Business combinations	1,012,000
	1,153,000
Fair value at end of period	1,153,000

Analysis of assets

The major categories of scheme assets are as follows:

	2024 £
Cash and cash equivalents	(169,000)
Equity instruments	580,000
Property	58,000
Government bonds	244,000
Other bonds	104,000
Other	336,000
	1,153,000
	1,153,000

Return on scheme assets

	2024 £
Return on scheme assets	61,000

The pension scheme has not invested in any of the group's own financial instruments or in properties or other assets used by the group.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2024 %
Proportion of employees opting for early retirement	5.00
Discount rate	4.10
Future salary increases	2.70
Future pension increases	2.60

Post retirement mortality assumptions

Current UK pensioners at retirement age - male	22
Current UK pensioners at retirement age - female	24
Future UK pensioners at retirement age - male	23
Future UK pensioners at retirement age - female	26

West of England Music and Arts

Notes to the Financial Statements for the Periods from 5 April 2023 to 31 August 2024

Teacher's pension scheme

The company participates in the Teacher's pension scheme, a defined benefit pension scheme which is a multi-employer scheme. It is not possible in the normal course of events to identify the share of the underlying assets belonging to the individual participating employers and, in accordance with FRS 102, this is accounted for as a defined contribution scheme with contributions being recorded as they become payable.

Contributions to this scheme are charged in the Statement of Financial Activities as they become payable, in accordance with the rules of the scheme.

The total cost relating to this defined benefit scheme for the period recognised in the statement of financial activities as an expense was £159,345.

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

20 Funds

Group

	Incoming resources £	Resources expended £	Balance at 31 August 2024 £
Unrestricted funds			
<i>General</i>			
General fund	2,097,295	(1,732,279)	365,016
Restricted funds			
Music Association of Woodspring Schools	15,695	-	15,695
Friends of North Somerset Centre for Young Musicians	800	(800)	-
Crowdfunder	514	-	514
Sirona Health	4,192	(3,942)	250
North Somerset Council	14,767	-	14,767
Arts Council England	876,896	(876,896)	-
Total restricted funds	<u>912,864</u>	<u>(881,638)</u>	<u>31,226</u>
Total funds	<u><u>3,010,159</u></u>	<u><u>(2,613,917)</u></u>	<u><u>396,242</u></u>

Charity

	Incoming resources £	Resources expended £	Balance at 31 August 2024 £
Unrestricted funds			
<i>General</i>			
General funds	45,991	-	45,991
Restricted funds			
Music Association of Woodspring Schools	15,695	-	15,695
Friends of North Somerset Centre for Young Musicians	800	(800)	-
Crowdfunder	514	-	514
Sirona Health	4,192	(3,942)	250
North Somerset Council	14,767	-	14,767
Arts Council England	876,896	(876,896)	-
Total restricted funds	<u>912,864</u>	<u>(881,638)</u>	<u>31,226</u>
Total funds	<u><u>958,855</u></u>	<u><u>(881,638)</u></u>	<u><u>77,217</u></u>

West of England Music and Arts

Notes to the Financial Statements for the Period from 5 April 2023 to 31 August 2024

The specific purposes for which the funds are to be applied are as follows:

- Music Association of Woodspring Schools - to fund activities which engage children in the Music Association of Woodspring Schools catchment area.
- Friends of North Somerset Centre for Young Musicians - To be used to fund 2024 summer residential trip for specific individuals.
- Crowdfunder - Donations to create a Sound Garden for music therapy activity.
- Sirona Health - To develop Sound in Nature programme.
- North Somerset Council - Teachers' Pension Grant contribution for employees who are in the Teachers' Pension Scheme employment.
- Arts Council England - Contribution towards the delivery of the National Music Education Plan, as per the Government's Music Hub funding programme.

21 Analysis of net assets between funds

Group

	Unrestricted funds General £	Total funds at 31 August 2024 £
Tangible fixed assets	2,764	2,764
Current assets	1,089,879	1,089,879
Current liabilities	(696,401)	(696,401)
Total net assets	396,242	396,242

Charity

	Unrestricted funds General £	Total funds at 31 August 2024 £
Fixed asset investments	1	1
Current assets	582,783	582,783
Current liabilities	(505,567)	(505,567)
Total net assets	77,217	77,217

22 Related party transactions

Group and Charity

West of England Music and Arts owe their subsidiary company, West of England Music Limited, £114,346 at 31 August 2024

A Trustee of the charity is a director of a school in the West of England Music and Arts ('WEMA') region, who buy in WEMA services. The total services provided in the year totalled £807. The school does not benefit from the traded services. WEMA does offer subsidised and free services to schools on an individual basis. WEMA staff are aware on the connection and will ensure that this particular school does no benefit any more than any other school regarding services offered.