

Charity number: 1167785

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

**Trustees' Annual Report and Financial Statements
For the year ended 31 December 2022**

Chairman's Introduction

2022 has again been our busiest year on record. Whilst artists are now back at work following the COVID-19 pandemic, the increase in patients presenting with mental health problems compared with pre-pandemic times has continued and is now nearly 40% of our work. As artists are starting to get back to performing again following a period of inactivity there has also been an increase in musculoskeletal injuries which are now back at 2019 levels. I am proud of the fact that BAPAM has been able to adjust quickly 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 been able to bring back our face to face clinics alongside our online service this year and clinics are now running in Northern Ireland, Wales, North East and North West of England as well as West Midland and London. By the end of the year over 2400 clinical assessments had been delivered this way, the highest number yet recorded. Nearly 3000 patients contacted BAPAM in 2022, an increase of 20%. 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 with the support of Usman Iqbal, has done well to manage this significant increase. We were delighted to have increased our Directory of Practitioners to 300 clinicians, all experienced in working with performers.

Our mental health service goes from strength to strength. Equity renewed their contract for counselling and has increased the funding support for this service which was also supported by the Equity Charitable Foundation and helped over 300 Equity members. The Music Minds Matter therapy services funded by Help Musicians has significantly increased and we saw nearly 750 patients in 2022. After a slow start, by the end of 2021 we had also seen 34 dancers under the Dance Professionals Fund. In all we have worked with well over 1000 mental health patients this year and delivered over 6300 counselling sessions. Our new triage service which was launched in October has enabled us to process patients more quickly, ensuring that we can identify any patients who are best supported in the NHS at an early stage so that they get the support they need. Our mental health team, especially Anushka Tanna, Pareis Jean Marie, Ana Cabaco, clinical assessors and therapists 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. We are increasingly providing clinical advice to other organisations on how best to support performers who find themselves in this situation. Feedback on this service has been encouraging.

Feedback from our patients continues to show a high level of satisfaction. Our annual survey of patients seen 12 months ago shows that 84% of patients are back to performing within this period and 91% said we had helped. 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

We have significantly increased staffing this year in order to manage increased demand. In July we welcomed Usman Iqbal who joined us as Senior Operations Manager when Katie Webb left. We

have increased our helpline team who have made a significant contribution to ensuring that BAPAM's first point of contact is positive and directs patients to the service they need. Many thanks to Sue Falconer, Sally McKenna, Imogen Cleverly and Angie Hicks. Dr Gail Allsopp joined us in September as Executive Medical Director. A GP with a background in acting and working as interim Chief Medical Officer at the National Institute of Clinical Excellence, Gail brings significant experience to the role and has been responsible for implementing the mental health triage scheme and supporting the clinical advice service. Ana Cabaco also joined in September as Mental Health Triage Practitioner.

Our relationship with Help Musicians continues to be strong over this period and we are delighted to have agreed terms for ongoing funding for the next three years. 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 will miss James Ainscough as he departs from Help Musicians to become the CEO of the Royal Albert Hall. I would like to thank James for all his support and collaborative work over the last 5 years and I wish him all the very best in his fantastic new role.

We also continue to enjoy a productive working relationship with the Royal Society of Musicians. 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 continued to collaborate with RSM on the delivery of health training which is very successful. In 2022 we have started a new programme which focuses on health practice for specific instrument groups. Our work with the Musicians' Union too, has been very helpful. We have collaborated on training webinars and health resources and look forward to continuing to work effectively together.

During this year, our health education programme has continued to thrive – training over 2500 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 2022, we created the P.E.R.F.O.R.M.A.N.C.E programme which covers the key areas for performance health (Posture, Environment, Routine, Fitness, Overuse, Rest and recovery, Mental health, Anxiety, Nutrition and Clinical Expertise). This has been published as a guide to healthy practice for teachers with the Musicians' Union and our workshop series has run several times and is proving very popular. Our psycho education programmes which we run with Help Musicians have also been well received and requested by other organisations. We continue to provide one-to-one mentorship sessions for winners of Help Musicians' creative awards, and Wide Days in Scotland. 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 has continued to develop our IT systems to manage additional patient demand efficiently and safely. This, at the same time as leading on communications and Directory of Practitioners recruitment – an additional 70 practitioners have joined us this year.

In 2022, we moved out of Bream's Buildings with the intention of moving into the Institute of Sports Exercise and Health in order to work alongside Dr Hara Trouli and her team delivering the postgraduate programme in performing arts medicine. Unfortunately we were unable to agree

terms and are enormously grateful to the Royal Society of Musicians for allowing us to use their offices temporarily. At the time of writing we are still seeking a more permanent home.

The accounts for BAPAM for the year to 31 December 2022 ended the year with a healthy surplus on unrestricted funds of £35,134. This was achieved despite a significant increase in activity which increased spend on clinical services. Our year end unrestricted reserves are £371,644.

On behalf of our Trustees I would like to pay a special tribute to our staff and clinicians who have worked hard to ensure that we can continue to provide BAPAM's important services. 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, Equity Charitable Trust, PPL, PRS Member's Fund, RSM, Dance Professionals Fund, 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', with a long horizontal flourish extending to the right.

PETER LEATHEM, Chairman

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Legal and administrative information

Charity number 1167785

Registered Office 26 Fitzroy Square
London W1T 6BT

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

Trustees Peter Leathem (Chairman)
John Turner (Honorary Treasurer)
Penny Wright (Honorary Medical Director)
Charles Easmon (resigned 26 October 2022)
Matthew Hood
Hilary Hadley
Damien Longson (appointed 24 January 2023)
Jonathan Morrish
Mark Phillips
Hara Trouli
Chris Walters (appointed 20 January 2021)
Diane Widdison (resigned 26 October 2022)
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
Usman Iqbal, Senior Operations Manager (from July 2022)
Gail Allsopp, Executive Medical Director (from September 2022)
Anushka Tanna, Clinical Health Mental Health
Ana Cabaco, Mental Health Triage Practitioner
Ruth Zadi, Clinics Manager
Pareis Jean-Marie, Mental Health Manager
Tulika Pandey, Clinic Actions
Phoebe Butler, Heath Promotion Officer
Beverley Zammit, Directory of Practitioners Support
Sue Falconer, Helpline (from April 2022)
Imogen Cleverly, Helpline (from September 2022)
Sophie Charlton, Clinical Actions (temporary, August 2022)
Sian Breckin, Mental Health (resigned September 2022)
Katie Webb, Senior Operations Manager (resigned May 2022)

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 2022

The Trustees present their report and the financial statements for the year ended 31 December 2022. 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 2022 the BAPAM Board comprised thirteen Trustees: Peter Leatham, 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).

Two of our Trustees resigned this year. Dr Charlie Easmon, a primary care doctor specialising in travel, mental and occupational health medicine, who helped us with developing a more culturally competent service and Diane Widdison who gave BAPAM many years of support in her Musicians' Union role and was instrumental in developing the strong relationship we have with the Royal Society of Musicians today. The support and guidance of our Trustees during 2022 has been invaluable as we grow the charity.

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 Medical Director.

Congratulations are due to Peter Leatham who was awarded an OBE in the New Year's Honours list. His support and promotion of BAPAM in the course of his work has been unstinting and we are much better known as a result.

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 organization including appointing and managing administrative staff, financial transactions, performance reporting, fundraising and organizing events. The Chief Executive also advises the Board on operational and strategic development and risk management issues.

The Chief Executive is supported by a growing administrative team. During 2022, we were able to further expand the staff team to meet the increasing demand from performing arts patients including additional support for mental health, the helpline and clinical governance. This year the team has comprised a full-time Senior Operations Manager, Katie Webb who sadly resigned in May and was replaced by Usman Iqbal who joined in July. Other full-time staff are Clinics Manager, Ruth Zadi, and Mental Health Manager, Pareis Jean Marie. Ruth and Pareis have successfully handled a significant increase in activity during the year. Dr Gail Allsopp was appointed as our Executive Medical Director in September for two days a week and has been reviewing and improving clinical governance systems to ensure a safe service as we grow. Ana Cabaco, a trainee health psychologist also joined us in September as Mental Health Triage Practitioner, initially full time, moving to 4 days a week as she completes her PhD.

We have appointed new helpline staff during the year with some contracted support to manage demand whilst appointments were made. Sue Falconer and Imogen Cleverley joined us part time to support the helpline, and we are grateful to Angie Hicks for stepping in to help in the autumn. Recruitment took place over this time and by the end of the year, we had two dedicated helpline staff in place to manage initial calls

and emails to BAPAM. Tulika Pandey continues to focus on patient actions post-clinic, and this was supported by Sophie Charlton who joined us temporarily over the summer. Our Senior Manager, Special Projects, Dan Hayhurst, has overseen the information and communications function of BAPAM, including clinician recruitment and his skills in developing our CRM together with his understanding of the staff who use it and the purpose of work are invaluable. We are delighted that more support will be available to him in 2023 through PPL's generous offer of additional funding. Dan manages BAPAM's communications and oversees our health education and prevention programme where Phoebe Butler is responsible for delivery of training. He also manages Berenice Beverly Zammit who provides support on the Directory of Practitioners.

At the end of 2022, the team consisted of 10.4 full time equivalents with five full time staff (The Chief Executive, Senior Operations Manager, Clinics and Mental Health Manager, Mental Health Triage Practitioner) and eighth 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 2022, 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 Dr Penny Wright, a Medical 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 line managers, and formal salary reviews are conducted every three years by nominated Trustees. The next review is 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 working under contract to BAPAM to review and develop practice.
- **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 David Fielding. This group started in 2020 and enables 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 a multidisciplinary team met between January and October to review complex mental health cases and to provide a level of project management support as the volume of mental health cases increased. This was replaced in October by an internal Multidisciplinary Team (Clinical Lead for Mental Health, GP, Mental Health Triage Practitioner and Mental Health Manager) to manage the triage of mental health patients.

BAPAM Office

We moved out of Bream's Buildings in September and unfortunately were not able to agree terms with the landlord of the property we had planned to move to. We are very grateful to the Royal Society of Musicians for allowing us to use their offices whilst we await a permanent office.

Networks and other relationships

BAPAM is proud of its lengthy association with many national performing arts organisations. Throughout 2022, 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.

The Help Musicians' Music Minds Matter service has gone from strength to strength. 746 musicians contacted us for mental health support, and 673 of these were approved by Music Minds Matter for counselling funding. Following clinical review, 551 were referred for therapy. 13% of patients were not referred for therapy as they needed NHS care and remaining 5% found solutions elsewhere. The Equity counselling service continued in 2022 and we have saw over 300 Equity members, 247 of whom were approved by Equity and 194 of whom went forward for therapy. Equity numbers outstripped the budget and we were very grateful to Equity for some additional funding and also to the Equity Charitable Trust who also contributed to meet the shortfall. Donations were used to the remaining cost. Finally 34 dancers approached us with mental health issues. 28 were approved by DPF for the therapy scheme and 19 have received therapy. In total, we supported over 1000 performers with mental health issues in 2022 and delivered over 6000 counselling sessions.

Our relationship with PPL has again been a great source of strength this year thanks to the CEO (and BAPAM Chair), Peter Leathem, 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 Musician (RSM) has developed into a strong partnership. BAPAM provides routine clinical advice in applications and we have continued to deliver our joint training programme bringing together over 1400 musicians at webinars in diverse health topics on mental, physical , hearing and vocal health.

We are very pleased to have re-established our face to face clinics in 2022, and to be collaborating with the Sage, Gateshead, the Liverpool Philharmonic and the Royal Welsh College of Music and Drama to provide clinics in Gateshead, Liverpool and Cardiff.

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. We are also the charity partner of Wide Days in Scotland and provide health mentoring for their selected artists.

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 2022, we agreed a three year strategy with our Board and funders with four key aims which are reviewed each year.

- **Clinical Assessment and Diagnosis.** Grow the provision of high quality free clinical assessments to performers and performance professionals to determine a diagnosis and pathway to further assessment and/or treatment to enable access to all genres of performers/performance professionals UK-wide.
- **Onward Referral Development:** Develop onward referral pathways through the NHS, independent healthcare providers, or a combination of the two to ensure the right care is delivered as quickly as possible and explore models of delivery to offer artists and funders efficient options to support their care.
- **Injury Prevention and Health Promotion:** Provide high quality, evidence-based health education and resources to performers and organisations involved in the performance environment.
- **Research:** Draw on BAPAM expertise and data to inform and develop research projects in clinical care and health promotion, which can inform policy and practice in the industry and healthcare and secure funding for development

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 a planned onsite inspections as a result of our temporary office move to the Royal Society of Musicians, and will inspect again once we are established in our new premises. Nevertheless, we have continued to maintain scrutiny of our clinical governance processes through the work of Katie Webb and then Usman Iqbal as our Senior Operations Manager, Dr Gail Allsopp, our Medical Director and our Medical Committee.

To manage potential risk for mental health patients, as well as to reduce waiting times for assessments, we introduced a triage service for patients from October. We now ask patients to complete a triage form which is reviewed within 7 days by a multidisciplinary team of clinicians. This allows us to refer straight to therapy where appropriate, and to undertake full clinical assessments or refer to the NHS when required. Feedback from our therapists is that this has been a smooth transition and we are following up with patients to review their experience.

Clinics

Our free assessment services remained a core service throughout 2022. We have continued to provide the majority of our appointments online which has facilitated access to clinical expertise. Musculoskeletal clinics are usually by video conference, and this expanded to use for all clinical assessments in 2022. Patients numbers from outside London have been maintained at 50%. During the year we have re-established face to face clinics in Belfast, Gateshead, Liverpool, Birmingham, Cardiff, Manchester and London with plans for Glasgow and Leeds in place. 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 working with us to review and further improve practice.

Clinical workforce

Thirty-three 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.

Sixty-five clinical practitioners joined the Directory in 2022. We are pleased that our work on tightening up scrutiny of practitioners is now working very smoothly. We follow up clinicians on an annual basis to check that documentation is current and that they are attending training. We have had some clinicians who have retired from the Directory. Our current number of practitioners is 283, and we have a further 19 who are due to send through documentation and 8 who have just applied. We also gained two new assessing clinicians.

We now have over 70 therapists working with us to support performers under the Equity, Dance Professionals and Music Minds Matters schemes. Our trainee therapists from the Black, Asian and Minority Ethnic training scheme have started to see clients and we hope that they will join our therapy schemes when they are qualified. Our thanks to Beverley Hills, their clinical supervisor.

Clinical Activity

During 2022, we managed 2839 clinical enquiries and looked after 2581 patients of which 1792 were new registrations. We provided 2418 free appointments. This is the highest number of clinics recorded in the last 5 years and thanks go to Ruth Zadi and our helpline for managing first contacts and clinics. More patients with complex conditions have called for support, possibly because NHS services have been unavailable.

All patients:	2022	2021	2020	2019	2018	2017	2016
New registrations	1792	1450	984	1269	1020	573	642
Free appointments	2418	1818	1224	1212	987	702	699

Mental health (38%) and musculoskeletal (37%) problems presented as the main health conditions this year, 14% presented with vocal problems, 2% with hearing or jaw and dentistry problems whilst "other" conditions were 7% of presentations, up 2% on 2021. 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. 58% of our patients are aged between 18 and 35, with 25% being 18-25 years. 28% are between 36 and 65. 59% of patients are identified as female and 16% from Black, Asian or minority ethnic group. 78% of patients are instrumentalists or singers and songwriters, and the remaining 22% 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 2022. 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 327 performers attending their first BAPAM assessment during 2022. 65% reported being seen within 2 weeks of contacting BAPAM and 83% within 3 weeks. Only 4% 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% 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 and received 121 responses. 91% of patients said that BAPAM had helped with their problem. Of the 9% 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 84% were back to performance, 47% partially and 37% full time.

Performer health education

Our health promotion training programme, including partnerships with the Royal Society of Musicians, Help Musicians and other organisations, has continued online this year attracting over 2500 attendees from across the UK. We have been offering monthly sessions on mental wellbeing, injury prevention and vocal health as well as weekly sessions on our P.E.R.F.O.R.M.A.N.C.E programme to support performers to set and maintain health goals. Our self-care sessions with Help Musicians have been well received. These have been very well evaluated. We have continued to work with the winners of the Help Musician Creative 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

We have been continuing to provide regular professional development evening sessions online and Dr Hara Trouli has re-introduced PAM Rounds at UCL for clinicians to meet and share case studies. She also ran a PAM Research Day in September which was well attended and participants appreciated being able to meet together again. BAPAM offered a reception after the day to support further networking. Enormous thanks are due to Dr Hara Trouli who has put the programmes together and hosted it. Attendance online was 166 in 2022 and over 40 people attended the Research Day.

Research and academic liaison

We have continued our partnership with the UCL MSc in Performing Arts Medicine during 2022, with contributions to the course from our trustees, staff and volunteer clinical practitioners. We are delighted that future research is planning to use the BAPAM database, starting with audits, to develop research projects.

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 2022. 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 2023 in a healthy financial position.

Financial review

Unrestricted income for the year, including donations in kind (HR and management consultancy services generously provided by PPL £3,850) was £1,325,456, an increase of £ 410,050 (45%), 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). Unrestricted expenditure increased by £563,008 from £727,314 to £1,290,322; the costs incurred in delivering the service (clinical assessments, therapy and staffing) increased by £ 405,184, in line with the additional volume of activity. The cost of running the office (premises and general overheads) saw a significant increase essentially due to the increase in headcount (£99,469), the cost of moving from Brems Buildings. The annual surplus on unrestricted funds was £35,134 (£188,092 in the prior year).

We benefit from grants from Help Musicians UK, MU, PPL, PRS, Warner Music, Equity, the Royal Ballet Benevolent Fund, the Grand Order of Water Rats and an anonymous donor who has kindly agreed to fund the costs of employing the Medical Director; 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.

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 £220k in accessible funds. At the end of 2022, our unrestricted reserves were £371,644.

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.

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 26 April 2023 and signed on its behalf by

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

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 2022 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 2022, 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:

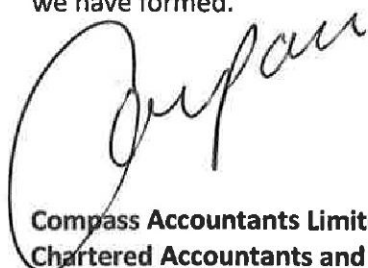
- We gained an understanding of the legal and regulatory framework applicable to the charity and the sector in which it operates through discussions with management, sector research, and the application of relevant audit knowledge and experience
- We made enquiries of management around actual and potential 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: 11 Jun 2023

Statement of Financial Activities
For the year ended 31 December 2022

	Unrestricted Funds £	Restricted Funds £	2022 £	Unrestricted Funds £	Restricted Funds £	2021 Total £
Income						
Grants	1,310,359	13,000	1,323,359	902,306	11,875	914,181
Donations in kind	3,850	0	3,850	3,357	0	3,357
Other donations	10,936	0	10,936	9,740	0	9,740
Investment income	311	0	311	3	0	3
Total Incoming Resources	1,325,456	13,000	1,338,456	915,406	11,875	927,281
Expenditure						
Clinical costs & Therapy costs	745,060	22,700	767,760	339,876	2,175	342,044
Mental Health therapy Costs						
Health Promotion	2,581	0	2,581	1,598	0	1,598
Staffing costs	391,121	0	391,121	291,652	0	291,652
Marketing of services	8,656	0	8,656	6,056	0	6,056
Fundraising expenditure	0	0	0	0	0	0
Premises costs	84,525	0	84,525	50,729	0	50,729
Office costs	43,698	845	44,543	31,386	0	31,386
Accountancy and bank charges	10,001	0	10,001	2,268	0	2,268
Legal expenditure	0	0	0	0	0	0
Governance costs: trustee meetings	0	0	0	0	0	0
Governance costs: audit	4,680	0	4,680	3,756	0	3,756
Awards from Research and Education Fund	0	0	0	0	0	0
Total charitable expenditure	1,290,322	23,545	1,313,887	727,314	2,175	729,489
Net movement in funds	35,134	(10,545)	24,589	188,092	9,700	197,792
Transfers between funds	0	0	0	0	0	0
Reserves brought forward	336,510	12,396	348,906	148,418	2,696	151,114
Total funds carried forward	371,644	1,851	373,495	336,510	12,396	348,906

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 2022

	Notes	2022		2021	
		£	£	£	£
Fixed Assets					
Tangible assets	3		4,118		4,863
Current Assets					
Debtors	4	215,383		241,195	
Cash at bank and in hand		<u>304,426</u>		<u>136,024</u>	
		519,809		377,219	
Creditors: amounts falling due within one year	5	<u>(150,432)</u>		<u>(33,176)</u>	
Net Current Assets			<u>369,377</u>		<u>344,043</u>
Net Assets			<u>373,495</u>		<u>348,906</u>
Funds					
Unrestricted Funds	6		371,644		336,510
Restricted Funds	7		<u>1,851</u>		<u>12,396</u>
			<u>373,495</u>		<u>348,906</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 26 April 2023 and signed on its behalf by



PETER LEATHAM, Chairman



JOHN TURNER, Honorary Treasurer

Cash Flow Statement

For the year ended 31 December 2022

	2022	2021
	£	£
Cash Flows from Operating Activities:		
Net Cash Generated/ (Used) in Operating Activities	170,129	(3,488)
Cash Flows from Investing Activities:		
Interest Income	311	-
Purchase of property, plant and equipment	(2,038)	(3,919)
Change in Cash and Cash Equivalents in the year	<u>168,402</u>	<u>(7,407)</u>
Cash and cash equivalents at 1 January 2022	136,024	143,431
Cash at 31 December 2022	<u>304,426</u>	<u>136,024</u>
Reconciliation of net income/expenditure to net cash flow from operating activities		
	£	£
Net income/(deficit) SOFA	24,589	197,792
Depreciation	2,783	4,954
Interest income	(311)	-
Reduction/(Increase) in prepayments/debtors	25,812	(223,016)
Increase/(Reduction) in accruals/creditors	117,256	16,782
Net Cash Generated/(Used) in Operating Activities	<u>170,129</u>	<u>(3,488)</u>

**Notes to the financial statements
for the year ended 31 December 2022**

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 2022**

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	2022	2021
The average monthly number of employees during the year were:	8	8
Employment Costs	2022	2021
(All employment Costs for both years are charged to unrestricted funds)	£	£
Salaries	333,175	210,661
Social Security Costs	27,490	15,581
Pension Costs	21,430	15,239
Other staff costs – agency/contractors	9,026	50,171
	<u>391,121</u>	<u>291,652</u>

During 2022 one staff member earned emoluments in between £70,000 and £80,000 per annum (2021: 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 (2021: £nil).

Senior management Remuneration costs (including benefits) were £86,688 (2021: £82,091)

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 2022

3. Fixed assets

	Computer equipment £	Furniture £	Medical equipment £	Total £
Cost/valuation				
At 1 January 2022	23,666	1,229	1,773	26,668
Additions	2,038	0	0	2,038
Disposals	0	0	0	0
At 31 December 2022	25,704	1,229	1,773	28,706
Amortisation				
At 1 January 2022	(19,106)	(1,229)	(1,470)	(21,805)
Charge for the year	(2,556)	0	(227)	(2,783)
Disposals	0	0	0	0
At 31 December 2021	(21,662)	(1,229)	(1,697)	(24,588)
Net Book Value				
At 31 December 2022	4,042	-	76	4,118
At 31 december 2021	4,560	-	303	4,863

4. Debtors

	2022 £	2021 £
Other debtors	208,345	234,237
Prepayments	7,038	6,958
	215,383	241,195

5. Creditors

	2022 £	2021 £
Accruals	14,158	33,176
Deferred income	102,760	-
Other Creditors	33,514	-
	150,432	33,176

**Notes to the financial statements
for the year ended 31 December 2022**

6. Net assets between funds

**Analysis of Net Assets
between Funds**

	Unrestricted Funds £	Restricted Funds £	2022 £	Unrestricted Funds £	Restricted Funds £	2021 £
Fund Balances at 31 December as represented by:						
Tangible Fixed Assets	4,118	0	4,118	4,863	0	4,863
Current Assets	517,958	1,851	519,809	364,823	12,396	377,219
Current Liabilities	(150,432)	0	(150,432)	(33,176)	0	(33,176)
	<u>371,644</u>	<u>1,851</u>	<u>373,495</u>	<u>336,510</u>	<u>12,396</u>	<u>348,906</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 prior year a grant was received from the Equity Charitable Fund (ECF), which was spent in its entirety in supporting actors. The balance of the prior year's grant from the Royal Ballet Benevolent Fund (RBBF) was spent in full for the purposes of supporting professional dancers.

	ECF	RBBF £	R & D £	Total 2022 £	RBBF £	R & D £	Total 2021 £
Balance as at 31 December	0	9,700	2,696	12,396	0	2,696	2,696
Donations received during the year	13,000	0	0	13,000	11,875	0	11,875
Payments made during the year	(13,000)	(9,700)	(845)	(23,545)	(2,175)	0	(2,175)
Balance Carried forward at 31 December	<u>0</u>	<u>0</u>	<u>1,851</u>	<u>1,851</u>	<u>9,700</u>	<u>2,696</u>	<u>12,396</u>

8. Lease commitments

At 31 December 2022 the Charity's outstanding commitments for future minimum lease payments under non-cancellable operating leases were as follows:

	Land and Buildings	
	2022 £	2021 £
Expiry Date:		
Within one year	-	40,875
Between two and five years	-	-
Over five years	-	-

**Notes to the financial statements
for the year ended 31 December 2022**

9. Related party transactions

Two trustees received payments totaling £4,212 relating to conducting clinics (2021: two Trustees, £5,600).

10. Financial instruments

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

	2022	2021
	£	£
<i>Financial assets</i>		
Debt instruments measured at amortised cost:		
- Other debtors (note 4)	208,345	234,237
	<u>208,345</u>	<u>234,237</u>

Unrestricted Income and Expenditure for the year to 31 December 2022

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

	2022 £	2022 £	2022 £	2021 £
Grants				
HMUK			1,086,952	715,698
MU			50,000	50,000
Equity			65,440	55,000
PPL			42,369	37,500
PRS for Music			10,000	9,150
Anonymous funding for Medical Director			18,598	
Warner			10,000	5,000
Grand Order of the Water Rats			5,000	-
			<u>1,288,359</u>	<u>872,348</u>
Other income				
Other Income on a per capita basis		22,000		29,957
Other voluntary income, including donations and fundraisers		10,936		9,741
Bank interest		311		3
Donations consultancy & advice		<u>3,850</u>		<u>3,357</u>
Total other income			<u>37,097</u>	<u>43,058</u>
Total Income			1,325,456	915,406
Clinic costs				
Honoraria paid to clinicians/therapists	(745,060)			(333,906)
Other clinic costs including medical committee	<u>(-)</u>			<u>(5,962)</u>
		(745,060)		(339,868)
Education and Training net surplus/(deficit)		(2,581)		(1,598)
Premises				
Premises rent and rates	<u>(84,525)</u>			<u>(50,729)</u>
		(84,525)		(50,729)
Staff costs				
Salaries including NI and pensions	(382,095)			(241,656)
Temporary staff and recruitment costs	<u>(9,026)</u>			<u>(49,996)</u>
Total staff costs		(391,121)		(291,652)
Marketing and fundraising				
Advertising/ marketing of services	(8,656)			(6,056)
Fundraising expenditure	<u>-</u>			<u>-</u>
		(8,656)		(6,056)

	£	£	£	£
Office expenditure				
Donated Consultancy advice	(3,850)			(3,357)
Software and IT support	(19,185)			(10,592)
Trustee meeting expenses	-			-
Sundry office expenditure	(9,881)			(3,804)
Insurances	(8,718)			(8,681)
Equipment depreciation	(2,783)			(4,953)
		(43,698)		(31,387)
Finance costs				
Audit	(4,680)			(3,756)
Accountancy	(8,632)			(2,223)
Bank charges & bad debts	(1,369)			(45)
Finance costs		(14,681)		(6,024)
Awards from Research and Education Fund		-		-
Total expenditure			(1,290,322)	(727,314)
(Deficit)/ Surplus			35,134	188,092