

The UK Association for Music Education – Music Mark

UNAUDITED

ANNUAL REPORT AND FINANCIAL STATEMENTS

for the year ended

31 March 2025

Company Registration No 6134823

Charity Registration No 1118542

The UK Association for Music Education – Music Mark

REFERENCE AND ADMINISTRATIVE INFORMATION

Company Name	The UK Association for Music Education – Music Mark
Registered Company Number	6134823
Registered Charity Number	1118542
Registered Office	Southgate Chambers 37-39 Southgate Street Winchester SO23 9EH
Board of Trustees	Ciaran George O'Donnell - Elected October 2023 Clair McColl - Elected October 2022 Charlotte Erica Payne - Elected November 2024 Emma Calvert - Resigned November 2024 Gemma Price - Elected October 2022 Jennifer Susan Henley - Elected November 2024 Janice Ford - Co-opted November 2021 Jennifer Gilbert - Resigned November 2024 Steven Robert Greenall - Co-Opted December 2024 (Treasurer from July 2025) Peter Bolton (Treasurer until July 2025) Peter Nicholas Smalley (Chair) Sarah Louise Lee - Elected October 2023 Yogesh Dattani - co-opted November 2021
Champions	Kadiatu Kanneh-Mason Kris Halpin Nathaniel Dye Faz Shah
Company Secretary and Chief Executive	Bridget Whyte
Independent Examiner	Liv Burrell ACA CTA Knox Cropper LLP 65-68 Leadenhall Street London EC3A 2AD
Bankers	CAF Bank Limited 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ
Solicitors	Bates Wells 10 Queen Street Place London EC4R 1BE

The UK Association for Music Education – Music Mark

TRUSTEES' REPORT

For the year ended 31 March 2025

TRUSTEES' ANNUAL REPORT

The Trustees (who are also directors for the purposes of company law) present their report and the financial statements of the UK Association for Music Education – Music Mark (the “Charity” or “Music Mark”) for the year ended 31 March 2025. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) “Accounting and Reporting by Charities”, to be compliant with Financial Reporting Standard (FRS) 102.

Reference and administrative information set out on page 2 forms part of this report. The financial statements have been prepared in accordance with the accounting policies set out on pages 18-19 and comply with the applicable law, the Memorandum of Articles of Association and the requirements of the Charities SORP (FRS 102).

OBJECTIVES AND ACTIVITIES

Charitable Objects

As stated in its Memorandum of Articles and Association, Music Mark’s charitable objects are to advance the education of the public in the art of music.

Music Mark is a membership organisation for music education professionals with both individual and organisation membership options. Organisations include local authority and independent Music Services, for other music education organisations, their teaching and support teams, their partners and schools. We advocate on behalf of those members meaning that we ‘speak and act in support of music as a subject, and we promote best practice’. We strive to ensure that all stakeholders understand the value and life-changing potential of music for all children and young people.

Music Mark is also a subject association. Subject associations speak for their subject communities; they are able to undertake research into their members’ concerns and to reflect these back to policy makers. A subject association is never only one lone voice but instead is the collective voice of their subject community; working to ensure the highest quality of teaching.

Principal Activities

Music Mark’s vision is:

Accessible and excellent musical learning and engagement inspiring and enriching the lives of all children and young people.

It meets its charitable objects in pursuit of its vision through its mission:

Supporting, connecting and influencing in pursuit of a high quality, equitable, diverse, inclusive music education for all children and young people.

The UK Association for Music Education – Music Mark

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For the year ended 31 March 2025

Music Mark's four strategic priorities for 2023-2026, together with a set of internal objectives to underpin these priorities was published in March 2023

Support	We will provide an engaging, rigorous and diverse programme of training and professional development. Training will include topics such as leadership, fundraising, good governance and marketing. Professional Development opportunities will include peer-to-peer mentoring, professional coaching and conferences for practitioners and leaders. We will challenge established ways of working to employ new and innovative ways of delivering training, ensuring our support is structured in a way that is truly useful for multiple organisation types in the sector.
Partnerships	At a national level we will strengthen our existing partnerships as well as build and implement new partnerships within and beyond the music and education sectors. We will also advocate for the importance of partnerships at a local and regional level through a UK-wide campaign which promotes and champions the value of partnership working, supporting our members to develop fruitful and productive partnership through our toolkits and resources. We will use partnerships with others to ensure children and young people across the UK, including from areas of particularly low cultural engagement, have access to a quality music education.
Advocacy	We will continue to advocate at a local, regional and national level for the importance of music education and will develop and deliver relevant, needs driven, campaigns ourselves and with partners. We will, in partnership, continue to collate resources and provide support and role modelling to the wider sector around governance, workforce, participation and programming. We will maintain our role in helping to shape policy by bringing insights from the sector to the right people in government and arms-length bodies across the UK, and highlight activity from across the UK on the international stage.
Insights and Impact	We will commission and champion high quality research and its outcomes, making a digestible and navigable library of evidence available to the sector, in particular filling gaps in current sector knowledge. We aim to support the sector to increase their data literacy, carry out their own research and make data-driven decisions. We will also evaluate our impact as a membership organisation on the organisations and individuals we support as well as the impact of our work on the children and young people who access music education in the UK.
The UK Association for Music Education - Music Mark	<p>In order to deliver our strategic priorities there are also things we plan to do internally to increase the rigour and sustainability of the organisation and to put us in the optimal position to realise our goals. This includes our plans to:</p> <ul style="list-style-type: none">• review and augment our Advisory Committee to be more representative of the sector and create additional consultative groups.• continue to regularly and meaningfully consult our members.• create a National Youth Council for Music Education to influence our priorities.• build capacity within the organisation to support the delivery of this plan and diversify the staff team.• work to become more financially resilient as a result of diversifying our income streams through fundraising.

The UK Association for Music Education – Music Mark

TRUSTEES' REPORT

For the year ended 31 March 2025

Public Benefit

The Trustees have referred to the guidance offered by the Charity Commission in reviewing aims and objectives and in planning activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives and they ensure that these activities are carried out for the public benefit by delivering services that are valued by members and enable those with responsibility in the sector to develop and adopt best practice.

ACHIEVEMENTS AND PERFORMANCE

2024/25 has been a year of stability and growth for Music Mark following the appointment of a larger staff team in 2023/24. With more staff the charity has been able to develop additional streams of work, expand its reach and increase its advocacy.

Change remains significant in music education and the election of a new government in July 2024 has resulted in a number of significant reviews taking place which will have a longer-term impact particularly in England. Advocacy work in England has included speaking regularly to Department for Education officials as well as an invited speaker at an Education Select Committee hearing (May 2024). The research commissioned from the independent think tank Demos was published in February 2025, confirming regular calls by the sector over the past few years for increased and sustained investment. Music Mark led on a set of recommendations to Welsh Government on Instrumental and Vocal Teacher Terms and Conditions and the CEO continued to support the Music Education Partnership Group in Scotland. Some commissioned research in early 2025 has been completed and will inform development of engagement in Northern Ireland in 2025/26.

The Music Mark Annual Conference in 2024 took place in Nottingham. The theme was sustainability in music education. As with the 2023 conference, it was very well attended with 267 delegates, 59 speakers, 58 exhibitors and additional young people as performers. The feedback received from both delegates and exhibitors/sponsors was positive.

Partnerships are a key priority for Music Mark. In the autumn of 2024 it was confirmed that Young Sounds UK would deliver the (English) Music Opportunities Pilot with a number of partners including Music Mark. The charity's role is to host and develop a National Working Group on Progression as well as providing a platform to support and connect the programme into the Music Mark membership. Ongoing partnerships with the ABRSM, PMLL, Brass Bands England and the two other Subject Associations – the ISM and the MTA – have supported the charity's vision for stronger connections at a national level to support the music education ecology regionally and locally. Music Mark also continues to work closely with its key funder – Arts Council England – to co-support the Music Hub network across England through training, 1-2-1 support, advice and resources.

The UK Association for Music Education – Music Mark

TRUSTEES' REPORT

For the year ended 31 March 2025

Trustees Report

In 2024/25 the expanded staff team (appointed in 2023), which has seen no changes in personnel during the year, has enabled the charity to expand and develop its work which has been valued by an increased Membership base. The Programmes and Engagement Director - Rosie Lowe - went on maternity leave in January 2024 and through an open recruitment process a consultant who has been working with Music Mark - Gary Griffiths - was appointed to cover for her. This resulted in a smooth transition within the senior leadership team.

A number of consultants continue to work with Music Mark as speakers and advisors throughout the year.

A review of the Charity's policies and governance arrangements is ongoing, but has already ensured closer compliance with Charity Law and a more focused approach to board meetings and governance.

For the first time, Music Mark undertook a recruitment process to appoint Co-opted Trustees to the Board. There were four applications and one appointment (Steven Greenhall). One of the candidates decided to take a role on the Advisory Committee (Jo Glanville)

Going concern

The financial statements have been prepared under the going concern basis. The trustees have reviewed the financial outlook for the next 12 months. The charity has healthy reserves and stable membership income and thus the trustees consider that the charity is a going concern

FINANCIAL REVIEW

Music Mark recorded a surplus of income over expenditure for the year totalling £31,403 compared to a surplus of £99,562 for 2023/24.

Unrestricted income increased this year by £25,800 to £801,867 compared to last year.

Expenditure of £15,218 against restricted funds represents £14,813 used for the North West Conference and remaining ACE grant money used to towards Music Education Hub partnership projects.

Expenditure from unrestricted funding increased by £96,830 to £769,322. This rise was primarily driven by increased spending on membership support, training and education events, as well as related consultancy services used to support and run events and training. Additionally, the expansion of activities resulted in increased costs, admin, travel and new team members, impacting payroll expenses.

Unrestricted reserves increased from £285,536 to £318,082. There are no restricted funds carried forward.

Cash balances decreased by £2,524 to £322,826

The UK Association for Music Education – Music Mark

TRUSTEES' REPORT

For the year ended 31 March 2025

Reserves Policy

Through careful management of income and expenditure, Music Mark has built up reserves over the past years for general contingency requirements.

The Trustees have reviewed the level of free reserves (those not tied up in fixed assets, designated for a specific purpose or restricted) and consider that a level of free reserves equivalent to three months' management and administration costs to be sufficient to ensure that the Charity could continue to meet the needs of beneficiaries and stakeholders in the event of unexpected, substantial adverse financial circumstances.

Unrestricted reserves standing at £318,082 represent 4.54 months of 2025/26 budgeted management and administration expenditure, excluding costs of delivering conferences, training and other events. This level is therefore in line with the policy.

Investment Policy

The aim of the Investment Policy is to protect the capital value of funds held and, ideally, allow them to be inflation proofed over the long-term. Given the value of funds held and the need to meet short and medium-term requirements, in an environment of low risk-free investment returns, funds are held in an interest-bearing bank deposit account. All income from investments is used for furthering the charitable objectives.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution of the Charity and the nature of the Governing Document

The Charity is a company limited by guarantee (registered number 6134823) and is governed by its Memorandum and Articles of Association (Adopted 18 May 2007, revised 7 February 2013 and 4 November 2021).

The Charity is registered with the Charity Commission (registered number 1118542) and does not have share capital, cannot pay dividends and must utilize all its funds to further its stated charitable objectives.

Recruitment and Appointment of Trustees

The appointment of the Board of Trustees is governed by the Charity's constitution. Elected trustees are drawn by nomination from the Membership, with a voting process for eligible Members where there are more candidates than available posts. Elected trustees generally serve for a term of three years ending on the third AGM following election. The Board also has the option to co-opt a further six trustees by skill set to complement the elected board. Co-opted trustees serve for terms of one year which can be renewed at the discretion of the board.

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For the year ended 31 March 2025

Those who served during the year were:

Charlotte Erica Payne	Elected Member (November 2024)
Ciaran George O'Donnell	Elected Member
Clair McColl	Elected Member
Emma Calvert	Elected Member (resigned November 2024)
Gemma Price	Elected Member
Janice Ford	Co-opted Member
Jennifer Susan Henley	Elected Member (November 2024)
Jennifer Gilbert	Elected Member (resigned November 2024)
Peter Bolton (Treasurer)	Co-opted Member
Peter Nicholas Smalley (Chair)	Co-opted Member
Sarah Louise Lee	Elected Member (Elected October 2023)
Steven Robert Greenall	Co-opted Member (appointed December 2024)
Yogesh Dattani (ED&I Lead)	Co-opted member

Induction and Training of New Trustees

All new Trustees attend an induction Trustee Board Meeting where their roles are fully explained. They receive regular information about the work of the charity, where appropriate, signposted to relevant trustee training and, in the view of the Trustees, have enough knowledge of their specific field to understand the nature of the Charity and fully comply with the Charity's current views of its progression. Trustees may claim for reasonable expenses (as determined by an agreed policy) incurred in undertaking the Charity's business, but they receive no remuneration or other financial benefit.

Organisational Structure and Management

According to the Charity's constitution, the Board of Trustees must hold at least three meetings per year to take decisions about the strategic direction and running of the Charity, as guided by the Chief Executive.

Strategic and operational delivery is undertaken by the Chief Executive and a team of directors, managers and officers. Additional, specialist support is brought in by way of a number of freelance contractors and suppliers (including HR, IT and finance).

Equality of Opportunity

Music Mark is committed to a policy of equal opportunities for all employees and to ensuring within the framework of the law that its workplaces are free from unlawful or unfair discrimination. The principles of equality are embedded within the Music Mark ethos and are consistently adhered to in all activity including recruitment (Board and staff), planning and delivering events and services, marketing and communications and within programme development.

The UK Association for Music Education – Music Mark

TRUSTEES' REPORT

For the year ended 31 March 2025

Risk management

The Trustees and the Chief Executive pay due care and attention to risk management and it is a standing agenda item at all Board meetings. The Chief Executive, on behalf of the Trustees, maintains an ongoing Risk Register covering all areas of financial, regulatory, business, and operational risk.

The Chief Executive is tasked to alert Trustees to new or increased risks identified in any category so that mitigating actions can be agreed and implemented as appropriate. Risk assessment of all new activities is fully undertaken by way of Trustee discussions and, where necessary, expert advice is sought and followed.

The principal risks faced by the Charity, and the actions to mitigate these risks, are considered to be:

<i>Risk</i>	<i>Mitigation</i>
Degree of dependence on Music Service and lead organisation of Music Hub membership income.	Continued review and development of Membership benefits alongside messaging that membership is available to all those working in the music education sector across the UK. The diversifying of income streams to include grants, partnerships and sponsorship.
Membership dissatisfaction with support services provided.	Understanding by the staff team as to what constitutes success for a membership organisation. Clarity of commitment to purpose, analysis of feedback and to action. Regular regional and peer-group consultation and networking events for Members to ensure understanding of the value of membership. An annual membership survey.
Loss of key staff.	Regular review of remuneration packages, roles and responsibilities and staff support and development opportunities.
Elected trustee body lacking in all relevant skills.	An annual skills audit is carried out and reviewed by the Trustees with co-option of Trustees with desired knowledge areas or skill-sets to supplement those of elected Trustees undertaken.

Related Parties

None of the current Trustees have any beneficial interest in any contract with the Charity. Eleven of the Trustees who served during the year were employed during the year by Music Services or Music Education Organisations that paid annual Membership fees. One of the Trustees is an individual Member of Music Mark and one is the CEO of an Industry Partner.

In carrying out its objectives the Charity works in partnership with other organisations. None of these organisations is a related party within the terms of the SORP.

The UK Association for Music Education – Music Mark

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For the year ended 31 March 2025

Funds held on behalf of others

In the ordinary course of business, Music Mark holds and administers funds, from time to time, on behalf of groups of Music Education Organisation Members. Funds are held within Music Mark's bank accounts but are accounted for separately (see Note 17). Disbursement of these funds is made on written agreement from the fund holder(s).

PLANS FOR THE FUTURE

Music Mark continues to focus on the three core values identified as part of the 2023 to 2026 business plan:

- ◆ **Bold:** we are the voice of music education, ambitious for ourselves and the sector, striving for excellence in all that we do and enable.
- ◆ **Open:** we are open to new ideas, ways of working, and to diversity of experiences; we create spaces where all are welcome and platform marginalised voices; we are always learning and improving.
- ◆ **Useful:** everything we do is relevant and useful for the individuals and organisations we support; we recognise we're not always the expert and believe that partnership working is key.

Our activities also continue to be focused around the four areas of work identified as priorities for 2023-26 and woven into our Investment Principles Support Organisation application to Arts Council England:

- ◆ Support – providing an engaging, rigorous and diverse programme of training and professional development for our Membership and the wider Music Education Sector.
- ◆ Partnerships – strengthening our existing partnerships and building new ones at a national level and advocating the value of partnership working at a local and regional level.
- ◆ Advocacy – advocating at a local, regional and national level for the importance of music education including delivering relevant, needs-driven campaigns and collating and sharing guidance, resources and information which supports a high quality, equitable, diverse and inclusive sector.
- ◆ Insights and Impact – commissioning and championing research and its outcomes, promoting the importance of data literacy, and evaluating our impact as a membership association and Investment Principles Support Organisation.

The UK Association for Music Education – Music Mark

TRUSTEES' REPORT

For the year ended 31 March 2025

Objectives for 2025/26

During the next year it will remain a key objective for Music Mark to support its membership to navigate change. In England this will specifically be linked to new government policies and programmes including the outcome of the Curriculum and Assessment Review, Devolution and Local Government Reorganisation and the establishment of a new National Centre for Arts and Music Education. Music Mark will continue to champion the importance of music education as ongoing increased financial pressures on families and schools across the UK is resulting in increased inequitable access to opportunities. In addition, the charity will continue to focus on Equity, Diversity and Inclusion, Sustainability/the climate crisis, and develop / launch a new campaign linked to music teacher recruitment and retention.

The Board of Trustees and Chief Executive have agreed upon the following specific activities for the forthcoming year in line with the organisation's charitable objectives:

- ◆ Continue to provide regular opportunities for the membership to feed into Music Mark's work in providing support and connections as well as ensuring the voices of members are influencing policy and practice.
- ◆ To run online and in-person events and training for all those working in music education as leaders, teachers and support staff, including the Annual Conference (November 2025).
- ◆ To specifically provide support to the leaders of music education organisations as they navigate local, regional and national changes through 1-2-1 conversations, peer mentoring, training, and regional and national meetings.
- ◆ Increase its support of schools through networking and training opportunities as one of three Music Subject Associations, and develop its work with Higher and Further Education institutions.
- ◆ Remain committed to ensuring that Music Mark is equitable, diverse and inclusive in the areas of governance, workforce, audiences and programming and promotes these values to its membership and the wider sector.
- ◆ Continue to work with Positive Planet to find ways in which Music Mark can reduce its carbon footprint and support its membership and the wider sector to do so through training and resources.
- ◆ To research, develop and deliver a campaign which promotes the teaching of music (curriculum and instrumental/vocal learning) to help with ensuring the recruitment and retention of this vital workforce.
- ◆ Develop partnerships which ensure that young people's voices are heard at a national level in music education policy and practice.

The UK Association for Music Education – Music Mark

TRUSTEES' REPORT

For the year ended 31 March 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of The UK Association for Music Education – Music Mark for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company, including the income and expenditure of the charitable company 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 SORP;
- ◆ Make judgments 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 charitable company will continue in business.

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

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

REPORT OF THE INDEPENDENT EXAMINER TO THE MEMBERS OF THE
UK ASSOCIATION FOR MUSIC EDUCATION – MUSIC MARK

The UK Association for Music Education – Music Mark

TRUSTEES' REPORT

For the year ended 31 March 2025

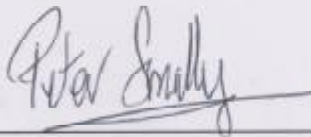
INDEPENDENT EXAMINATION

For the year ended 31 March 2025 the Charity qualifies for an independent examination of its financial statements.

Approval

Approved by the Trustees on **9 Oct** 2025 and signed on their behalf by:

Peter Smalley
Chair of Trustees



REPORT OF THE INDEPENDENT EXAMINER TO THE MEMBERS OF THE UK ASSOCIATION FOR MUSIC EDUCATION – MUSIC MARK

Independent examiner's report to the trustees of Music Mark

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent Examiner's Statement

The charitable company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ICAEW. I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- 1 accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2 the accounts do not accord with those records; or
- 3 the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
- 4 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Liv Burrell ACA CTA

For and on behalf of Knox Cropper LLP

Chartered Accountants
65-68 Leadenhall Street
London
EC3A 2AD

Date: 06/11/2025

The UK Association for Music Education – Music Mark

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2025

		Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	<i>Note</i>	Funds	Funds	Funds	Funds	Funds	Funds
		£	£	2025	£	£	2024
				£			£
Income from:							
Donations and legacies	2	400,614	-	400,614	418,987	-495	418,492
Charitable activities	3	314,566	14,076	328,642	286,480	17,630	304,110
Other trading activities	4	77,357	-	77,357	62,070	-	62,070
Investments	5	9,330	-	9,330	8,530	-	8,530
Total income		801,867	14,076	815,943	776,067	17,135	793,202
Expenditure on:							
Raising funds	6	24,584	-	24,584	18,607	-	18,607
Charitable activities	7	721,963	15,218	737,181	633,869	16,348	650,217
Other	8	22,775	-	22,775	20,016	4,800	24,816
Total expenditure		769,322	15,218	784,540	672,492	21,148	693,640
Net income/(expenditure)		32,545	-1,142	31,403	103,575	-4,013	99,562
Transfer		-	-	-	-1,532	1,532	-
Net movement in funds		32,545	-1,142	31,403	102,043	-2,481	99,562
Reconciliation of funds:							
Total funds brought forward		285,536	1,142	286,678	183,493	3,623	187,116
Total funds carried forward		318,082	-	318,082	285,536	1,142	286,678

All activities derive from continuing operations.

A Statement of Recognised Gains and Losses is not required as all gains and losses are included in the Statement of Financial Activities.

The notes on pages 18 to 27 form part of these financial statements

The UK Association for Music Education – Music Mark

BALANCE SHEET as at 31 March 2025

	Note	£	Total funds 31-Mar-25 £	Total funds 31-Mar-24 £
Fixed Assets				
Tangible Assets	15	2,649	-	-
			2,649	-
Current assets:				
Debtors	16	155,182	109,127	
Cash at bank and in hand	17	322,826	325,350	
Total current assets		478,008	434,477	
Liabilities:				
Creditors: amounts falling due within one year	18	-162,575	-147,799	
Net current assets			315,433	286,678
Total net assets			318,082	286,678
The funds of the charity:	20			
Unrestricted funds			318,082	285,536
Restricted income funds			-	1,142
Total charity funds			318,082	286,678

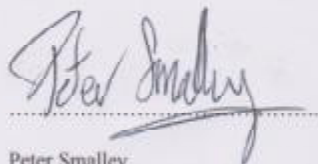
For the year ended 31 March 2025 the charity was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

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

The directors acknowledge their responsibility for complying with the requirements of the Act with respect accounting records and for the preparation of the accounts.

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

The financial statements were approved by the Trustees and authorised for issue on **9 Oct 2025** and were signed on their behalf by:



Peter Smalley
Chair



Peter Bolton
Trustee and Honorary Treasurer

Registered Company Number 6134823

The UK Association for Music Education – Music Mark

STATEMENT OF CASH FLOWS For the Year ended 31 March 2025

		Total funds	Total funds
		31-Mar-25	31-Mar-24
	<i>Note</i>	£	£
Cash flows from operating activities			
Net Cash provided by (used in) Operating activities	<i>(See below)</i>	- 11,854	- 1,142
Cash flows from investing activities			
Investment income		9,330	8,530
Change in Cash and Cash Equivalents in the Reporting Period		- 2,524	7,388
Cash and Cash Equivalents at the Beginning of the Reporting Period		325,350	317,962
Cash and Cash Equivalents at the End of the Reporting Period		322,826	325,350
Reconciliation of net movement in funds to net cash flow from operating activities			
Net movement in funds for the reporting period		31,723	99,562
Adjustments for:			
Investment income		- 9,330	- 8,530
(Increase)/decrease in debtors		- 46,055	- 67,946
Increase/(decrease) in creditors		14,776	- 24,228
Purchase of Fixed Assets		- 2,969	-
Net cash provided by (used in) operating activities		-11,854	-1,142
Analysis of cash and cash equivalents			
Cash at bank		322,826	325,350
Total cash and cash equivalent		322,826	325,350

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

1 ACCOUNTING POLICIES

1.1 ACCOUNTING CONVENTIONS

The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006 and, as a public benefit entity, also with the requirements of the Statement of Recommended Practice Accounting and Reporting by Charities under Financial Reporting Standard (FRS) 102.

The financial statements are prepared in sterling, which is the functional currency of the Charity.

Monetary amounts in these financial statements are rounded to the nearest pound.

1.2 GOING CONCERN

The financial statements have been prepared on a going concern basis.

Having carried out regular review of services and provision, and funding, the indication is that the charity will remain solvent. Trustees remain satisfied that the charity has sufficient cash flow to meet its liabilities as they fall due for at least one year from the date of approval of the financial statements.

1.3 ACCOUNTING ESTIMATES

In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements, nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

1.4 TANGIBLE FIXED ASSETS AND DEPRECIATION

Assets with a cost in excess of £500 that are intended to be of on-going use to Music Mark in carrying out its activities are capitalised as fixed assets.

Depreciation is provided at rates calculated to write off the cost of fixed assets, less their residual value, over their expected useful lives on the following basis:

Office Equipment - 3 years on a straight-line basis

1.5 INCOME

All incoming resources are included on the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Some Music Service and corporate members' membership fees relate to the twelve months following joining Music Mark. These fees are credited to income pro rata in accordance with the financial year.

Income received in advance of the period or the event to which it relates is shown as deferred income at the balance sheet date.

1.6 EXPENDITURE

All expenditure is accounted for on an accruals basis as the liability is incurred and has been classified under headings that aggregate all costs related to each activity.

1.7 VALUE ADDED TAX

The Charity is registered for Value Added Tax and charges and remits and recovers tax as appropriate on its income and expenditure.

1.8 TAXATION

The Charity is exempt from tax on income and gains falling within sections 472-489 of the Corporation Tax Act 2010 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

1.9 FUND ACCOUNTING

Unrestricted funds can be used in accordance with the charitable objectives at the Trustees' discretion.

Restricted funds can only be used for prescribed purposes, within the objects of the Charity, when specified by the donor or when funds are raised for particular identified purposes. Further explanation of the nature of each fund is included in the notes to the financial statements.

1.10 STAFF AND SUPPORT COSTS

Staff costs are attributed to activities based on estimates of time spent by each member of staff on each activity. The costs of support activities, being General management and Governance as detailed in Notes 9a and 9b, are allocated to the expenditure headings that appear on the Statement of Financial Activities in proportion to the directly attributed staff costs, subject to any specific allowances specified in the terms of the use of restricted funds.

1.11 FINANCIAL INSTRUMENTS

The Charity has elected to apply the provisions of Section 11 'Basic Financial instruments' of FRS102 to all of its financial instruments. Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Basic financial liabilities, including trade and other payables that are classified as debt, are initially recognised at the transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities then, in which case, trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest rate method.

1.12 CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash at banks and in hand and short-term deposits with a maturity date of three months or less.

2 INCOME - DONATIONS AND LEGACIES

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
	£	£	£	£	£	£
Arts Council England (ACE)	400,614	-	400,614	400,612	-	400,117
Sponsorship	-	-	-	14,375	-	14,375
Donations	-	-	-	4,000	-	4,000
Total donations and legacies	400,614	-	400,614	418,987	-	418,492

The negative restricted income of Nil (2024 - £495) is due to a reduction to the grant income as the project was an underspend.

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

3 INCOME - CHARITABLE ACTIVITIES

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
	£	£	£	£	£	£
Membership services:						
Membership subscriptions	164,041	-	164,041	157,367	-	157,367
Annual conference fees	103,788	14,076	117,864	92,628	-	92,628
Other conference fees	5,793	-	5,793	4,980	17,630	22,610
Education services:						
Training course fees	20,253	-	20,253	12,135	-	12,135
Services	20,691	-	20,691	19,370	-	19,370
Total charitable activities	314,566	14,076	328,642	286,480	17,630	304,110

4 INCOME - OTHER TRADING ACTIVITIES

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
	£	£	£	£	£	£
Advertising	34,500	-	34,500	39,950	-	39,950
Sponsorship	37,857	-	37,857	17,120	-	17,120
Services	5,000	-	5,000	5,000	-	5,000
Total other trading activities	77,357	-	77,357	62,070	-	62,070

Sponsorship includes income received for promotional services provided for the Associated Board of the Royal Schools of Music (ABRSM).

5 INCOME – INVESTMENTS

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
	£	£	£	£	£	£
Bank interest	9,330	-	9,330	8,530	-	8,530
Total investment income	9,330	-	9,330	8,530	-	8,530

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

6 EXPENDITURE - RAISING FUNDS

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
	£	£	£	£	£	£
Staff costs (direct)	11,070	-	11,070	7,788	-	7,788
Support and indirect staff costs	13,514	-	13,514	10,819	-	10,819
Total Raising funds	24,584	-	24,584	18,607	-	18,607

Costs of raising funds represents staff time, associated support costs for identifying and applying for grant income and developing other income streams.

7 EXPENDITURE - CHARITABLE ACTIVITIES

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
	£	£	£	£	£	£
Membership support:						
Freelance and consultants	17,883	405	18,288	32,297	450	32,747
Technical support and other	2,167	-	2,167	1,835	-	1,835
Bad debts & miscellaneous	550	-	550	-	-	-
Staff costs (direct)	211,834	-	211,834	179,201	-	179,201
Support and indirect staff costs	113,648	-	113,648	93,436	-	93,436
Annual and other conferences:						
Hotel and venue hire	79,301	8,470	87,771	75,667	11,437	87,104
Technical support and other	32,730	4,523	37,253	31,086	4,461	35,547
Freelance and consultants	2,488	1,820	4,308	339	-	339
Printing	-	-	-	-	-	-
Staff costs (direct)	32,454	-	32,454	29,797	-	29,797
Support and indirect staff costs	25,958	-	25,958	21,681	-	21,681
Training and education:						
Freelance and consultants	45,937	-	45,937	33,898	-	33,898
Bad debts & miscellaneous	1,316	-	1,316	-	-	-
Technical support and other	2,701	-	2,701	9,574	-	9,574
Staff costs (direct)	83,378	-	83,378	67,936	-	67,936
Support and indirect staff costs	69,618	-	69,618	57,122	-	57,122
Total Charitable activities	721,963	15,218	737,181	633,869	16,348	650,217

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

8 OTHER EXPENDITURE

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
	£	£	£	£	£	£
Other trading activities:						
Technical support and other	70	-	70	1,768	4,800	6,568
Staff costs (direct)	15,301	-	15,301	12,371	-	12,371
Support and indirect staff costs	7,404	-	7,404	5,877	-	5,877
Total	22,775	-	22,775	20,016	4,800	24,816

9a SUPPORT COSTS – General management

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
	£	£	£	£	£	£
General management:						
IT & general office costs	19,422	-	19,422	24,236	-	24,236
Insurance	1,353	-	1,353	1,209	-	1,209
Consultancy & support fees	3,869	-	3,869	6,040	-	6,040
Travel and subsistence	14,808	-	14,808	16,712	-	16,712
Printing and advertising	1,544	-	1,544	2,579	-	2,579
Accountancy services	47,608	-	47,608	45,753	-	45,753
Staff costs	-	-	-	43,140	-	43,140
Staff training	6,464	-	6,464	4,011	-	4,011
Total General management	95,068	-	95,068	143,680	-	143,680

9b SUPPORT COSTS – Governance

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
	£	£	£	£	£	£
Governance:						
Staff costs	-	-	-	26,201	-	26,201
Accounts preparation	3,392	-	3,392	3,084	-	3,084
Independent examination	2,800	-	2,800	2,000	-	2,000
Travel and meeting costs	7,674	-	7,674	4,493	-	4,493
Strategic development	40,777	-	40,777	9,477	-	9,477
Total Governance costs	54,643	-	54,643	45,255	-	45,255
Total support costs	149,711	-	149,711	188,935	-	188,935

Governance costs include staff costs for supporting the Trustee meetings for the strategic planning for the charity, the preparation of statutory accounts and independent examination fees.

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

10 ALLOCATION OF SUPPORT COSTS

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
	£	£	2025	£	£	2024
Raising funds	13,514	-	13,514	10,819	-	10,819
Charitable activities:						
Membership support	113,648	-	113,648	93,436	-	93,436
Annual and other conferences	25,958	-	25,958	21,681	-	21,681
Education services	69,618	-	69,618	57,122	-	57,122
Other expenditure	7,404	-	7,404	5,877	-	5,877
Total allocated support costs	230,143	-	230,143	188,935	-	188,935

Support costs are allocated to other activities in proportion to direct staff costs incurred by those activities.

11 EMPLOYEES

	Year ended 31-Mar	Year ended 31-Mar
	2025	2024
The average number of employees during the year was:	No.	No.
Chief Executive	1	1
Office and administrative support	12	11
	<u>13</u>	<u>12</u>
The average number of full-time equivalent employees during the year	<u>10</u>	<u>9</u>

12a STAFF COSTS

	Year ended 31-Mar	Year ended 31-Mar
	2025	2024
Staff costs for the above employees:	£	£
Wages and salaries	393,484	331,881
National insurance	34,521	27,238
Pension contributions	8,778	7,316
	<u>436,783</u>	<u>366,435</u>

Pension contributions relate to payments made for members of staff in the NEST auto-enrolment scheme.

The number of higher paid employees was as follows:

	Year ended 31-Mar	Year ended 31-Mar
	2025	2024
Total emoluments (salary)	No.	No.
£80,000 to £89,999	1	1

The Trustees consider that the Chief Executive represents the key management personnel for the Charity. The total remuneration (salary, Employer's National insurance costs and pension contributions) for the Chief Executive for the year was £80,929 (2024 - £77,877).

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

12b ALLOCATION OF STAFF COSTS BY ACTIVITY

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	Funds	Funds	Funds	Funds	Funds	Funds
			2025			2024
Activities:	£	£	£	£	£	£
Raising funds	11,070	-	11,070	7,788	-	7,788
Membership support	211,834	-	211,834	179,201	-	179,201
Annual and other conferences	32,454	2,316	34,770	29,797	-	29,797
Education services	83,378	-	83,378	67,936	-	67,936
Other trading activities	15,301	-	15,301	12,371	-	12,371
Support costs:						
General management	51,276	-	51,276	43,140	-	43,140
Governance	29,156	-	29,156	26,202	-	26,202
Total staff costs	434,467	2,316	436,783	366,435	-	366,435

Staff costs have been allocated to activities, including to support costs, based on the estimated time spent.

13 NET INCOME

	Year ended 31-Mar	Year ended 31-Mar
	2025	2024
	£	£
Net income is stated after charging:		
Independent examiner's fee: - current year	2,800	2,000
Independent examiner's fee: - prior year	-	-

14 TRUSTEES' REMUNERATION AND EXPENSES

During the year a total of £1,337 was paid to five Trustees in reimbursement expenses. (2024 - £457).

15 Tangible Assets

	Year ended 31-Mar	Year ended 31-Mar
	2025	2024
	£	£
Office Equipment		
Balance at the beginning of the year	-	-
Addition during the year	2,969	-
Disposed of during the year	-	-
Depreciation charge for the year	- 320	-
	<u>2,649</u>	<u>-</u>

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

16 DEBTORS

	Year ended 31-Mar 2025	Year ended 31-Mar 2024
	£	£
Trade debtors	64,540	56,287
Other debtors:		
Prepayments	90,907	52,825
Accrued income	- 265	15
	<u>155,182</u>	<u>109,127</u>

17 CASH AT BANK AND AT HAND

	Year ended 31-Mar 2025	Year ended 31-Mar 2024
	£	£
Bank – current accounts	500	800
Bank – deposit accounts	320,194	324,550
Equal expenses cards	2,132	-
	<u>322,826</u>	<u>325,350</u>

18 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Note	Year ended 31-Mar 2025	Year ended 31-Mar 2024
		£	£
Other taxes and social security costs		- 827	14,132
Other creditors (see below)		21,551	21,520
Accruals & deferred income	19	86,996	84,522
Trade creditors		54,855	27,625
		<u>162,575</u>	<u>147,799</u>

Other Creditors breakdown

Monies held for regional groups of music service members

MusicHE	987	-
West Midlands	5,197	12,189
Eastern	4,538	4,538
North East	5,789	1,793
	<u>16,511</u>	<u>18,520</u>
PMLL liabilities for licence invoices raised	5,040	3,000
	<u>21,551</u>	<u>21,520</u>

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

19 ACCRUALS AND DEFERRED INCOME

	Year ended 31-Mar 2025	Year ended 31-Mar 2024
	£	£
Trade accruals	7,931	7,564
Total Accruals and creditors	7,931	7,564
Deferred income:		
Annual subscriptions	53,440	48,995
Training fees	25	3,588
Sponsorship and other funding	16,225	15,000
Services	9,375	9,375
Total Deferred income	79,065	76,958
Totals	86,996	84,522

Deferred Income

	Year ended 31-Mar 2025
	£
Deferred income at 1 April 2024	76,958
Income deferred in the year	79,065
Amounts released from previous years	-76,958
Deferred income at 31 March 2025	79,065

20 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£	£	£	£
Tangible Assets	2,649	-	2,649	-	-	-
Current assets	478,008	-	478,008	433,335	1,142	434,477
Current liabilities	-162,575	-	-162,575	-147,799	-	-147,799
Total funds	318,082	-	318,082	285,536	1,142	286,678

The UK Association for Music Education – Music Mark

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

21 MOVEMENT IN FUNDS

	At 1st April 2024	Income	Expenditure	Transfer between funds	At 31st March 2025
	£	£	£	£	£
Unrestricted funds:					
General fund	285,536	801,867	-769,322	-	318,082
Restricted income funds:					
Arts Council England	405	-	405	-	-
North West Conference	737	14,076	14,813	-	-
				-	-
Total Restricted Funds	1,142	14,076	-15,218	-	-
Total Funds	286,678	815,943	-784,540	-	318,082

21 MOVEMENTS IN FUNDS (continued)

	At 1st April 2023	Income	Expenditure	Transfer between funds	At 31st March 2024
	£	£	£	£	£
Unrestricted funds:					
General fund	183,493	776,067	-672,492	1,532	285,536
Restricted income funds:					
Arts Council England LDP	1,350	495	-450	-	405
North West Conference	2,273	17,630	-20,698	1,532	737
Total Restricted Funds	3,623	17,135	-21,148	1,532	1,142
Total Funds	187,116	793,202	-693,640	-	286,678

Restricted funds for the Arts Council England shown in table above totalling £405 was an underspend due to not receiving purchase invoice for a contracted cost, this was cleared in 2024-25. The North West Conference balance of £737 was used in the 2024 Conference.

22 RELATED PARTY TRANSACTIONS

Thirteen trustees who served during the year; Ciaran O'Donnell, Clair McColl, Charlotte Payne, Emma Calvert, Gemma Price, Jennifer Henley, Jan Ford, Jennifer Gilbert, Steven Greenall, Peter Bolton, Peter Smalley, Sarah Lee and Yogesh Dattani were employed during the year by Music Education Organisations that paid membership fees, and for conference and training attendance. These fees were at standard, advertised 'arms-length' rates.