

Charity number: 1167785

**British Association for Performing Arts Medicine
(BAPAM)**

**Trustees' Annual Report and Financial Statements
For the year ended 31 December 2021**

Chairman's Introduction

2021 has been our busiest year on record. This is perhaps not surprising given the continued impact of the COVID-19 pandemic on creative work. We are now seeing twice the number of patients presenting with mental health problems compared with pre-pandemic times. As artists are starting to get back to performing again following a period of inactivity there has also been an increase in musculoskeletal injuries. I am proud of the fact that BAPAM has been able to help performers with their physical and mental health in this challenging time, and enormously grateful for the additional funding from benevolent funds and industry bodies to enable us to provide this support.

BAPAM has continued to deliver our service online in 2021. By the end of the year a total of 1818 clinical assessments had been delivered this way, the highest number yet recorded. 2149 patients contacted BAPAM in 2021, an increase of 53%. We have continued to maintain our objective of ensuring that services are available to performers across the UK and I am pleased to say that 50% of patients are from outside London. The clinics team, particularly Ruth Zadi, has done well to manage this significant increase. Despite this difficult time, we were delighted to have maintained our Directory of Practitioners at just under 230 clinicians, all experienced in working with performers.

Our mental health service goes from strength to strength. Equity was able to renew their contract for counselling and has increased the funding support for this service which has enabled us to meet the growing numbers of Equity patients with mental health issues. This year we launched the Music Minds Matter therapy services funded by Help Musicians. The initiative provides an integrated approach whereby BAPAM assesses musicians with mental health problems and works closely with Help Musicians to get funding approval for therapy if needed and then contracts with therapists with specialist performing arts knowledge to provide therapy. Patients no longer need to make a formal application for funding and seek out their own support which reduces their burden at a time when they are unwell. Originally planned for 200, the service saw 473 patients in 2021 and delivered over 2000 counselling sessions. This project has enabled us to employ a clinical lead for mental health and Anushka Tanna joined us last April. She has been a valuable addition to the team, managing high risk patients and transitioning them to the NHS, as well as advising on systems and processes from a patient safety perspective. In July, we also agreed a contract to provide mental health therapies for professional dancers with the Dance Professionals fund. In all we have worked with over 600 mental health patients this year. Our mental health team, especially Pareis Jean Marie, assessors, therapists and clinical advisers are to be congratulated on their safe and caring support of patients.

We continue to see patients who would have otherwise been seen by the NHS but where clinics were either closed temporarily or had long waiting lists. We do not expect this to be a long-term trend, but we have agreed to work with funders to support patients who need help to get back to work.

Feedback from our patients continues to show a high level of satisfaction. Our annual survey of patients seen 12 months ago shows that 82% of patients are back to performing within this period. 96% of patients were satisfied with waiting times. Clinical advice, manner and knowledge was rated as 'good' or 'excellent' by 96-98.5% of performers, and 99% said they would recommend BAPAM to a colleague

Our relationship with Help Musicians has strengthened over this period and the new funding arrangement whereby payments increase with demand has been enormously helpful in enabling BAPAM to invest in our internal infrastructure to provide a safe service. In addition to clinical assessments for musicians, the expanded mental health service and health mentorship for artists who have won creative awards, we have also developed a supported self-care training programme which is well attended and evaluated. We also continue to enjoy a productive working relationship with the Royal Society of Musicians ("RSM"). BAPAM provides clinical advice to the RSM to support the Trustees in their decision-making on applications received by musicians needing support with health problems. We have also continued to collaborate on the delivery of health training which is very successful. We are excited that the RSM is keen to support further research into areas which are less well evidenced following feedback from webinars and a number of initial projects will start in 2022.

During this year, we have significantly expanded our health education programme – training over 4000 performing arts professionals through running online sessions. In addition to running general sessions on preventing physical injury, mental and vocal health, we have also offered weekly sessions to support attendees to develop and maintain health goals. In addition to the one-to-one and group mentorship sessions for winners of Help Musicians' creative awards, we have also delivered mentorship for Wide Days in Scotland. Following the training partnership with the RSM, we were approached by a number of other industry partners including PRS Members Fund, the professional body for talent agencies, PMA and the Royal Variety Charity which led to a new training programmes for their membership. We are very grateful to the clinicians and trainers who have worked with us on these programmes and thanks to Phoebe Butler who has managed this very successful programme.

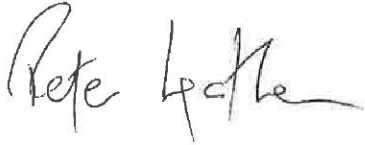
Thanks are due too, to Dan Hayhurst, Senior Manager, Special Projects for his work on IT systems and communications. He was able to create systems to manage the new mental health service as a result of a huge effort at the start of the year and has adapted these to meet the needs of the team as we evolve the project. This, at the same time as leading on communications and Directory of Practitioners recruitment. We have been enormously grateful to PPL for their continued support and advice on back-office systems and processes. The Board recognised that BAPAM would need to upgrade our infrastructure as we manage increased numbers of patients and PPL Technology staff have been able to provide consultancy to help us develop a new 5 year plan and a set of actions to help us achieve our aspiration to be a clinical partner to the performing arts sector.

The accounts for BAPAM for the year to 31 December 2021 ended the year with a healthy surplus on unrestricted funds of £188,092. This was achieved despite a significant increase in activity which increased spend on clinical services. Our year end unrestricted reserves are £336,510.

On behalf of our Trustees I would like to pay a special tribute to our staff and clinicians who have consolidated office hybrid working arrangements and remote clinical services to ensure that we can continue to provide BAPAM's important services. As with everyone else, we have all had our personal challenges to manage over this period, and I am always impressed by the professional commitment and hard work of our staff and the wider community of practitioners to continue the much-needed support to the health of the performing arts sector. Thanks too, to our funders, Help Musicians, Musicians' Union, Equity, PPL, PRS Member's Fund, RSM, Dance Professionals Fund,

British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Warner Music UK as well as everyone who has given a financial donation or their time and resource to ensure that BAPAM continues its mission to help performers stay healthy.

A handwritten signature in black ink, appearing to read 'Peter Leatham'. The signature is fluid and cursive, with the first name 'Peter' clearly legible and the last name 'Leatham' written in a more stylized, connected script.

PETER LEATHAM, Chairman

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British Association for Performing Arts Medicine (BAPAM) Charity 1167785

Legal and administrative information

Charity number 1167785

Registered Office 7-9, Bream's Buildings
London EC4A 1DT

Patrons Imogen Cooper
Sir Mark Elder
Dame Evelyn Glennie
Sir Simon Rattle
Sheila Reid
Zeb Soanes
Dame Janet Suzman
Sir Willard White
Julian Lloyd-Webber

Trustees Peter Leatham (Chairman)
John Turner (Honorary Treasurer)
Penny Wright (Honorary Medical Director)
Charles Easmon
Matthew Hood
Hilary Hadley
Jonathan Morrish
Mark Phillips
Hara Trouli
Chris Walters (appointed 20 January 2021)
Diane Widdison
Aaron Williamon
Pat Woo

Medical Committee Penny Wright (Chair) *MA MBBS MRCGP*
Hara Trouli *MBBS, MSc PAM*
David Fielding *BM BCh MRCS LCRP DRCOG MRCP*
Tamara Karni Cohen *MBChB BSc*
Christine Hunter *MBChB BSc*
Peter Newman *BSc, MBBS, DRCOG, JCPTGP, Dip Occ Med*
Anita Nathan *MB ChB MRCGP*
Declan Costello *MA, MBBS, FRCS (ORL-HNS)*
Sarah Upjohn *EdD MA MSCP*

Legal and administrative information

Anthony Ordman *MBBS, LRCP MRCS, FFARCS, FRCP, FFPMRCA*

Michael Mehta *BSc (hons) Osteopathy Pilates Rehabilitation*

Paul Checkley *MSc Audiology RHAD, MSHAA*

Sarah Worsley-Harris, *HCPC Registered Occupational Psychologist*

Chief Executive

Claire Cordeaux

Administrative Team

Dan Hayhurst, Information Officer

Ruth Zadi, Clinics Manager

Pareis Jean-Marie, Mental Health Support Manager

Tulika Pandey, Helpline

Phoebe Butler, Heath Promotion Officer

Anushka Tanna, Clinical Health Mental Health (from March)

Sally McKenna, Helpline (from August)

Sian Breckin, Helpline (from August), Mental Health Support (from October)

Julia Greishofer, Directory of Practitioners Support

Katie Webb, Senior Operations Manager

Auditors

Compass Accountants

Venture House, The Tanners

East Street, Titchfield

Hampshire PO14 4AR

Bankers

Unity Trust Bank

Four Brindley Place

Birmingham B1 2JB

CCLA - COIF Charities Deposit Account

Senator House

85 Queen Victoria Street

London EC4V 4ET

Report of the Trustees for the year ended 31st December 2021

The Trustees present their report and the financial statements for the year ended 31 December 2021. The Trustees who served during the year and up to the date of this report are set out on page 1. The Trustees have had due regard to the guidance issued by the Charity Commission on Public Benefit.

Structure, governance and management

Board of Trustees

In January 2021 the BAPAM Board comprised thirteen Trustees: Peter Leathem, who holds a number of music industry Directorships including the role of CEO of Phonographic Performance Ltd (PPL) as chair, five medical doctors (with expertise in performing arts medicine), a chartered accountant, an academic, a music industry communications expert, the MD of a large casting platform, a representative of a musicians' benevolent fund and two representatives from unions (Musicians' Union (MU), Equity).

We were delighted that Matt Hood, who left Equity to become Managing Director of Spotlight, agreed to continue to be a BAPAM Trustee, and we were very pleased that Hilary Hadley, Assistant General Secretary, (Live Performance) of Equity has also joined the Board. Similarly, Diane Widdison who has provided so much support to BAPAM over recent years in developing our relationship with the Royal Society of Musicians, has also continued as a Trustee although she has left her role at the Musicians' Union. We were grateful that Chris Walters, National Organiser for Education and Health & Wellbeing at the Musicians' Union was also able to join the Board and we look forward to continuing our valuable partnership with both unions. The support and guidance of our Trustees during 2021 has been invaluable.

Trustees are appointed and chosen by existing members. Newly appointed Trustees receive written and verbal guidance from the Chief Executive about the responsibilities of their role and the objectives, structure and activities of the organisation and are invited to all BAPAM's educational events. The Chief Executive also ensures that Trustees regularly receive relevant information from the Charity Commission, Auditors and Solicitors, Care Quality Commission, as well as expert advice and support from colleagues such as the Honorary Medical Chief Executive.

Chief Executive and administrative team

Trustees delegate much of the charity's business to the paid Chief Executive, who is appointed and supervised by the Board. The Chief Executive is responsible for the day to day management of the organisation including appointing and managing administrative staff, financial transactions, performance reporting, fundraising and organising events. The Chief Executive also advises the Board on operational and strategic development and risk management issues.

The Chief Executive is supported by a small administrative team. During 2021, we were able to expand the staff team to meet the increasing demand from performing arts patients including additional support for mental health, the helpline, the expanding Directory of Practitioners and clinical governance. This year the team has comprised a full-time Senior Operations Manager, Katie Webb, Clinics Manager, Ruth Zadi, and a full time Mental Health Support Manager, Pareis Jean Marie. Anushka Tanna was appointed as our Clinical Lead Mental Health. Tulika Pandey was Helpline Manager and has now moved into a role focusing on patient actions post-clinic. Meanwhile Sally McKenna works on the helpline and Sian Breckin supports mental health. Our Senior Manager, Special Projects, Dan Hayhurst, has overseen the information and communications function of BAPAM, including clinician recruitment and has been responsible for successfully implementing the online CRM. Phoebe Butler is responsible for the health education programme and Julia Greishofer has provided support on the Directory of Practitioners

At the end of 2021, the team consisted of 8.3 full time equivalents with four full time staff (The Chief Executive, Senior Operations Manager, Clinics and Mental Health Support Manager) and seven part-time staff.

Volunteers

We are very grateful to all our volunteers, particularly to those clinicians who give their time for free in Medical Committees and their working groups to develop clinical guidance for the organisation and to distribute across the sector. We held 64 of these meetings over 2021, involving 38 clinicians who gave an estimated 302 hours in meetings, and have taken forward work to follow up meeting actions of a further 200 hours. For our internal purposes we value this at approximately £25,100 which in accordance with accounting principles is not recognised in the Financial Statements.

Committees

The BAPAM Board is supported by one standing committee – the Medical Committee – and delegates responsibility for BAPAM’s clinical governance (including statutory compliance) and operations to the Committee. The Medical Committee is chaired by the Honorary Medical Director (a Trustee) and is supported operationally by the Chief Executive and team.

The Committee operates in accordance with Terms of Reference developed by the Medical Director and Chief Executive. Members are volunteer healthcare practitioners appointed through a formal application process. Key Committee responsibilities include: the appointment and monitoring of BAPAM’s clinical workforce (sessional workers and volunteers); overseeing membership of the Directory of Practitioners; monitoring the safety and quality of BAPAM’s clinical and advisory services; overseeing BAPAM’s health education and training activities.

Working groups

Finance and Annual Audit are overseen by the Chairman and Treasurer. Staff appraisals are conducted annually by the Chief Executive, and formal salary reviews are conducted every three years by nominated Trustees. A review took place this year to benchmark salaries against similar jobs elsewhere. We were very grateful that PPL HR department was able to support us and give some external scrutiny to this exercise. As a result of the review some upward adjustments were made to staff salaries. The next review will be due in 2024. Additional corporate responsibilities are delegated by the Board to working groups of Trustees as required (and similarly, the Medical Committee delegates specific clinical governance issues to individual expert members). At present the following Working Groups are in place:

- **Vocal Health:** chaired by Mr. Declan Costello. This group of specialist doctors, speech and language therapists and vocal rehabilitation coaches has produced guidance on the recommended care pathway for professional voice users experiencing health problems
- **Psychosocial Health:** chaired by Professor Jane Ginsborg. This group brings together therapists, doctors, membership bodies and charities working to improve mental health in the performing arts to consider and recommend guidance for the sector. Guidance for mental health in the performing arts industry was published in autumn 2019.
- **Audiology:** chaired by Dr Finola Ryan. This group of doctors and audiologists is bringing together the most recent evidence for best practice in hearing conservation and treatment of hearing health problems.
- **Musculoskeletal:** chaired by Dr Mike Shipley and latterly Dr David Fielding. This group started in 2020 and will enable discussion and review of practice as well as overseeing health promotion and education work.
- **Research:** chaired by Dr Hara Trouli, and including members from UCL and the Centre of Performance Science at RCM. This group has an overview of research and audit.
- **Regions:** chaired by Dr Christine Hunter, this new group brings together regional clinicians from the eight clinics outside London to review and discuss practice
- **Communication:** chaired by Dan Hayhurst, this group was set up in 2020 to help BAPAM increase its visibility in the industry

In addition we also have a multidisciplinary team which meets to review complex mental health cases and to provide a level of project management support as the volume of mental health cases increases.

Networks and other relationships

BAPAM is proud of its lengthy association with many national performing arts organisations. Throughout 2021, we have maintained strong links with our principal funders, Help Musicians UK, and with unions representing performers - particularly the Musicians' Union (MU) and Equity who also provide us with funding. Our new counselling service which was launched with Equity in 2020 has continued in 2021 and we have seen over 130 Equity members who have accessed 6 sessions of counselling. This has had an overwhelmingly positive impact with measurable reduction in depression and anxiety. Equity members have expressed their gratitude for the service.

Building on our experience with Equity, we were pleased to work with Help Musicians to provide therapy under their Music Minds Matters scheme. Originally intended to support 200 musicians, by the end of 2021, we had provided 473 appointments and over 2000 therapy sessions to musicians with mental health problems. Thanks to the clinical expertise of Anushka Tanna our clinical lead for mental health, we have also been able to provide support to the 13% of mental health patients who needed support to transition into the NHS. We also have a counselling scheme with the Dance Professionals Fund to support dancers in need of mental health support. As the rate of mental health problems increase for performers over the pandemic, BAPAM has been pleased to provide this much-needed service.

Our relationship with PPL has again been a great source of strength this year thanks to the CEO (and BAPAM Chair), Peter Leatham, who as well as providing us with much needed funding, has also given generous support by enabling BAPAM to access legal, HR, IT and Communications expertise from the PPL senior team. We are also grateful to PRS for their ongoing financial support.

Our relationship with the Royal Society of Music (RSM) has developed into a strong partnership. BAPAM provides routine clinical advice in applications and our joint training programme has gone from strength to strength bringing together over 1400 musicians at webinars in diverse health topics on mental, physical, hearing and vocal health

We also have ties with educational institutions, both in the performing arts sector (e.g. performance courses at conservatoires and colleges) and in healthcare science and medicine (e.g. performance science and performing arts medicine courses at the Centre for Performance Science at the Royal College of Music and at University College London). We are very grateful to the Royal College of Music for inviting us to collaborate on a PhD project. Michael Durrant has started his PhD on health promotion. Our Chief Executive, Claire Cordeaux, and BAPAM Medical Committee member Sarah Upjohn are members of the Healthy Conservatoires Network Steering Group. Our clinicians regularly provide expert input into teaching on the Masters in Performing Arts Medicine at UCL.

Objectives and activities

The purpose of BAPAM is: the advancement of education by the promotion of medical research in the field of physical and mental stress and its effects on performance; the protection and preservation of health by the improvement of medical care for actors, musicians, dancers and those involved in the performing arts; by the provision of treatment and preventative care; by encouraging research in this field; and by disseminating the useful results of such research.

BAPAM achieves this through direct provision of information, clinical assessment and referral for student and professional members of the performing arts community, and through broader education, training, research and dissemination of knowledge about best practice in performing arts medicine

At the start of 2018, we agreed a three year strategy with our Board and funders with five key aims which are reviewed each year. In 2021, we agreed the following update, adding a fundraising aim.

1. **Uphold the standard for clinical practice in Performing Arts Medicine**, providing approval for practitioners and branding for BAPAM approved services
2. **Expand clinical services** to reach more performers in all regions and all relevant specialties by:
 - a. maintaining and developing our own our high quality, performer-centred service
 - b. supporting the expansion of quality clinical services through the NHS and independent providers.
 - c. Improving online resources
3. **Work as a clinical partner with HMUK** to develop relevant services and provide clinical support
4. **Promote evidence-based practice** in performer's health, wellbeing and performance excellence to the wider performance-related and health communities through training, education and resource development
5. **Facilitate development of research** in performing arts medicine, using our database to improve reporting and act as a resource for research.
6. **Improve fundraising** and increase level of funding

In establishing and delivering BAPAM's mission and Strategic Plan the Trustees confirm that they have considered the Charity Commission's guidance on public benefit. BAPAM's work directly benefits the health and wellbeing of those sections of the community comprising performing arts students and professional performers, many of whom experience distress and hardship due to health issues and injuries. Details are provided quarterly to our Board, Medical Committee and funders.

Achievements and performance

Clinical Governance

The Care Quality Commission cancelled onsite inspections as a result of COVID-19 and will be changing their inspection regime going forward. Nevertheless, we have continued to maintain scrutiny of our clinical governance processes through the Medical Committee.

Clinics

Our free assessment services remained a core service throughout 2021. We have continued to provide all our appointments online which has facilitated access to clinical expertise. Musculoskeletal clinics are usually by video conference. This has actually meant that the number of patients from outside London has been maintained at 50% from 40% in 2019. A summary of activity is provided in the table below. We are most grateful to all our clinicians for their work, not just in providing clinics but also in adapting to an online service.

Clinical workforce

Thirty clinicians, nationally, delivered our free BAPAM clinical assessment services during 2021, providing their services for an honorarium below the market rate. Our clinicians' areas of expertise included general practice, orthopaedic surgery (upper limb), physiotherapy, osteopathy, hand therapy, clinical psychology and psychotherapy.

Thirty clinical practitioners joined the Directory in 2021 maintaining our total number at 226. We also gained two new assessing clinicians.

We now have 40 therapists working with us to support performers under the Equity, Dance Professionals and Music Minds Matters schemes. We are delighted that our trainee therapists from the Black, Asian and Minority Ethnic training scheme have all been allocated education places and three have started to see clients. Our thanks to Beverley Hills, their clinical supervisor.

Clinical Activity

During 2021, we looked after 2149 patients of which 1450 were new registrations, and provided 1818 free appointments. This is the highest number of clinics recorded in the last 5 years and thanks go to Ruth Zadi for managing this significant workload. 2349 clinical enquiries were handled. More patients with complex conditions have called for support, possibly because NHS services have been unavailable.

All patients:	2021	2020	2019	2018	2017	2016
New registrations	1450	984	1269	1020	573	642
Free appointments	1818	1224	1212	987	702	699

Half of our patients were from London. Musculoskeletal problems presented as the main problem (44% of cases), although this is a 9% drop, 30% of patients were concerned about psychosocial health, about the double the numbers we saw pre-pandemic, 15% presented with vocal problems, 4% with hearing problems, jaw and dentistry 2% and "other" 5%. It should be noted that this is based on information taken at registration and after assessment many patients are found to have more than one diagnosis. 34% of patients were at the start of their career (either students or "emerging practitioners"). This year for the first time, we have again seen a drop in the number of patients identifying as male – 41% vs 59% female patients. 59% of our patients are aged between 18 and 35, with 26% 18-25 years (a reduction of 7%). 82% of patients are instrumentalists or singers and songwriters, and the remaining 18% actors and dancers/circus performers. Many of our patients do more than one performing art.

Clinical services - evaluation and impact

We have continued to collect extensive anonymous patient satisfaction and survey data throughout 2021. This data enables us to monitor and improve our services, and to assess impact. They also provide evidence of performers' broader healthcare experiences and needs which we share with our partners in the field.

We undertook an assessment of the feedback collected from 268 performers attending their first BAPAM assessment during 2021. 63% reported being seen within 2 weeks of contacting BAPAM and 86% within 3 weeks. Only 5% waited more than 4 weeks. However, 96% of patients were satisfied with waiting times. Clinical advice and manner was rated as 'good' or 'excellent' by 98.5% of performers, 96% rated clinician knowledge as excellent or good. 99% said they would recommend BAPAM to a colleague. The most common appointment outcomes were information about health condition (55%) and advice about healthy performance practice (44%).

Our annual survey which collects feedback from patients 12 months after their appointment is now sent out monthly to patients seen in the 12 months period. 135 responses were received for the October 2021 survey. 76% of patients said that BAPAM had helped with their problem. Of the 24% who said BAPAM had not helped, some had long standing complex problems that we could not help with and some had not been able to get NHS follow up. A few would have liked further support and help with next steps. We have been able to implement an offer of routine follow ups for patients after 3 months so that we can pick up people who have not been able to access the support recommended and provide further help. Patients told us that 82% were back to performance, 46% partially and 36% full time.

Performer health education

Our health promotion training programme, including partnerships with the Royal Society of Musicians, help Musicians and the PRS Members Fund, has continued online this year attracting over 4000 attendees from across the UK – over double the number in the previous year. We have been offering monthly sessions on mental wellbeing, injury prevention and vocal health as well as weekly sessions via the "Community Drop-in" to support performers to set and maintain health goals. These have been very well evaluated. We have continued to work with the winners of the Help Musician "Doing it Differently" and MOBO awards to provide health mentorship sessions. Our Healthy Practice Diary has been valued as a useful resource to help performers identify their own health risks and to develop healthy practices to mitigate them.

Professional development

As our usual continuing professional development days could not be run as a face to face event, we have been running a monthly 2-hour evening session online. Enormous thanks are due to Dr Hara Trouli who has put the programme together and hosted it. Attendance was 232 in 2021 as we considered health issues for performers in lockdown and best practice in remote consultations. It has been well received and is more accessible to clinicians across the UK than our face to face events, although practitioners are missing the social interactions with colleagues. We hope to bring back some level of face to face interaction in 2022

Research and academic liaison

We continued our partnership with the UCL MSc in Performing Arts Medicine during 2020, with contributions to the course from our trustees and volunteer medical practitioners.

Michael Durrant, PhD student from the Centre of Performance Science at the Royal College of Music is continuing to work on health promotion.

Communications

With the support of Trustee, Jonathan Morrish and PPL who kindly allowed Lynne Best to work with BAPAM, we have continued to develop our presence. Our health education training is proving an excellent way not just of delivering value to performers but also to increase the visibility of BAPAM. Our website continues to be well used bringing together all of BAPAM's services and resources in an accessible format, and monthly newsletters help to keep engaged our audience. The Communications Working Group, supported by Dan Hayhurst is really helping to provide a focus on how we can ensure that important health messages are shared with the performing arts community.

Finance and Fundraising

Fundraising activities

We are extremely grateful to performers, patients, organisations and supporters who raised funds for BAPAM through donations and events during 2021. It is pleasing to note that our partnership working with industry organisations has resulted in increased funding. Our increased training activity is also funding the administration of training programmes. As a result we are starting 2022 in a healthier financial position.

Financial review

Unrestricted income for the year, including donations in kind (HR and management consultancy services generously provided by PPL - £3,357) was £915,406, an increase of 123%, attributable to both an increase in the volume of (non- mental health related) musician patients supported by Help Musicians and the additional funding for mental health initiatives provided by Equity and Help Musicians (who also fund the cost of individuals' therapy sessions through BAPAM). Expenditure increased to a slightly lesser extent (102%) from £360,783 to £727,304; the costs incurred in delivering the service (clinical assessments, therapy and staffing) increased in line with the additional volume of activity whereas the cost of running the office (premises and general overheads) remained essentially the same. The annual surplus on unrestricted funds was £188,092 (£48,940 in the prior year).

We benefit from grants from Help Musicians UK, MU, PPL, PRS, Warner Music, Equity, the Royal Ballet Benevolent Fund and the Grand Order of Water Rats; these are key to BAPAM's sustainability.

Reserves

BAPAM has a reserves policy designed to maintain reserves at a level to ensure that, in a period of unforeseen difficulty, its activities can be continued for a minimum period of three months. In the event that the organisation can no longer function, this would allow a strategic run down of activities and full compliance with outstanding personnel and operational obligations.

We ensure the calculation at the required level of reserves is an integral part of annual planning, budget and forecasting and takes into account planned activity levels, all financial commitments and the risks associated with different income streams.

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We ensure that such reserves are held in readily realisable form and cover: statutory redundancy, contractual obligations to staff, professional fees, three months utilities and other property costs, equipment costs and write downs.

In the light of the substantial increase in BAPAM's activities and the increase in its commitments (predominantly in due to the increase in staffing levels) the Board has increased the level of target reserves to £180k in accessible funds. At the end of 2021, our unrestricted reserves were £336,510.

Principal risks and uncertainties and plans for the future

The board of Trustees regularly reviews the principal risks to the charity. Those risks include our reliance on grant funding, the burdens placed on our relatively small staff numbers, and reputational and other risks associated with our professional work. We continue to seek wider and more secure sources of finance and are heartened by the renewed and increased support we are receiving from our funders. We have recently strengthened our staff team. Our professional standards are key; both the board of Trustees and our Medical Committee give continuing and careful attention to the way in which we offer clinical services and advice. We review our insurance requirements annually.

A handwritten signature in black ink, appearing to read 'Peter Leatham', written in a cursive style.

PETER LEATHEM, Chairman

Statement of Trustees Responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

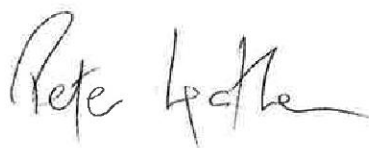
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

Trustee Declaration

So far as the Trustees are aware, there is no relevant audit information of which the charity's auditors are unaware. Trustees have taken all the steps necessary to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This report was approved by the BAPAM Board of Trustees on 27 April 2022 and signed on its behalf by

A handwritten signature in black ink, appearing to read 'Peter Leatham', is written over a faint horizontal line.

PETER LEATHAM, Chairman

Independent Auditor's Report to the Trustees of the British Association for Performing Arts Medicine

Opinion

We have audited the financial statements of British Association for Performing Arts Medicine (the 'charity') for the year ended 31st December 2021 which comprise the Statement of Financial Activity, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is 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 charity's affairs as at 31st December 2021, and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 trustees 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 10], the trustees are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

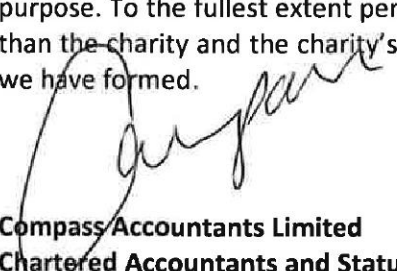
- We gained an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates through discussions with management, sector research, and the application of relevant audit knowledge and experience
- We made enquiries of management around actual and potential litigation and claims
- We made enquiries of management and relevant staff, and designed our audit procedures, including reviewing financial statement disclosures and testing of supporting documentation, to assess compliance with applicable laws and regulations. We focussed on laws and regulations which could give rise to material misstatement in the financial statements including, but not limited to, the Charities Act 2011, the Charities SORP, and the Financial Reporting Standard 102.
- We identified the risk of material misstatement of the financial statements due to fraud and designed audit procedures to respond to the risk. We performed audit procedures designed to address the risk of fraud arising from management override of controls, including, but not limited to, testing of journal entries and other adjustments, reviewing accounting estimates for evidence of bias, and evaluating the business rationale of significant transactions outside the normal course of business

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

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



Compass Accountants Limited
Chartered Accountants and Statutory Auditor
Venture House, The Tanneries
East Street, Titchfield,
Hampshire, PO14 4AR

Date: 4 MAY 2022

Compass Accountants Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Statement of Financial Activities
For the year ended 31 December 2021

	Unrestricted Funds £	Restricted Funds £	2021 £	Unrestricted Funds £	Restricted Funds £	2020 Total £
Income						
Grants	902,306	11,875	914,181	377,535	0	377,535
Donations in kind	3,357	0	3,357	8,346	0	8,346
Other donations	9,740	0	9,740	23,758	0	23,758
Investment income	3	0	3	84	0	84
Total Incoming Resources	915,406	11,875	927,281	409,723	0	409,723
Expenditure						
Clinical costs & Therapy costs Mental Health therapy Costs	339,869	2,175	342,044	67,150	0	67,150
Health Promotion	1,598	0	1,598	0	0	0
Staffing costs	291,652	0	291,652	189,564	0	189,564
Marketing of services	6,056	0	6,056	4,780	0	4,780
Fundraising expenditure	0	0	0	0	0	0
Premises costs	50,729	0	50,729	56,473	0	56,473
Office costs	31,386	0	31,386	28,529	0	28,529
Accountancy and bank charges	2,268	0	2,268	2,290	0	2,290
Legal expenditure	0	0	0	8,346	0	8,346
Governance costs: trustee meetings	0	0	0	51	0	51
Governance costs: audit	3,756	0	3,756	3,600	0	3,600
Awards from Research and Education Fund	0	0	0	0	250	0
Total charitable expenditure	727,314	2,175	729,489	360,783	250	361,033
Net movement in funds	188,092	9,700	197,792	48,940	(250)	48,690
Transfers between funds	0	0	0	0	0	0
Reserves brought forward	148,418	2,696	151,114	99,478	2,946	102,424
Total funds carried forward	336,510	12,396	348,906	148,418	2,696	151,114

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities

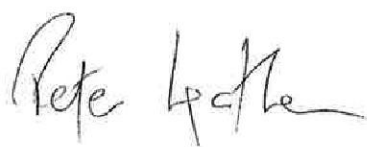
Balance Sheet

As at 31 December 2021

	Notes	2021		2020	
		£	£	£	£
Fixed Assets					
Tangible assets	3		4,863		5,898
Current Assets					
Debtors	4	241,195		18,179	
Cash at bank and in hand		<u>136,024</u>		<u>143,431</u>	
		377,219		161,610	
Creditors: amounts falling due within one year	5	<u>(33,176)</u>		<u>(16,394)</u>	
Net Current Assets			<u>344,043</u>		<u>145,216</u>
Net Assets			<u>348,906</u>		<u>151,114</u>
Funds					
Unrestricted Funds	6		336,510		148,418
Restricted Funds	7		<u>12,396</u>		<u>2,696</u>
			<u>348,906</u>		<u>151,114</u>

The accounts have been prepared in accordance with the Financial Reporting Standard 102 and the Charities Act 2011.

The financial statements were approved and authorised for issue by the Trustees on 27 April 2022 and signed on its behalf by



PETER LEATHAM, Chairman



JOHN TURNER, Honorary Treasurer

Cash Flow Statement

For the year ended 31 December 2021

	2021	2020
	£	£
Cash Flows from Operating Activities:		
Net Cash Used in Operating Activities	(3,488)	55,369
Cash Flows from Investing Activities:		
Purchase of property, plant and equipment	(3,919)	(2,931)
Change in Cash and Cash Equivalents in the year	<u>(7,407)</u>	<u>52,438</u>
Cash and cash equivalents at 1 January 2021	143,431	90,993
Cash at 31 December 2021	<u>136,024</u>	<u>143,431</u>
Reconciliation of net income/expenditure to net cash flow from operating activities		
	£	£
Net income/(deficit) SOFA	197,792	48,690
Depreciation	4,954	5,250
Reduction/(Increase) in prepayments/debtors	(223,016)	(2,218)
Increase/(Reduction) in accruals/creditors	16,782	3,647
Net Cash Generated/(Used) in Operating Activities	<u>(3,488)</u>	<u>55,369</u>

**Notes to the financial statements
for the year ended 31 December 2021**

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year.

1.1. Charity information

The British Association for Performing Arts Medicine is a registered charity, number 1167785. The business address is shown in the information page.

The British Association for Performing Arts Medicine meets the definition of a public benefit entity under section 34 of FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value, unless otherwise stated in the relevant accounting policy.

The principal objectives of the charity are detailed in the Trustees report.

1.2. Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice.

1.3. Fund accounting

Unrestricted funds are grants, donations and other incoming resources received or generated for general purposes.

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

1.4. Income

Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when receivable. Donated assets are included at the value to the charity where this can be quantified and a third party is bearing the cost. The value of services provided by volunteers has not been included.

Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year to which they relate.

Income from investments is included in the year in which it is receivable.

1.5. Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management. Governance costs include those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

**Notes to the financial statements
for the year ended 31 December 2021**

1.6. Financial instruments

The charity's financial assets and liabilities consist of cash and cash equivalents, other debtors and creditors, and accrued expenses. The fair value of these items approximates their carrying value due to their short-term nature. Unless otherwise noted, the charity is not exposed to significant interest, foreign exchange or credit risks arising from these investments.

1.7. Tangible fixed assets

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Computer Equipment	- 33 1/3% per annum
Office Equipment	- 20% per annum
Fixtures and Fittings	- 20% per annum
Medical Equipment	- 20% per annum

1.8. Going concern

There are no material uncertainties related to events or conditions that may cast significant doubt upon the charity's ability to continue as a going concern.

2. Employees

Number of Employees	2021	2020
The average monthly number of employees during the year were:	8	6
Employment Costs (All employment Costs for both years are charged to unrestricted funds)	2021	2020
	£	£
Salaries	210,661	164,612
Social Security Costs	15,581	11,659
Pension Costs	15,239	12,659
Other staff costs – agency/contractors	50,171	-
	<u>291,652</u>	<u>189,195</u>

During 2020 one staff member earned emoluments in between £70,000 and £80,000 per annum (2020: 1 £70,000 - £80,000). No trustees received any remuneration. During the year, no Trustee was reimbursed for expenses of travel to trustee and other meetings (2020: 1 Trustee, £51).

Senior management Remuneration costs (including benefits) were £73,782 (2020: 71,604)

The charity operates a defined contribution pension scheme in respect of the employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the charity.

Notes to the financial statements
for the year ended 31 December 2021

3. Fixed assets

	Computer equipment £	Furniture £	Medical equipment £	Total £
Cost/valuation				
At 1 January 2021	19,747	1,229	1,773	22,749
Additions	3,919	0	0	3,919
Disposals	0	0	0	0
At 31 December 2021	23,666	1,229	1,773	26,668
Amortisation				
At 1 January 2021	(14,750)	(986)	(1,115)	(16,851)
Charge for the year	(4,356)	(243)	(355)	(4,954)
Disposals	0	0	0	0
At 31 December 2021	(19,106)	(1,229)	(1,470)	(21,805)
Net Book Value				
At 31 December 2021	4,560	-	303	4,863
At 31 December 2020	4,997	243	658	5,898

4. Debtors

	2021 £	2020 £
Other debtors	234,237	10,764
Prepayments	6,958	7,415
	241,195	18,179

5. Creditors

	2021 £	2020 £
Accruals	33,176	16,394
	33,176	16,394

**Notes to the financial statements
for the year ended 31 December 2021**

6. Net assets between funds

**Analysis of Net Assets
between Funds**

	Unrestricted Funds £	Restricted Funds £	2021 £	Unrestricted Funds £	Restricted Funds £	2020 £
Fund Balances at 31 December as represented by:						
Tangible Fixed Assets	4,863	0	4,863	5,898	0	5,898
Current Assets	364,823	12,396	377,219	158,914	2,696	161,610
Current Liabilities	(33,176)	0	(33,176)	(16,394)	0	(16,394)
	<u>336,510</u>	<u>12,396</u>	<u>348,906</u>	<u>148,418</u>	<u>2,696</u>	<u>151,114</u>

7. Restricted funds

The R & D Restricted funds are available for prizes and grants in the field of research and education.

During the course of the year a grant was received from the Royal Ballet Benevolent Fund for the purposes of supporting professional dancers, which was not fully spent as at the end of the year.

	RBBF £	R & D £	Total 2021 £	RBBF £	R & D £	Total 2020 £
Balance Brought forward at 31 December	0	2,696	2,696	0	2,946	2,946
Donations received during the year	11,875	0	11,875	0	0	0
Payments made during the year	(2,175)	0	(2,175)	0	(250)	(250)
Balance Carried forward at 31 December	<u>9,700</u>	<u>2,696</u>	<u>12,396</u>	<u>0</u>	<u>2,696</u>	<u>2,696</u>

8. Lease commitments

At 31 December 2021 the Charity's outstanding commitments for future minimum lease payments under non-cancellable operating leases were as follows:

	Land and Buildings	
	2021 £	2020 £
Expiry Date:		
Within one year	40,875	-
Between two and five years	-	95,000
Over five years	-	-

Notes to the financial statements
for the year ended 31 December 2021

9. Related party transactions

Two trustees received payments totaling £5,600 relating to conducting clinics and presenting Health Promotion workshops (2020: one Trustee, £2,525).

10. Financial instruments

The carrying amounts of the charity's financial instruments are as follows:

	2021 £	2020 £
<i>Financial assets</i>		
Debt instruments measured at amortised cost:		
- Other debtors (note 4)	234,237	10,764
	<u>234,237</u>	<u>10,764</u>

Unrestricted Income and Expenditure for the year to 31 December 2021

(This and the following page are for management information only and do not form part of the statutory financial statements)

	2021 £	2021 £	2021 £	2020 £
Grants				
HMUK			715,698	200,000
MU			50,000	50,000
Equity			55,000	30,000
PPL			37,500	30,000
PRS for Music			9,150	7,500
Warner			5,000	-
Grand Order of the Water Rats			-	(5,000)
			872,348	312,500
Other income				
Other Income on a per capita basis		29,957		63,035
Other voluntary income, including donations and fundraisers		9,741		23,758
Bank interest		3		84
Donations consultancy & advice		3,357		8,346
Total other income			43,058	97,223
Total Income			915,406	409,723
Clinic costs				
Honoraria paid to clinicians/therapists	(333,906)			(76,321)
Other clinic costs including medical committee	(5,962)			(6,013)
		(339,868)		(82,334)
Education and Training net surplus/(deficit)		(1,598)		15,184
Premises				
Premises rent and rates	(50,729)			(56,473)
		(50,729)		(56,473)
Staff costs				
Salaries including NI and pensions	(241,656)			(189,564)
Temporary staff and recruitment costs	(49,996)			-
Total staff costs		(291,652)		(189,564)
Marketing and fundraising				
Advertising/ marketing of services	(6,056)			(4,780)
Fundraising expenditure	-			-
		(6,056)		(4,780)

	£	£	£	£
Office expenditure				
Donated Consultancy advice	(3,357)			(8,346)
Software and IT support	(10,592)			(7,951)
Trustee meeting expenses	-			(51)
Sundry office expenditure	(3,804)			(8,509)
Insurances	(8,681)			(6,819)
Equipment depreciation	(4,953)			(5,250)
		(31,387)		(36,926)
Finance costs				
Audit	(3,756)			(3,600)
Accountancy	(2,223)			(1,979)
Bank charges & bad debts	(45)			(311)
Finance costs		(6,024)		(5,890)
Awards from Research and Education Fund				
Total expenditure			(727,314)	(360,783)
(Deficit)/ Surplus			188,092	48,940