

Registered number: 1673689
Charity number: 284555

**THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS
BERKSHIRE MUSIC TRUST)**
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

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THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2024

Trustees

R Belshaw
A Butler
J Carroll, Chairman
A Greenish (resigned 9 June 2024)
D Harris
K Hatton (appointed 12 September 2023)
A Jackson
A Knight (resigned 18 June 2024)
R May (resigned 23 October 2024)
R Millar
A Pollard (resigned 12 September 2023)
L Williams (resigned 4 January 2024)
S Williams

The trustees retiring by rotation and putting themselves forward for reelection are A Jackson, D Harris and A Butler.

Company registered number

1673689

Charity registered number

284555

Registered office

Stoneham Court, 100 Cockney Hill, Reading, Berkshire, RG30 4EZ

Chief executive officer

D Wren

Independent auditor

James Cowper Kreston Audit, 2 Communications Road, Greenham Business Park, Greenham, Newbury, Berkshire, RG19 6AB

Bankers

Barclays Bank Plc, Business Centre, PO Box 6193, Basingstoke, Hampshire, RG21 3RX

Solicitors

Field Seymour Parkes Solicitors, The Old Coroner's Court, 1 London Street, PO Box 174, Reading, Berkshire, RG1 4QW

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The trustees, who are all directors of the company, present their annual report together with the audited financial statements for the year ended 31 August 2024. The trustees confirm that the accounts comply with the Companies Act 2006 and the Charities Act 2022, have been prepared in accordance with the revised Statement of Recommended Practice 'Accounting and Reporting by Charities' (FRS 102) 2019 and comply with the company's Memorandum and Articles of Association, which is the company's governing document.

The Berkshire Young Musicians Trust ('Berkshire Music Trust') is a Registered Charitable Company limited by guarantee and incorporated as a company registered under the name the Berkshire Young Musicians Trust. On 25 August 1982 the Trust 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.

Executive Summary

Berkshire Music Trust has continued to deliver high quality musical opportunities for young people in the 2023-2024 academic year however the impact of the worsening economic climate post-pandemic saw a decline in student numbers in regular lessons and ensembles across the year. We did however see growth in other activities that we offered, particularly in developing programmes in community settings for adults as well as young people.

None of this would have been possible without the hard work and dedication of our staff – the teaching staff who continued to provide lessons, ensembles and school activities through a variety of formats as well as the operations teams, who work hard to keep everything running in the background and support our customers and pupils.

Objectives and activities

Berkshire Music Trust exists to provide a high quality, comprehensive musical experience to the widest group of pupils, regardless of their background or ability. We work with schools and a wide range of professional and voluntary sector partners to provide an innovative range of creative and performance opportunities for our students.

On behalf of Arts Council England (ACE), Berkshire Music Trust leads the Berkshire Music Education Hub and is responsible for the delivery of the National Plan for Music Education (NPME) across Berkshire.

Our objectives are delivered through individual and group tuition in voice and a variety of instruments in schools and in five large music centres in Bracknell, Newbury, Reading, Wokingham and Windsor as well as one smaller satellite centre in Caversham. Tuition is supplemented by a wide range of ensembles and other extension activities at all levels. Services are contracted directly to parents and carers of students, to schools and to Arts Council England who are responsible for the distribution and management of the Music Education Grant provided by the Department for Education (DfE).

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Public Benefit

The trustees review Berkshire Music Trust's Public Benefit commitments annually. The services provided: music education and promotion of the arts, are both defined within the Charities Act 2006 as charitable activities. The Trust has comprehensive anti-discriminatory policies that are regularly reviewed to ensure compliance. These policies cover all discrimination including financial hardship for which a number of restricted funds have been created to assist students from such backgrounds. Provision of financial assistance is not limited to students of families who qualify for assistance from 'Pupil Premium'. The trustees recognise that students from families whose income is only a little above the level to qualify for 'Pupil Premium' but contend with the high cost of living in Berkshire, may also require support and these applications are looked upon favourably. We operate a bursary fund to assist children and young people in this category.

Our vision:

Our vision is to enhance and enrich the lives of children, young people and adults through the unrivalled range of musical opportunities we offer.

Mission Statement:

We work collaboratively to inspire and develop musicians through creative, enjoyable and enriching learning experiences. We seek to empower our community to achieve its potential, explore their own creative pathways and enjoy music in all its forms.

Core Values:

- **Inclusivity** - we believe music should be accessible to all
- **Respect** - we respect others' views and lived experiences
- **Transparency** - we are open and honest
- **Innovation** - we continuously evolve and adapt to changing needs
- **Responsibility** - we take responsibility for our mission
- **Partnership** - we embrace partnership working

Strategic Pillars 2023-2026

- **EVERYBODY A MUSICIAN** – to ensure everybody can access music opportunities regardless of background or circumstance
- **CONTINUOUS LEARNING** – to develop and grow as a reflective learning organisation
- **EMBRACING INNOVATION** – to utilise technology to enhance systems and diversify opportunities
- **GROWTH & SUSTAINABILITY** – to develop the organisation's resilience and make it future proof

Delivering the National Plan for Music

As lead organisation for the Berkshire Music Education Hub, we continue to fully implement the NPME. In the quarterly feedback from Arts Council England, we were assessed and remained at a minor risk level attached to our application of the DfE funding.

Summary of 2023-24

Early Years

Our Early Years work continues across the County with sessions in music centres remaining popular in Reading and providing an excellent progression route into instrumental and vocal music making for young people. Our other music centres and community branches have suffered as a result of the cost-of-living crisis and due to challenges in recruiting early years staff. We did, however, identify a new development area this year with a focus on the parents of young children and our Head of Early Years has trained with Singing Mamas in order to build singing groups next year for mothers with small children to help tackle social isolation for this sub-set.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

The Berkshire Music Trust Early Years Network (BEYMN) has continued with a strong membership which includes triannual e-bulletins, access to the BEYMN Facebook page to share ideas and resources and regular CPD sessions.

First Access

First Access (government funded whole class instrumental programme) continued to be well received in schools. 118 schools signed up which was an increase of 6% from the previous year. We reached a total of 6,360 students and had 19 schools taking up the full three-year offer (we enable a reduced price to do this). To ensure better progression from First Access, we trialled large-group continuation lessons with 60 students participating in the Spring and Summer Terms, a fantastic increase in individual students continuing their instrumental studies and we are looking to build on this each year.

We continued to provide Whole Class Ensemble Tuition (WCET) in our special schools and alternative provisions, an example of this is The Pod KS2 which is a specialist day provision for primary pupils with SEMH (Social, Emotional, Mental Health) and complex learning needs in West Berkshire. We deliver a term programme here of music making bespoke to the students participating.

Instrumental & Vocal Tuition in Schools & Music Centres

We continued to provide a wide range of opportunities to children and young people including instrumental and vocal lessons. Our student numbers remained fairly static this year despite strategic opportunities for students to try instruments out. With no increase in withdrawal data, it is clear that the worsening economic climate is really impacting families for whom music lessons would be a stretch.

The majority of our teachers were observed as per our Teaching & Learning Policy. We supplemented our weekly provision with a variety of holiday courses as well as music theory lessons for Grade 5 and Grades 6-8. Teaching staff were sent out to schools in our annual 'Listen-up week', visiting 42 schools across the County to enable children and young people to experience live music as well as to promote learning an instrument. Each event was followed by a hands on try-out of instruments.

We have re-engaged with several SEND and AP settings in the last 6 months and have been able to better support them with their music provision. (The Grange, iCollege, Heathermount, Forest Bridge, Brookfields, The Foundry).

We expanded our adult provision, starting a new mixed ensemble in Reading that mirrors our existing model for adults in West Berkshire. We hope to further expand this in the East of the County.

Ensembles, County Groups & Events

We focused this year on our progression routes at the advanced instrumental level and used a massed Senior Wind Band concert to launch a new County Wind Orchestra to ensure that we are providing inclusive and accessible advanced progression routes for all our instrumentalists. The new County ensemble will launch in October 2024.

We took 91 students from our County Youth Orchestra and County Youth Choir abroad to Palencia in Spain. Despite the very high temperatures, this was a fantastic trip and the concert audiences were very receptive to the high quality music making of our young people.

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FOR THE YEAR ENDED 31 AUGUST 2024

After the introduction of a weekend residential for students aged 7-11 last year, we gathered feedback in order to plan the trip again. This year we took 45 students away for the weekend (an increase of 12.5%) with participants taking part in a variety of activities as well as singing and making music together.

We held our annual competition, this year for young woodwind and piano players to be named Berkshire Young Musician of the year, in partnership with the Windsor Festival.

We held concerts in wonderful venues both in Berkshire and outside of Berkshire, from The Hexagon Theatre in Reading to The Anvil in Basingstoke. We also worked with professional artists such as the Royal Philharmonic Orchestra, where a number of our junior Reading instrumentalists got to perform as part of the RPO's Noisy Kids Concert at The Hexagon Theatre.

Instrument Hire Scheme

We continued to run a successful instrument hire scheme which helped children and young people access a range of instruments. We hired out over 600 instruments across the year, with a further 5,340 being hired out to schools for our WCET programme. We also fundraised for and purchased our first digital accessible music instrument, the Soundbeam which formed the start of our plan to build an accessible instrument library for schools.

Support for Schools

We offered Continued Professional Development (CPD) for schools both online and face to face in order to maximise accessibility for staff working in schools. Topics covered included Charanga, Gain Confidence in Conducting your School Choir, Making Music Outdoors with EYFS, Ukulele Skills, Music through Movement for EYFS and Musical Games and Activities for the Primary Classroom.

School newsletters go out twice a term to communicate our offer to schools clearly, to signpost to national developments and to help open up important conversations with schools. Through the hub's partnership with Charanga, supporting schools with CPD and Training has benefited 12 schools. School Development Managers continue to build relationships with schools and support them to develop their School Music Education Plans.

Singing Strategy

We continued to support schools with singing through our Singing Development Coordinators who work across the County with all schools supporting their individual needs. This is a bespoke support function offered to every school and can range from support with running choirs, signposting to resources, offering CPD training to non-specialists as well as singing assembly advice and warm-up ideas.

Our Junior Music Festival continued to be a highlight of each term and the growth that we saw in 2022-23 continued in 2023-24 with a total of 8 performances across the year. The theme was 'Rainforest Rumble' this time, featuring songs from the Yanomamo musical (the story of the destruction of the Amazon Rainforest) by Peter Rose. In total 113 schools took part including staff accessing singing delivery CPD with our singing development coordinators. A total of 3,018 students performed across the year at The Hexagon Theatre. The feedback was incredibly positive and it was wonderful to have schools taking part for the first time sending feedback such as "Today has been beyond moving, emotional, and an experience of a life time for all my little children. We are so grateful for what you all do. Our School cannot thank you all enough!"

Having identified that there was a gap in our provision for KS3 and above, we introduced our first Senior Music Festival in July 2024 which saw 8 secondary schools participating in a joint performance at The Hexagon Theatre with a total number of 224 students. The concert was boosted by performances from the Berkshire Youth Training Choir and Berkshire Youth Choir to help highlight the progression routes available to young singers. We gathered some very positive feedback after the event which was hugely positive and we will continue it on a biennial basis.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Partnerships

We continue to have a strong focus on partnerships as demonstrated by our Senior Leader role (Partnerships, Progression & Development) as well as our Middle Leader role of Partnerships & Inclusion Development Manager. Both parties have worked on maintaining current partners as well as seeking out new partners where the need arises. We have worked closely with Readipop and Culture Mix again this year who are our key delivery partners with whom we are proud to share a vision of support for children and young people across Berkshire.

We have worked closely with our neighbour, Slough Music Service, in light of the changed Music Hub geographies that were established prior to the Music Hub Investment Programme for funding from the Department for Education from September 2024. This partnership enabled more collaborative work almost straight-away for the benefit of children and young people across Berkshire and will continue to have a positive impact on the opportunities we can provide.

We continued to work with partners in the Reading Cultural Education Partnership and took an active part in developing cultural activity in Wokingham through the Wokingham Arts and Business Forum.

We continue referrals and signposting to our Music Therapy partner, WholeStep CIC and we continued working alongside the Royal Philharmonic Orchestra, notably getting the opportunity to bring students along to the Noisy Kids day at the Hexagon to participate in some music workshops with animateur, Tim Steiner. Our partnership with Windsor Festival continued and we are delighted to be able to afford our young people the opportunity to engage with professional musicians through this relationship.

Examinations

We continued to run Trinity and ABRSM exam sessions for our students although there is a decline in numbers as can be seen in the trend across the last 2 years. Our numbers decreased to 488 from 587 exam entries in 2023-24. Of these, 97% passed with 41% gained a merit and 25% gained a distinction. 6.1% of the total number of entries were Grade 8, this is a small decrease of 1 entry compared to last year. 33% of the Grade 8 entries achieved a distinction, 37% achieved a merit and 24% passed. 2% of the total number of entries were for ARSM/Advanced Certificate/Diploma level, this was an increase of 3 entries compared to last year. 66% of the ARSM/Certificate entries achieved a distinction and 8.5% of them achieved a merit.

We also support students to undertake exams with the Music Teachers Board and Trinity Rock and Pop Exams depending on what is appropriate for each student. We are unable to collate data on these results.

Funding

We successfully bid for the following funding during the year:

- £2,000 from Berkshire Community Foundation for our Dementia Singing Café work
- £1,000 from the Prince Philip Trust Fund to support students in East Berkshire to access music lessons
- £5,535 from the Earley Charity for our pianos in libraries project
- £3,000 from the D'Oyly Carte Charitable Trust to start an inclusive choir with Soundabout
- £750 from the Gwyn Arch Foundation for a Boys Singing Day
- £500 from the Wokingham Lions Charity for our pianos in libraries project

Technology

The Music Hub continues to work in partnership with Charanga, a multi-hub online learning platform through which schools, instrumental teachers, and children and young people access a variety of online musical digital technology support programmes, as well as training and CPD. In 2023-2024, 145 schools were provided with access to the Charanga Musical School programme where its musical digital technology was used in 8,256 hours of vocal activity.

We continue to use Microsoft and Office 365 within the organisation and staff are confident in using a variety of the digital tools that are on offer through Microsoft. The addition of AI to Microsoft as well as the use of online AI tools is slowly being used more and more to increase efficiencies.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Meetings with stakeholders, trustees, staff and other partners have continued to be online or hybrid and remain an advantageous way to have meetings. We continue to use a sign-in app to enable staff and students to register at our music centre sites.

We completed a comprehensive review of our music library across the year, including moving to an online catalogue of music and an embedded sign-out process to enable both internal and external hires of this untapped resource.

Equality, Diversity & Inclusion

We successfully completed 63% of the second year of our inclusion strategy whilst also reviewing what we had achieved in order to influence our priorities in Year 3 with our expanded Hub boundaries incorporating Slough Unitary Authority. We remain ambitious in our intentions to preclude barriers for children and young people in accessing music opportunities. We expanded the pool of inclusion champions within our workforce incorporating staff from the operations team who share a passion for inclusivity. We also established an inclusion SharePoint where useful and informative resources are shared.

As mentioned previously, there has been an increase in our activity in alternative settings, an example of this was seen in the Soundbeam that we fundraised for being used at the Purley Park Trust which is a residential facility for people with learning difficulties. Here we used Soundbeam to make music making accessible for PMLD participants with higher support needs.

We successfully developed a positive relationship with both Bracknell Forest and Windsor and Maidenhead Virtual Schools, Bracknell Forest committed £5,000 for us to support Children in Care with music lessons and activities. We also provided some holiday courses specifically for Children in Care in these areas.

Sustainability

In order to consider our environmental impact and to consider ways in which we can be more environmentally sustainable, we installed solar panels and EVF chargers at our Head Office. In addition to this we appointed a Sustainability Champion from within the organisation to ensure we are investing in the future sustainability of the organisation. We are also looking at other changes we can make with lighting and aiming to secure grants to support any further investment.

Financial review

The financial results were set out in the Statement of Financial Activities and demonstrate a surplus for the year of £100,212 (2023: deficit of £115,752).

In order to comply with accounting standards and, in particular FRS 102 Post-Employment Benefits, resources expended include a credit of £69,000 (2023: charge of £44,000) for pension costs relating to the Defined Benefit Pension Scheme for administrative staff. This accounting standard requires that the pensions liability is recognised as the benefits are earned, not when they are due to be paid, and accordingly an estimate of the liabilities accrued for the period is provided by the scheme's actuary (for full details see note 26). This adjustment is calculated at the year-end and is not monitored throughout the year when reviewing operating finances of the company. The total value of the pension scheme liability as of 31 August 2024 was £340,000 (2023: £340,000) as shown in the balance sheet.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

For operational purposes, the trustees use the "Operating surplus / (deficit)" of the unrestricted funds as a more meaningful performance measure. The unrestricted operating surplus for the year was £9k (2023: £49k deficit) as shown below:

	2024		2023	
	Unrestricted	Restricted	Unrestricted	Restricted
	£'000	£'000	£'000	£'000
Income	3,319	1,248	3,339	1,367
Expenditure	(3,310)	(1,244)	(3,388)	(1,367)
Operating surplus / (deficit)	9	4	(49)	0
FRS 102 adjustment	69	0	(44)	0
Unrealised investment gain / (loss)	18	0	(23)	0
Net income / (expenditure)	96	4	(116)	0

Operational results demonstrate that the year continued to be one of challenge.

Student numbers slightly decreased throughout the year. Due to the cost-of-living crisis, many families cut back their household expenditure and music lessons become an early victim of any downturn in the economy. As a result, our fees from lessons and ensembles including their Gift Aid claims decreased by 1.5% year-on-year to £2,812,069 (2023: £2,853,218) to Unrestricted Income.

It has been positive to raise additional income from subletting rooms at Stoneham Court of £22k (2023: £16k) as well as earning interest income of £19k (2023: £1.9k) from bank savings account.

Action has continued to be taken throughout this post-pandemic time to seek additional funding and to reduce costs wherever possible. Some staff opted to reduce their contracted hours which has also resulted in Teaching Costs decreasing.

Although some savings have been made on running costs, overheads were largely unaffected, with Music Centre premises costs remaining payable under the contractual terms.

Income

Overall total income decreased year on year to £4,567k (2023: £4,706k).

- Fees from parent paid and school lessons and ensembles showed a decrease of 1.5% to £2,812k (2023: £2,853k).
- Government funding was reported at £1,234k. These are restricted funds provided specifically to support delivery of the National Plan for Music Education through first access programmes and music hub activities together with funding from the Department of Education to support the Teachers' Pension Scheme, total £1,031k (2023: £1,172k). There was a one-off adjustment to Restricted Income during 2022-23 due to the change of the ACE funding cycle from "Financial Year" to "School Year", it caused a difference compared to the previous year.
- Other income raised through music related activities such as examinations, concerts, tours and instrument hire were increased to £450k (2023: £419k).

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Expenditure

Total expenditure showed a decrease to £4,485k (2023: £4,799k):

- Contracted staff costs were lowered to £3,087k (2023: £3,303k) as a result of reduced contracted hours.
- Fees paid to self-employed staff were increased to £375k (2023: £343k) due to higher rates paid for higher inflation and more projects/music activities.
- Event costs were increased to £202k (2023: £182k) as concerts and events were resumed at the normal level and tours operated again as normal.
- Governance costs were decreased to £28k (2023: 45k) due to a reduced usage of external legal advice.

Cashflow

There was a net inflow of cash during the year with cash balances of £1,369k (2023: £1,220k) at year-end.

Restricted funds

The total value of restricted funds held at the year-end was £46k (2023: £40k). The funding received from Arts Council England was used to directly support our activities as Lead Organisation of the Berkshire Music Hub, with no balance carried forward. Other restricted funds relate to donations specifically provided by individuals or organisations to provide financial support for students in the form of fee assistance or donated instruments. The Sponsor a Child fund has become a part of BMT Bursary, specifically supporting children whose families are suffering special short-term financial hardship or who sit just outside the Fee Remission criteria.

Principal risks and uncertainties

The trustees have a risk management strategy which comprises an annual review of the risks Berkshire Music Trust may face and establishes systems and procedures to mitigate those risks identified.

The trustees consider the major risks facing Berkshire Music Trust are:

- Arts Council England funding continues to be confirmed on a one-year cycle, currently confirmed until August 2025, giving limited forward certainty on this portion of our funding.
- Underfunding of the two defined benefit pension schemes, the Teachers' Pension Scheme (TPS) and the Local Government Pension Scheme (LGPS). This could result in additional provisions in the accounts and/or an increase in costs. Relevant updates are disclosed in Note 27 and Note 32.
- Uncertainty created by the current economic climate and the impact of Brexit, music lessons being an early victim of any downturn in the economy.
- Rises in inflation and increased living costs affecting ability to pay staff adequately and limiting our fees increasing rate.

Reserves policy

The trustees have reviewed their reserves policy during the two years in light of the Covid-19 pandemic. It was agreed to maintain the existing threshold of reserves (three times the average regular monthly expenditure) as being adequate against costs and that the funds invested with Ruffer should only be divested as a last resort.

The level of expendable reserves as of 31 August 2024 was the unrestricted funds of £2,739,284 less tangible fixed assets £1,546,954, a total of £1,192,330 (2023: £1,162,308), better than our target reserve £1.1 million approximately 3 months' expenditure.

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TRUSTEES' REPORT (CONTINUED)
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Structure, governance and management

Constitution

The Berkshire Young Musicians Trust (operating as Berkshire Music Trust) is registered as a Charitable Company limited by guarantee and was set up by a Memorandum of Association.

Trustee Board

The company is managed by a trustee board. The board is ultimately responsible for the activities and performance of the company. Day-to-day management is delegated to the Chief Executive and supported by a Senior Leadership Team.

The board seeks a range of trustees with relevant skills and experience. Under the nominations committee, as part of a planned trustee recruitment cycle, an annual audit of the board's skills and experience is undertaken to assess the current breadth of knowledge and skills, identify any gaps and enable the recruitment of new trustees with relevant skills and experience.

In addition to the trustees there are also representatives from the Local Authorities:

P Gittings (Reading), A Gray (Wokingham), G Bernard (Bracknell Forest), Julian Tisi (Royal Borough of Windsor & Maidenhead), and O Jeffery (West Berkshire). Three representatives from Berkshire Music Trust Staff Association and the Chair of the Young Musicians Council are also invited to attend Board meetings (these representatives do not have trustee powers).

Election and appointment of trustees

The Articles of Association require that each year one-third of the board retire and, if eligible, seek re-election at the Annual General Meeting. New trustees appointed within the year are required to stand for re-election at the first Annual General Meeting following their appointment.

Each trustee undertakes induction training which consists of a briefing by the Chief Executive and Chair of trustees on their roles and responsibilities. They are furnished with a range of information and literature for future reference. Emphasis is placed on the legal status and responsibilities of a trustee.

Governance

The full board meets at least six times a year to consider overall performance, future direction and strategy. Committees comprising trustees, the CEO and other appropriate senior managers, support the board by considering matters in greater depth and maintaining a closer link with the Company's executive management. These committees generally have "non-executive" roles, except where financial and operational control procedures require trustee-level authorisation.

Currently, there are three Committees each chaired by a trustee with other members drawn from trustees, staff, external experts as required. (1) Finance and Property, with areas of responsibility involving monitoring and reviewing operational and financial performance together with ensuring appropriate financial controls are in operation. Additionally, it has responsibility for risk management, governance and statutory audit. (2) Nominations committee, who will annually review the board skills and experience, identify gaps and if necessary, advertise and interview new trustees. (3) Remuneration Committee, which sets policy and levels of remuneration. The Committee will ensure that the remuneration policy is consistent with the charity's values and objectives and that remuneration levels are competitive and appropriate. Key management are considered to be the Chief Executive and members of the Senior Leadership Team (SLT). Their salaries are reviewed each year by the trustees and any increase is usually at the same rate as other staff.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Health & Safety and Child Protection

The health and safety of staff and students together with child protection are primary concerns to the trustees.

All key staff undertake both first aid and fire marshal training and all staff are made aware of their own duties and responsibilities for health and safety issues. Particular attention is paid to risks to staff and students from prolonged exposure to high-volume instruments.

Berkshire Music Trust adopts the current requirements of the Home Office and Department of Education (DfE) to arrange the registration and Enhanced DBS checks for all new staff. All staff are required to complete a "Declaration of Disqualification" and undergo Prevent training. We hold on to file and verify all personnel, right to work, medical and disqualification checks in line with OFSTED including home address and NI number — in line with DfE Guidance — Keeping Children Safe in Education. DBSs are regularly re-checked for all staff and a regular cycle of safeguarding training is in place.

Statement of trustees' responsibilities

The trustees (who are also the directors of the company 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).

Company law requires the trustees to prepare financial statements for each financial year. 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 company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the company's auditor is aware of that information.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Auditor

Reselected in the previous cycle, James Cowper Kreston Audit are retained as audit partner.

Approved by order of the members of the board of trustees and signed on their behalf by:

J Carroll

Jon Carroll 26 Feb 2025 09:30:10 GMT (UTC +0)

.....
J Carroll

Chairman of Trustees

Date: 26 February 2025

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)

Opinion

We have audited the financial statements of The Berkshire Young Musicians Trust (operating as Berkshire Music Trust) (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of 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 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 charitable company'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, except to the extent otherwise explicitly stated in our report, 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.

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST) (CONTINUED)

We have nothing to report in this regard.

Opinion on other matters 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 Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company'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

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.

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 BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST) (CONTINUED)

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management, those charged with governance around actual and potential litigation and claims;
- Enquiry of management to identify any instances of non-compliance with laws and regulations;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

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 company's members, 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 charitable company's members 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 company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Fiona Hawkins MSc FCA (Senior statutory auditor)

for and on behalf of

James Cowper Kreston Audit

Chartered Accountants and Statutory Auditor

2 Communications Road

Greenham Business Park

Greenham

Newbury

Berkshire

RG19 6AB

Date: 06/03/2025

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and grants	4	24,617	8,744	33,361	55,063
Charitable activities:	6				
Fees		-	2,812,069	2,812,069	2,853,218
Government funding		1,223,959	-	1,223,959	1,343,903
Other music related activities		-	450,145	450,145	419,018
Orchestra tax relief		-	24	24	2,644
Investments	5	-	19,048	19,048	1,945
Other income		-	28,589	28,589	30,649
Total income		1,248,576	3,318,619	4,567,195	4,706,440
Expenditure on:					
Raising funds		-	55,925	55,925	59,628
Charitable activities	9	1,244,236	3,185,257	4,429,493	4,739,214
Total expenditure		1,244,236	3,241,182	4,485,418	4,798,842
Net income/(expenditure) before net gains/(losses) on investments		4,340	77,437	81,777	(92,402)
Net gains/(losses) on investments		-	18,435	18,435	(23,350)
Net income/(expenditure)		4,340	95,872	100,212	(115,752)
Transfers between funds	20	1,023	(1,023)	-	-
Net movement in funds before other recognised gains/(losses)		5,363	94,849	100,212	(115,752)
Other recognised gains/(losses):					
Actuarial (losses)/gains on defined benefit pension schemes	27	-	(69,000)	(69,000)	147,000
Net movement in funds		5,363	25,849	31,212	31,248
Reconciliation of funds:					
Total funds brought forward		40,415	2,373,435	2,413,850	2,382,602
Net movement in funds		5,363	25,849	31,212	31,248
Total funds carried forward		45,778	2,399,284	2,445,062	2,413,850

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 20 to 48 form part of these financial statements.

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)**(A company limited by guarantee)****REGISTERED NUMBER: 1673689****BALANCE SHEET
AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	14	1,546,954	1,551,127
Investments	15	100	100
		1,547,054	1,551,227
Current assets			
Debtors	16	282,275	392,155
Investments	17	615,394	596,959
Cash at bank and in hand		1,368,964	1,220,126
		2,266,633	2,209,240
Creditors: amounts falling due within one year	18	(1,016,489)	(985,299)
Net current assets		1,250,144	1,223,941
Creditors: amounts falling due after more than one year	19	(12,136)	(21,318)
Net assets excluding pension liability		2,785,062	2,753,850
Defined benefit pension scheme liability	27	(340,000)	(340,000)
Total net assets		2,445,062	2,413,850

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)**(A company limited by guarantee)****REGISTERED NUMBER: 1673689****BALANCE SHEET (CONTINUED)****AS AT 31 AUGUST 2024**

	Note	2024 £	2023 £
Charity funds			
Restricted funds	20	45,778	40,415
Unrestricted funds			
Unrestricted funds excluding pension asset	20	2,739,284	2,713,435
Pension reserve	20	(340,000)	(340,000)
Total unrestricted funds	20	<u>2,399,284</u>	<u>2,373,435</u>
Total funds		<u>2,445,062</u>	<u>2,413,850</u>

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

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

The financial statements were approved and authorised for issue by the trustees and signed on their behalf by:

J Carroll

..... Jón Carroll 26 Feb 2025 09:30:10 GMT (UTC +0)

J Carroll

Chairman of Trustees

Date: 26 February 2025

The notes on pages 20 to 48 form part of these financial statements.

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by operating activities	23	203,077	1,384
Cash flows from investing activities			
Interest from investments		19,048	1,945
Purchase of tangible fixed assets		(64,105)	(35,874)
Net cash used in investing activities		(45,057)	(33,929)
Cash flows from financing activities			
New hire purchase contracts		-	30,117
Repayments of hire purchase contracts		(9,182)	(4,208)
Net cash (used in)/provided by financing activities		(9,182)	25,909
Change in cash and cash equivalents in the year		148,838	(6,636)
Cash and cash equivalents at the beginning of the year		1,220,126	1,226,762
Cash and cash equivalents at the end of the year	24	1,368,964	1,220,126

The notes on pages 20 to 48 form part of these financial statements

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. General information

The Berkshire Young Musicians Trust is an incorporated charity limited by guarantee. It is registered in England and Wales with charity registered number 284555 and company number 1673689. The principal address of the Charity is 100 Cockney Hill, Stoneham Court, Reading, Berkshire, RG30 4EZ.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Berkshire Young Musicians Trust (operating as Berkshire Music Trust) 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.

2.2 Going concern

As at 31 August 2024 the balance sheet shows net assets of £2,445,062, compared to £2,413,850 at 31 August 2023. The increase in assets reflects the current year operating surplus.

Taking this into account and together with a strong net current asset position, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the Trustees continue to adopt the going concern basis in preparing the financial statements.

2.3 Income

Fees

Fees represent amounts charged for lessons and ensembles and are accounted for on an accruals basis. Assistance with gross fees and fee remissions is included in expenditure as Charitable Support.

Voluntary income

Voluntary income comprises legacies and other donations which are made available for the general purposes of the company. They are recognised when the amounts are received unless there is sufficient evidence to provide the necessary certainty that the legacy or donation will be received and that the value of the incoming resources can be measured with sufficient reliability.

Donations and grants

Donations made for other specific purposes are treated as restricted funds.

Government funding

Payments received under contracts from Arts Council England and any of the Unitary Authorities of Berkshire to subsidise the provision of music tuition services are recognised in the Statement of Financial Activities in the period to which they apply.

Events, courses, concerts and tours

Income from events, courses, concerts and tours represents monies charged for tours, receipts from concerts and other fundraising. These monies are accounted for on an accruals basis and matched with the associated expenditure incurred.

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
 FOR THE YEAR ENDED 31 AUGUST 2024**

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

Support and administration costs are split across activities on an basis of estimated time spent.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

The company 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 company 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.

2.7 Tangible fixed assets and depreciation

Assets that individually cost less than £500 are not capitalised. The cost is written off to the Statement of Financial Activities in full when purchased. Assets that have been donated are capitalised at their full market value at the time of donation and depreciated. The value of the donation is treated as income in the Statement of Financial Activities as a restricted fund.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold property	- At 2% and 5% of cost
Motor vehicles	- At 20% of cost
Fixtures and fittings	- At 20% of cost
Computer equipment	- At 33% of cost
Other fixed assets	- At 20% of cost

2.8 Investments

Investments are stated at the market value indicated by the Report of the Investment Managers to the trustees at the Balance Sheet date. Any resulting unrealised gain or loss is taken to the Statement of Financial Activities.

The Berkshire Young Musicians Trust has a fully owned subsidiary called Maestros Enterprises Limited, company number 11609495. Group accounts have not been prepared as the subsidiary is not material to the group. The results of the subsidiary are disclosed in note 33.

Investments in subsidiaries are valued at cost less provision for impairment.

2.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.11 Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2.12 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

2. Accounting policies (continued)

2.13 Finance leases and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

2.14 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight line basis over the lease term.

2.15 Pensions

Teaching staff employed by The Berkshire Young Musicians Trust are eligible for membership of the Teachers' Pension Scheme, which is a national, statutory, contributory, unfunded defined benefit scheme administered by the Teachers Pension Agency, an executive agency of the Department for Education. Pension costs are assessed in accordance with the advice of the Government Actuary. As this is a multi-employer scheme whose assets and liabilities are not separately identifiable, under Financial Reporting Standard 102 "Post-employment Benefits" it is treated as a defined contribution scheme with a charge to the accounts for the contributions paid and relevant disclosures about the scheme as a whole provided in note 26.

The Berkshire Young Musicians Trust has a funded defined benefit scheme for those members of staff who are not eligible to join the Teachers' Pension Scheme. The assets of this scheme are administered by the Royal County of Berkshire Pension Scheme. This is also a multi-employer scheme, but the assets and liabilities relating to The Berkshire Young Musicians Trust are separately identifiable and are accounted for as belonging to The Berkshire Young Musicians Trust. The financial statements take account of the annual valuation of the defined benefit scheme undertaken by the pension fund's actuaries.

Actuarial gains and losses arising from updating the latest actuarial valuation to reflect conditions at the balance sheet date are recognised in the gains and losses section of the Statement of Financial Activities. More details are included in note 27.

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

2. Accounting policies (continued)

2.16 Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the company.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of the designated funds is set out in note 20 to the financial statements.

Restricted funds are those funds where monies have been received for a specific purpose and are matched against the expenditure as incurred.

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgement:

Tangible fixed assets

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Residual value assessments consider issues such as the meaning life of the asset and projected disposal values.

Bad debts

Using information available at the balance sheet date, the company makes a judgement based on experience regarding the level of provision required to account for potentially uncollectible debtors.

Pensions

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

4. Income from donations and grants

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations	24,617	8,744	33,361	54,963
Grants	-	-	-	100
	<u>24,617</u>	<u>8,744</u>	<u>33,361</u>	<u>55,063</u>
Total 2023	<u>37,084</u>	<u>17,979</u>	<u>55,063</u>	

5. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest received	19,048	19,048	1,945
	<u>19,048</u>	<u>19,048</u>	
Total 2023	<u>1,945</u>	<u>1,945</u>	

6. Income from charitable activities

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Fees (see note 7)	-	2,812,069	2,812,069	2,853,218
Government funding	1,223,959	-	1,223,959	1,343,903
Other music related activities (see note 8)	-	450,145	450,145	419,018
Orchestra tax relief	-	24	24	2,644
	<u>1,223,959</u>	<u>3,262,238</u>	<u>4,486,197</u>	<u>4,618,783</u>
Total 2023	<u>1,343,903</u>	<u>3,274,880</u>	<u>4,618,783</u>	

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

7. Fees

	2024 £	2023 £
Lessons and ensembles	2,779,917	2,809,269
Gift Aid	32,152	43,949
	<u>2,812,069</u>	<u>2,853,218</u>

8. Other music related income

	2024 £	2023 £
Examination fees	43,497	41,734
Instrument income	130,555	122,554
Tours	99,349	113,507
Concerts	154,906	125,441
Courses and workshops	21,838	15,782
	<u>450,145</u>	<u>419,018</u>

9. Analysis of charitable expenditure by activities

	Activities undertaken directly 2024 £	Grant funding of activities 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Marketing costs	33,363	-	-	33,363	43,102
Charitable financial support	-	173,299	-	173,299	134,308
Teaching costs	2,802,835	-	790,569	3,593,404	3,802,023
Music related costs	353,882	-	114,139	468,021	488,477
Events, courses, concerts and tours	155,466	-	46,450	201,916	182,347
Pension adjustment	-	-	(69,000)	(69,000)	44,000
Governance costs	-	-	28,490	28,490	44,957
	<u>3,345,546</u>	<u>173,299</u>	<u>910,648</u>	<u>4,429,493</u>	<u>4,739,214</u>
Total 2023	<u>3,538,615</u>	<u>134,308</u>	<u>1,066,291</u>	<u>4,739,214</u>	

THE BERKSHIRE YOUNG MUSICIANS TRUST (OPERATING AS BERKSHIRE MUSIC TRUST)
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

Analysis of support costs

	2024 £	2023 £
Staff costs	550,156	588,732
Depreciation	57,786	58,302
Travel costs	3,540	4,113
IT costs	120,223	86,860
Postage	3,299	3,069
Telecommunications	21,278	23,906
Staff training	23,276	38,559
Recruitment	6,604	1,535
Insurance	28,276	26,217
Bad debts	9,413	17,153
Bank charges	24,162	22,822
Repairs and maintenance	38,647	46,673
Premises costs	64,498	59,393
Legal and professional	7,886	27,567
Auditor's remuneration	20,604	17,390
Pension adjustment	(69,000)	44,000
	<u>910,648</u>	<u>1,066,291</u>

Support and administration costs are split between teaching costs and music related costs in the ratio of 88% and 12% respectively. The total allocated is: teaching costs £837,019 (2023: £860,253) and music related costs £114,139 (2023: £117,081).

10. Governance costs

	2024 £	2023 £
Auditor's remuneration	20,604	17,390
Other professional costs	7,886	27,567
	<u>28,490</u>	<u>44,957</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

11. Unrealised gain/(loss) on investment

	2024 £	2023 £
Gains/(losses) on investment assets	18,435	(23,350)

In 2017 surplus funds of £500,000 were originally invested in an absolute return fund. During the year to 31 August 2020 the funds were transferred to the LF Ruffer Total Return Fund. For the year ending 31 August 2024 the fund value resulted in an unrealised gain of £18,435 (2023: loss of £23,350).

12. Net Income/(expenditure)

This is stated after charging:

	2024 £	2023 £
Depreciation of tangible fixed assets	68,278	68,740
Auditor's remuneration	20,604	17,390

During the year, no trustees received any remuneration (2023 - £NIL).

During the year, no trustees received any benefits in kind (2023 - £NIL).

During the year, no trustees received any reimbursement of expenses (2023 - £NIL).

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FOR THE YEAR ENDED 31 AUGUST 2024**

13. Staff costs

	2024 £	2023 £
Wages and salaries	2,309,887	2,535,127
National insurance costs	202,536	220,501
Other pension costs	574,931	547,003
	<u>3,087,354</u>	<u>3,302,631</u>

The average number of persons employed by the company during the year was as follows:

	2024 No.	2023 No.
Full time management and administration	14	22
Part time management and administration	21	17
Full time teachers	22	37
Part time teachers	47	39
	<u>104</u>	<u>115</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	2023 No.
In the band £60,001 - £70,000	1	2

During the year remuneration paid to key management personnel, including national insurance contributions, totalled £145,143 (2023: £162,230).

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14. Tangible fixed assets

	Land and buildings £	Motor vehicles £	Fixtures and fittings £	Computer and office equipment £	Musical instruments £	Total £
Cost or valuation						
At 1 September 2023	1,719,327	40,917	129,492	252,584	500,253	2,642,573
Additions	35,400	-	10,600	13,093	5,012	64,105
At 31 August 2024	<u>1,754,727</u>	<u>40,917</u>	<u>140,092</u>	<u>265,677</u>	<u>505,265</u>	<u>2,706,678</u>
Depreciation						
At 1 September 2023	257,855	8,183	93,450	233,291	498,667	1,091,446
Charge for the year	33,222	8,183	13,835	10,729	2,309	68,278
At 31 August 2024	<u>291,077</u>	<u>16,366</u>	<u>107,285</u>	<u>244,020</u>	<u>500,976</u>	<u>1,159,724</u>
Net book value						
At 31 August 2024	<u>1,463,650</u>	<u>24,551</u>	<u>32,807</u>	<u>21,657</u>	<u>4,289</u>	<u>1,546,954</u>
At 31 August 2023	<u>1,461,472</u>	<u>32,734</u>	<u>36,042</u>	<u>19,293</u>	<u>1,586</u>	<u>1,551,127</u>

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14. Tangible fixed assets (continued)

Included in land and buildings is freehold land at valuation of £346,747 (2023: £346,747) which is not depreciated.

The cost or valuation at 31 August 2024 is as follows:

	2024 £	2023 £
At Valuation		
Land and building at original cost	891,953	891,953
Revaluation in 2014	508,047	508,047
Land and building valuation	1,400,000	1,400,000
At Cost		
2015 additions	146,747	146,747
2016 additions	3,606	3,606
2017 additions	53,749	53,749
2019 additions	91,757	91,757
2020 additions	11,870	11,870
2021 additions	5,092	5,092
2022 additions	6,506	6,506
2024 additions	35,400	-
Total	1,754,727	1,719,327

The freehold property was revalued on 31 August 2014 by Thameside Surveying Ltd, Chartered Surveyors on a full vacant possession basis.

The company has applied the transitional provisions of the Charities SORP (FRS 102) and the valuation of freehold property has not been updated since the last valuation in 2014.

If the land and buildings had not been revalued they would have been included at the following values:

	2024 £	2023 £
Cost	1,246,680	1,211,280
Accumulated Depreciation	(588,017)	(555,648)
Net book value	658,663	655,632

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**NOTES TO THE FINANCIAL STATEMENTS
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15. Fixed asset investments

	Investments in subsidiary companies £
Cost or valuation	
At 1 September 2023	100
	<hr/>
At 31 August 2024	100
	<hr/> <hr/>
Net book value	
At 31 August 2024	100
	<hr/>
At 31 August 2023	100
	<hr/> <hr/>
See note 31 for further information.	

16. Debtors

	2024 £	2023 £
Due within one year		
Amounts due in relation to tuition fees	170,341	221,800
Amounts owed by group undertakings	11,193	43,298
Other debtors	70,728	71,239
Prepayments and accrued income	30,013	55,818
	<hr/>	<hr/>
	282,275	392,155
	<hr/> <hr/>	<hr/> <hr/>

17. Current asset investments

	2024 £	2023 £
LF Ruffer total return fund	615,394	596,959
	<hr/> <hr/>	<hr/> <hr/>

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	6,419	76,045
Other taxation and social security	41,070	77,747
Obligations under hire purchase contracts	4,591	4,591
Other creditors	100	58,012
Accruals and deferred income	964,309	768,904
	<u>1,016,489</u>	<u>985,299</u>
	2024 £	2023 £
Deferred income		
Deferred income at 1 September 2023	761,315	1,097,532
Resources deferred during the year	904,539	761,315
Amounts released from previous periods	(761,315)	(1,097,532)
	<u>904,539</u>	<u>761,315</u>

The Company's obligations under hire purchase contracts are secured by the assets acquired under these agreements. These assets serve as collateral for the outstanding hire purchase liabilities.

19. Creditors: Amounts falling due after more than one year

	2024 £	2023 £
Net obligations under hire purchase contracts	<u>12,136</u>	<u>21,318</u>

The Company's obligations under hire purchase contracts are secured by the assets acquired under these agreements. These assets serve as collateral for the outstanding hire purchase liabilities.

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds

Statement of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Unrestricted funds						
Designated funds						
Building maintenance	59,982	-	(23,500)	-	-	36,482
IT development fund	74,000	-	(20,000)	-	-	54,000
Tour funds	21,131	-	(2,950)	-	-	18,181
BMT Bursary	10,500	-	-	-	-	10,500
Endangered programme	3,000	-	-	-	-	3,000
	<hr/> 168,613 <hr/>	<hr/> - <hr/>	<hr/> (46,450) <hr/>	<hr/> - <hr/>	<hr/> - <hr/>	<hr/> 122,163 <hr/>
General funds						
General Funds - all funds	2,544,822	3,318,619	(3,263,732)	(1,023)	18,435	2,617,121
Pension reserve	(340,000)	-	69,000	-	(69,000)	(340,000)
	<hr/> 2,204,822 <hr/>	<hr/> 3,318,619 <hr/>	<hr/> (3,194,732) <hr/>	<hr/> (1,023) <hr/>	<hr/> (50,565) <hr/>	<hr/> 2,277,121 <hr/>
Total Unrestricted funds	<hr/> 2,373,435 <hr/>	<hr/> 3,318,619 <hr/>	<hr/> (3,241,182) <hr/>	<hr/> (1,023) <hr/>	<hr/> (50,565) <hr/>	<hr/> 2,399,284 <hr/>

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Restricted funds						
ACE funding	-	1,031,151	(1,031,151)	-	-	-
Sponsor a child	6,416	1,000	(1,490)	-	-	5,926
UA disadvantage d funds	16,548	-	(217)	-	-	16,331
Greenham Trust	-	2,670	(2,670)	-	-	-
Donated instruments	7,539	-	(7,539)	-	-	-
Rock band project	-	5,289	(5,289)	-	-	-
Covid-19 hardship fund	577	-	(577)	-	-	-
Teachers' Pension fund	-	192,808	(192,808)	-	-	-
The Toby Fund	7,304	3,873	(1,740)	-	-	9,437
Ringfenced	2,031	9,535	(723)	1,023	-	11,866
BMT Scholarship	-	1,250	(32)	-	-	1,218
East Berks/Philip Trust Bursary	-	1,000	-	-	-	1,000
	<u>40,415</u>	<u>1,248,576</u>	<u>(1,244,236)</u>	<u>1,023</u>	<u>-</u>	<u>45,778</u>
Total of funds	<u><u>2,413,850</u></u>	<u><u>4,567,195</u></u>	<u><u>(4,485,418)</u></u>	<u><u>-</u></u>	<u><u>(50,565)</u></u>	<u><u>2,445,062</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

Restricted funds

Sponsor a child

Amounts donated by individuals to provide children from disadvantaged backgrounds with the opportunity to learn a musical instrument. The support can be short or long term and is provided at the company's discretion.

UA disadvantaged fund

The Unitary Authority Disadvantaged fund is money previously received from Wokingham Borough Council to support specific disadvantaged children within the Wokingham district in musical education.

Arts Council England (ACE) Funding

Berkshire Music Trust is in receipt of funding to 31 August 2024 allocated by Central Government via Arts Council England to support the Berkshire Music Hub deliver the National Music Plan. Berkshire Music Trust is leader of the Berkshire Music Hub.

Greenham Trust

Greenham Trust has donated monies to the company to support children just above the FSM level with lessons and instruments in the area supported by Greenham Trust.

Donated instruments

Represents instruments bought for the company by friends and other organisations.

Covid-19 hardship fund

We fundraised for and set-up a hardship fund in April 2020 in order to support families to continue their music-making activities for their children and young people during the pandemic. If parents had been financially impacted whether through job-loss or by being furloughed, we offered them 85% reduction in their fees. We got an initial £5,000 from the Berkshire Community Foundation and have also received individual donations to enable us to keep this fundraising pot going for as long as possible.

Foyle Foundation

We applied for a grant to cover the cost of digital equipment required to support online lessons; webcams, laptops, microphones etc. We also were able to purchase iPads to enable music projects in alternative provisions thanks to this grant.

Rock Band Project

As part of our new inclusion strategy, we started a rock band project with young carers in West Berkshire. This has not only given these young people a new fun activity to try but also brought them together in a safe space to escape from their caring responsibilities for a short length of time. The project were awarded by financial support from The Miss Lawrence Trust, Englefield Charitable Trust and Greenham Trust.

The Toby Fund

We continued to fundraise for the Toby Fund for the repair and maintenance of bassoons which was setup in memory of bassoonist Toby Davies who died in 2013. The fund can also be used for the development of young bassoonists learning through us at the Trust's discretion.

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NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

BMT Scholarship

BMT Scholarship provides opportunities for students who face barriers to progression in their chosen musical field. Scholarships will be awarded up to £100 per student to be used towards the cost of music lessons, ensemble activity or residential trips and tours. This scholarship is specifically for families that are not eligible for any other financial support from Berkshire Music Trust (BMT).

East Berks/Prince Philip Trust Bursary

East Berks/Prince Philip Trust Bursary is a funding specifically to support students in Windsor who sit just above the FSM criteria and for whom music lessons would be out of reach financially.

Designated funds

BMT Bursary Fund

After rebranding our trade name to Berkshire Music Trust (BMT), we set aside some general donations for supporting less advantaged children to continue music activities.

Endangered Programme Fund

We set aside a designated fund from general fundraising efforts to support less advantaged children to continue endangered instrument learning activities.

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Unrestricted funds						
Designated funds						
Building maintenance	59,982	-	-	-	-	59,982
IT development fund	74,000	-	-	-	-	74,000
Tour funds	21,131	-	-	-	-	21,131
BMT Bursary	-	-	-	10,500	-	10,500
Endangered programme	-	-	-	3,000	-	3,000
	<u>155,113</u>	<u>-</u>	<u>-</u>	<u>13,500</u>	<u>-</u>	<u>168,613</u>
General funds						
General Funds - all funds	2,630,564	3,338,953	(3,387,845)	(13,500)	(23,350)	2,544,822
Pension reserve	(443,000)	-	(44,000)	-	147,000	(340,000)
	<u>2,187,564</u>	<u>3,338,953</u>	<u>(3,431,845)</u>	<u>(13,500)</u>	<u>123,650</u>	<u>2,204,822</u>
Total Unrestricted funds	<u>2,342,677</u>	<u>3,338,953</u>	<u>(3,431,845)</u>	<u>-</u>	<u>123,650</u>	<u>2,373,435</u>

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

20. Statement of funds (continued)

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Restricted funds						
ACE funding	-	1,194,835	(1,194,835)	-	-	-
Sponsor a child	8,487	893	(2,964)	-	-	6,416
UA						
disadvantage d funds	21,113	-	(4,565)	-	-	16,548
Greenham Trust	-	3,553	(3,553)	-	-	-
Donated instruments	7,539	-	-	-	-	7,539
Rock band project	-	8,450	(8,450)	-	-	-
Covid-19 hardship fund	1,097	-	(520)	-	-	577
Teachers' Pension fund	-	149,068	(149,068)	-	-	-
Foyle Foundation	1,653	-	(1,653)	-	-	-
The Toby Fund	-	7,304	-	-	-	7,304
Ringfenced	36	3,384	(1,389)	-	-	2,031
	<u>39,925</u>	<u>1,367,487</u>	<u>(1,366,997)</u>	<u>-</u>	<u>-</u>	<u>40,415</u>
Total of funds	<u>2,382,602</u>	<u>4,706,440</u>	<u>(4,798,842)</u>	<u>-</u>	<u>123,650</u>	<u>2,413,850</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

21. Summary of funds

Summary of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Designated funds	168,613	-	(46,450)	-	-	122,163
General funds	2,204,822	3,318,619	(3,194,732)	(1,023)	(50,565)	2,277,121
Restricted funds	40,415	1,248,576	(1,244,236)	1,023	-	45,778
	<u>2,413,850</u>	<u>4,567,195</u>	<u>(4,485,418)</u>	<u>-</u>	<u>(50,565)</u>	<u>2,445,062</u>

Summary of funds - prior year

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Designated funds	155,113	-	-	13,500	-	168,613
General funds	2,187,564	3,338,953	(3,431,845)	(13,500)	123,650	2,204,822
Restricted funds	39,925	1,367,487	(1,366,997)	-	-	40,415
	<u>2,382,602</u>	<u>4,706,440</u>	<u>(4,798,842)</u>	<u>-</u>	<u>123,650</u>	<u>2,413,850</u>

22. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	1,546,954	1,546,954
Fixed asset investments	-	100	100
Current assets	45,778	2,220,855	2,266,633
Creditors due within one year	-	(1,016,489)	(1,016,489)
Creditors due in more than one year	-	(12,136)	(12,136)
Provisions for liabilities and charges	-	(340,000)	(340,000)
Total	<u>45,778</u>	<u>2,399,284</u>	<u>2,445,062</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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22. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	7,539	1,543,588	1,551,127
Fixed asset investments	-	100	100
Current assets	32,876	2,176,364	2,209,240
Creditors due within one year	-	(985,299)	(985,299)
Creditors due in more than one year	-	(21,318)	(21,318)
Provisions for liabilities and charges	-	(340,000)	(340,000)
Total	40,415	2,373,435	2,413,850

23. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	100,212	(115,752)
Adjustments for:		
Depreciation charges	68,278	68,740
Unrealised gains on investments	(18,435)	23,350
Interest from investments	(19,048)	(1,945)
Gain on disposal of fixed assets	-	(8,500)
Decrease in debtors	109,880	212,820
Decrease in creditors	31,190	(221,329)
FRS 102 pension adjustment	(69,000)	44,000
Net cash provided by operating activities	203,077	1,384

24. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	1,368,964	1,220,126
Total cash and cash equivalents	1,368,964	1,220,126

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25. Analysis of changes in net debt

	At 1 September 2023	Cash flows	Changes in market value and exchange rate movements	At 31 August 2024
	£	£	£	£
Cash at bank and in hand	1,220,126	148,838	-	1,368,964
Finance leases	(25,909)	9,182	-	(16,727)
Liquid investments	596,959	-	18,435	615,394
	<u>1,791,176</u>	<u>158,020</u>	<u>18,435</u>	<u>1,967,631</u>

26. Capital commitments

	2024 £	2023 £
Contracted for but not provided in these financial statements		
Software implementation	<u>18,776</u>	<u>-</u>

On 5th June 2024, the Company entered into an agreement to engage with a service for software implementation for a consideration of £28,318 (VAT inclusive). As of the year ended 31 August 2024, the Company has paid an upfront sum of £9,542, representing 34% of the consideration of the service. Settlement of the balance sum is currently pending fulfilment of certain key software implementation by the supplier.

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27. Pension commitments

The company's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by The Royal County of Berkshire Pension Scheme. Both are multi-employer defined benefit schemes.

The latest actuarial valuation of the TPS related to the period ended 31 March 2020 and of the LGPS 31 March 2022.

Contributions amounting to £nil were payable to the schemes at 31 August 2024 (2023: £57,912).

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The Trust have been informed that they are no longer eligible to offer the Teacher's Pension Scheme to their teaching staff and are therefore currently undergoing consultation with a view to finding an alternative provider from May 2025. The Trust were admitted to the TPS as a grant-maintained body and as their funding from government no longer fully covers the costs of employing teachers, they are no longer able to be a participating employer in the Teachers Pension Scheme.

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27. Pension commitments (continued)

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to ensure scheme costs are recognised and managed appropriately and the review specifies the level of future contributions.

Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023, with the SCAPE rate, set by HMT, applying a notional investment return based on 1.7% above the rate of CPI. The key elements of the valuation outcome are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy) This is an increase of 5% in employer contributions and the cost control result is such that no change in member benefits is needed.
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million.

The result of this valuation will be implemented from 1 April 2024. The next valuation result is due to be implemented from 1 April 2028.

The employer's pension costs paid to TPS in the year amounted to £353k (2023: £425k)

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The company has accounted for its contributions to the scheme as if it were a defined contribution scheme. The company has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee administered funds. The total contribution made for the year ended 31 August 2024 was £260k (2023: £160k), of which employer's contributions totalled £211k (2023: £125k) and employees' contributions totalled £49k (2023: £36k). The agreed contribution rates for future years are 16.5 per cent plus £33,250 for the company and 5.5-12.5 per cent for employees.

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	At 31 August 2024	At 31 August 2023
	%	%
Discount rate	5.05	5.30
Future salary increases	3.85	3.90
Future pension increases	2.85	2.90
Inflation CPI	2.85	2.90

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

27. Pension commitments (continued)

	At 31 August 2024 Years	At 31 August 2023 Years
Mortality rates (in years)		
- for a male aged 65 now	20.7	20.7
- at 65 for a male aged 45 now	23.6	23.6
- for a female aged 65 now	22.0	22.0
- at 65 for a female aged 45 now	25.0	25.0

The company's share of the assets in the scheme was:

	At 31 August 2024 £	At 31 August 2023 £
Equities	2,297,000	2,055,000
Other bonds	473,000	386,000
Property	271,000	304,000
Cash and other liquid assets	73,000	24,000
Infrastructure	395,000	409,000
Longevity insurance	(165,000)	(149,000)
Total fair value of assets	3,344,000	3,029,000

The actual return on scheme assets was £209,000 (2023 - £(9,000)).

The amounts recognised in the Statement of Financial Activities are as follows:

Movements in the present value of the defined benefit obligation were as follows:

	2024 £	2023 £
Opening defined benefit obligation	3,369,000	3,556,000
Current service cost	75,000	156,000
Interest cost	177,000	150,000
Change in financial assumptions	141,000	(815,000)
Change in demographic assumptions	(8,000)	(50,000)
Experience loss/(gain) on defined benefit obligation	(18,000)	445,000
Benefits paid	(151,000)	(113,000)
Past service costs	50,000	-
Employee contributions	49,000	40,000
Closing defined benefit obligation	3,684,000	3,369,000

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27. Pension commitments (continued)

Movements in the fair value of the company's share of scheme assets were as follows:

	2024 £	2023 £
Opening fair value of scheme assets	3,029,000	3,113,000
Interest income	163,000	134,000
Return on assets less interest	46,000	(143,000)
Other actuarial gains/(losses)	-	(130,000)
Administrative expenses	(3,000)	(3,000)
Contributions by employer	211,000	131,000
Employee contributions	49,000	40,000
Benefits paid	(151,000)	(113,000)
Closing fair value of scheme assets	3,344,000	3,029,000

28. Operating lease commitments

At 31 August 2024 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	71,106	53,604
Later than 1 year and not later than 5 years	104,060	49,463
	175,166	103,067

29. Indemnity insurance

Funds of the company amounting to £1,349 (2023: £1,414) have been used in the purchase of insurance to protect the company from loss arising out of neglect or defaults of its directors or officers and to indemnify its directors or officers against the consequences of any neglect or default on their part.

30. Related party transactions

During the year, 5 Trustees (2023: 5 Trustees) paid £9,636 (2023: £6,553) to the company for music lessons, ensemble and other related activities. These activities are all invoiced at normal fee tariff rates and on an arm's length basis.

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NOTES TO THE FINANCIAL STATEMENTS
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31. Guarantees

The liability of the company is limited by guarantee. In the event of the company being wound up, each member (or members who have ceased to be members for less than one year), undertakes to contribute to the assets of the company such amount as may be required, not exceeding £1.

32. Post balance sheet events

The Trust have been informed that they are no longer eligible to offer the Teachers' Pension Scheme to their teaching staff and are therefore currently undergoing consultation with a view to finding an alternative provider from 1 May 2025. The Trust were admitted to the TPS as a grant-maintained body and as their funding from government no longer fully covers the costs of employing teachers, they are no longer able to be a participating employer in the Teachers' Pension Scheme.

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**NOTES TO THE FINANCIAL STATEMENTS
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33. Principal subsidiaries

The following was a subsidiary undertaking of the company:

Name	Company number	Registered office or principal place of business	Principal activity	Class of shares
Maestros Enterprises Limited	11609495	Stoneham Court Cockney Hill, Tilehurst, Reading, United Kingdom, RG30 4EX	Sales of software	Ordinary

Holding	Included in consolidation
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100%	No
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The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) for the year £	Net liabilities £
Maestros Enterprises Limited	(619)	(245)	(864)	(943)