

Charity number: 1141138

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## **MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL**

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### **TRUSTEES REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 14 JULY 2018**

MORACLE  
CHARTERED CERTIFIED ACCOUNTANTS & REGISTERED AUDITORS  
UNIT 3-4, ASHLEY HOUSE, ASHLEY ROAD, LONDON, N17 9LZ.



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**MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL**

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## **MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL**

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### **LEGAL AND ADMINISTRATIVE INFORMATION** For the year ended 14 July 2018

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#### **TRUSTEES**

Xavier Quattrocchi-Oubradous  
Kathleen Devitt  
Josephine Dufouleur  
Katerina Hoey  
Phill Lamond  
Natalie Lindsay  
Fabienne Nacouzi  
Florence Quattrocchi

#### **CHARITY NUMBER**

1141138

#### **COMPANY NUMBER**

06944077

#### **REGISTERED OFFICE**

54 Wandsworth Bridge Road  
London  
SW6 2TH

#### **INDEPENDENT EXAMINER**

Moracle Limited  
Chartered Certified Accountants & Registered Auditors  
Unit 3-4  
Ashley House  
Ashley Road  
London  
N17 9LZ

#### **BANKERS**

HSBC  
High Street Kensington  
94 Kensington High Street London  
W8 4SJ

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## **MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL**

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### **TRUSTEES' REPORT** **For the year ended 14 July 2018**

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The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period ended 14 July 2018. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard, including section 1A 'Small Entities', applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)

### **OBJECTIVES AND ACTIVITIES**

Music'all is a school of music that provides a holistic approach to the teaching of music. The main object of the charity is to advance, improve, develop and maintain public education in, and appreciation of, the art of music in all its aspects through the carrying on of music school and any related activities the trustees see fit.

In addition to the core curriculum (lessons, ensembles, musicianship classes), the School delivers performance platform concerts and performance classes to learn more about, and experience, playing in public. The School also runs instrument workshops for our students to experience new instruments. Finally the School offers seminars to our parents so that they can understand their children's studies and the curriculum, even if they do not play an instrument themselves

### **PUBLIC BENEFIT**

#### **Access**

Music'all combines traditional teaching of classical and jazz music, and offers a wide range of instruments to study. All students furthermore participate in group-based music-making - choir, orchestra, chamber ensemble - and take classes in musicianship. This musical approach does not exist in the majority of local schools and is only available for the very talented and gifted at the Royal School of Music. We seek to offer it to all standards and ages, and because we are a not-for-profit organisation, we are able to keep fees as low as possible, thus increasing access.

#### **Personal development**

Pupils are prepared and encouraged to take ABRSM grade exams or other qualifications where appropriate. At the high end these grades provide additional UCAS points for university applications. Pupils learn to work both independently & co-operatively.

#### **Transferable skills**

Students learn teamwork and self-motivation. They learn to work with others independently and together towards a common objective – a performance. They must develop negotiation skills amongst their peers and in addition some will develop leadership skills. We encourage older children to develop mentoring relationships with the younger students – providing inspiration for the younger ones and inculcating a sense of responsibility for the older students.

#### **Education and entertainment**

Students participate in concerts themselves where they share the stage with professional musicians. The professionals work with the students e.g., in writing new pieces for them to perform. Participation in concerts provides huge confidence and self-esteem.

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## **MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL**

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### **TRUSTEES' REPORT (CONTINUED)** **For the year ended 14 July 2018**

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#### **Bursaries**

Music'all seeks to offer this musical experience to pupils irrespective of their financial situation. As such the school runs a bursary scheme, which offers a range of financial bursaries from 25% to 95%. The bursary committee allocates bursaries within a budget decided by the Board for the following academic year. Families are invited to apply in May for the school year starting in September. The applications are reviewed by the bursary committee and the decision to award is based on the means test for the household and the level of commitment and behaviour from the pupil.

The number of bursaries allocated depends on the size of the bursary fund and the income from fund-raising events.

#### **Community outreach**

We seek to enhance the quality of life for people who may not otherwise have the opportunity to attend live music events. E.g. Our Christmas concerts at Nazareth Care Home concert in Hammersmith where our students and teachers have been performing for the residents every year since 2010. We offered a free concert to a local school performed by our senior students and our choirs took parts in various free events in the Borough. In addition, we also ran free workshops during our open day in order to present instruments to children in the Borough.

### **ACHIEVEMENT AND PERFORMANCE**

In 2017-18, Music'all enrolled over 220 students.

This year, our fundraising activities for the school, namely a Family concert and a Fun-Run, raised sufficient funds to support our bursary program. This enabled us to give scholarships to students whose parents would otherwise not be able to afford a musical education for their children. We received some unrestricted donations from private donors.

### **FINANCIAL REVIEW**

In accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) and with relevant companies and charities legislation and regulations. The Statement of Financial Activities on page 10 shows Music'all's income from all sources and how this was expended, and the split of activity between restricted and unrestricted funds.

The Charity's income was £348,984 for the year ended 14 July 2018 compared to £329,400 in the year ended 14 July 2017. The total expenditure amounted to £327,304 for the year ended 14 July 2018 compared to £317,314 in the year to 14 July 2017. The fund balance carried forward at 14 July 2018 is £87,200 compared to £65,595 in the year ended 14 July 2017. The full Statement of Financial Activities is set out on page 9 of these accounts.

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## MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

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### TRUSTEES' REPORT (CONTINUED) For the year ended 14 July 2018

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#### Reserves Policy

Music'all - a school of music for all - is committed to using its resources in pursuit of its charitable objectives. It is also committed however to maintaining a level of reserves that is prudent to meeting on-going liabilities, sufficient to ensure that all delivery commitments can be met and to protect the long-term future of Music'all - a school of music for all operations. Music'all - a school of music for all policy seeks to balance these priorities by holding a level of reserves, which covers the operating commitments. The Board of Trustees monitors the level of reserves frequently and takes appropriate action if reserves fall outside the desired range.

So far, Music'all has identified three potential risks to its business that it needs to take into consideration:

Music'all is a local school serving a local community. As a result geographical location is all-important. Should the school no longer be able to lease the premises at Lady Margaret, it would need to be financially prepared to find a suitable alternative locally.

Music'all also faces the risk of cancelling lessons as a result of adverse weather or other force majeure. In such a situation the school would still pay the teachers but some element of refund for the parents may be appropriate thus generating a loss to the school for that period.

Brexit: The majority of families at Music'all are from European background (mainly French). As such, Music'all might be impacted negatively in case of Brexit. Music'all run scenarios to evaluate the impact of losing part of the families from European background and we are confident that the general reserves can cover the impact of Brexit.

#### Investment policy and performance

The Articles of Association provides that the organisation invests moneys not immediately required for its own purposes in or upon such investments, securities or property, as may be thought fit. At the present time the trustees' policy is to maintain all such monies on deposits earning a market rate of interest.

#### Financial outlook and future plans

The school has grown to approximately 200 pupils and management will review the optimum size and organisational structure for the school going forward this year. Music'all continues to give end of term concerts throughout the last year, host ABRSM grade exams during the summer term, and puts on a Christmas concert for residents of Nazareth Care Home in Hammersmith in December.

## STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Constitution and organisational structure

Music'all - a School of Music for all is a company limited by guarantee and was incorporated on 25<sup>th</sup> June 2009.

Music'all - a School of Music for all was established by a Memorandum and Articles of Association, which describes the objects and powers of the charitable company; it is governed under its Articles of Association. Under those Articles, the Trustees are appointed at the Annual General Meeting. The Members have guaranteed to contribute a maximum of £1 each in the event of the company being wound up.

All members of the Trustee Board give their time voluntarily and received no benefits from the charity. Any expenses reclaimed from the charity are set out in the notes to the accounts.

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## MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

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### TRUSTEES' REPORT (CONTINUED) For the year ended 14 July 2018

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#### Governance and decision-making

The Board of Trustees/Directors governs Music'all - a school of music for all and meets at least 4 times a year to discuss and review strategy, planning, development and financial matters. Day-to-day management of the organisation is delegated to the Director of music and the Head of Administration and the teachers (under Service Agreement).

#### Recruitment and appointment of new trustees

The appointment and removal of trustees is decided by a majority of votes. At every Annual General Meeting, the longest serving one-third of the trustees is required to retire from office but these trustees are eligible for re-election.

#### Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of Music'all a School of Music for all, for the purposes of company law) 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).

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 and of the incoming resources and application of resources, 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 Charities 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; and
- 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.

### APPROVAL

This report was approved by the Board of Trustees on 30<sup>th</sup> of January 2019 and signed on its behalf by:

**Fabienne Nacouzi – Trustee**



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## MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

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### INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF MUSIC'ALL - A SCHOOL OF MUSIC FOR ALL

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I report on the accounts of the charitable company for the year ended 14 July 2018, which are set out on pages 10 to 17.

#### Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Association of Chartered certified Accountants

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- To follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

#### Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

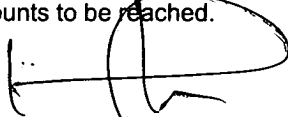
#### Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
  - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Morlai Kargbo  
For and on behalf of Moracle  
Chartered Certified Accountants & Registered Auditors  
Unit 3-4  
Ashley House, Ashley Road  
London  
N17 9LZ

Date: 30<sup>th</sup> January 2019

# MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

## STATEMENT OF FINANCIAL ACTIVITIES For the year ended 14 July 2018

	Notes	Unrestricted Funds	Restricted Funds	2018 TOTAL	2017 Total
		£	£	£	£
<b>INCOME AND ENDOWMENT FROM:</b>					
Donations and legacies					
Donation		10,757	-	10,757	8,022
Others Trading Activities					
Fundraising		9,914	-	9,914	9,701
Income from Investment					
Bank interest received		119	-	119	32
Income from Charitable activities					
Teaching Income		315,487	-	315,487	297,963
Admin Fee		750	-	750	600
Events		9,918	-	9,918	11,085
Other income		2,039	-	2,039	1,997
<b>TOTAL INCOME AND ENDOWMENTS</b>		<b>348,984</b>	<b>-</b>	<b>348,984</b>	<b>329,400</b>
<b>EXPENDITURE ON:</b>					
Expenditure on Raising funds		2,014	-	2,014	2,447
Expenditure on charitable activities	2	325,290	-	325,290	314,789
<b>TOTAL EXPENDITURE</b>		<b>327,304</b>	<b>-</b>	<b>327,304</b>	<b>317,236</b>
<b>NET INCOME BEFORE TRANSFERS</b>		<b>21,680</b>	<b>-</b>	<b>21,680</b>	<b>12,164</b>
Transfers		-	-	-	-
<b>NET MOVEMENT IN FUNDS FOR THE YEAR</b>		<b>21,680</b>	<b>-</b>	<b>21,680</b>	<b>12,164</b>
Total funds brought forward		65,595	-	65,595	53,431
<b>TOTAL FUNDS CARRIED FORWARD AT 14 JULY 2018</b>	<b>8</b>	<b>87,275</b>	<b>-</b>	<b>87,275</b>	<b>65,595</b>

The Statement of Financial Activities includes all gains and losses recognised in the year. The notes on pages 12 to 17 form part of the financial statements.

# MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

## BALANCE SHEET As at 14 July 2018

		2018	2017
	Notes	£	£
<b>FIXED ASSETS</b>			
Tangible fixed assets	5	132	235
<b>CURRENT ASSETS</b>			
Debtors	6	14,978	14,798
Cash at bank and in hand		<u>255,108</u>	<u>187,700</u>
		270,086	202,498
<b>CREDITORS:</b> Amounts falling due within one year	7	<u>(183,018)</u>	<u>(137,138)</u>
NET CURRENT ASSETS		87,068	65,360
NET ASSETS		<u>87,200</u>	<u>65,595</u>
<b>FUNDS</b>			
Unrestricted funds	8		
General fund		68,200	50,595
Designated funds	9	19,000	15,000
		<u>87,200</u>	<u>65,595</u>

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## MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

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### BALANCE SHEET (CONTINUED) As at 14 July 2018

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The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 14 July 2018. The members have not required the company to obtain an audit of its financial statements for the year ended 14 July 2018 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006; and

b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including, section 1A 'Small Entities' of the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective January 2015), and the Companies Act 2006.

The financial statements were approved and authorised for issue by the Trustees on 30<sup>th</sup> January 2019 and signed on their behalf, by:

Fabienne Nacouzi - Trustee

A handwritten signature in black ink, consisting of a stylized 'F' and 'N' joined together, with a long vertical stroke extending downwards from the 'N'.

The accompanying notes form part of the financial statements

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## **MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL**

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### **NOTES TO THE FINANCIAL STATEMENTS** **For the year ended 14 July 2018**

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#### **1. ACCOUNTING POLICIES**

##### **1.1 Basis of preparation of financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with applicable United Kingdom accounting standards, including, section 1A 'Small Entities' of the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective January 2015), and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

##### **1.2 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

##### **1.3 Income and Endowments**

Income is recognised when the school has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

School fees are invoiced a term in advance. To ensure compliance with the accruals concept it may be necessary to defer income into the following period.

Income received in advance for school fees is deferred until the criteria for income recognition are met.

##### **1.4 Donations**

Income from donations is recognised at the time of pledge.

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## MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

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### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) For the year ended 14 July 2018

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#### 1.5 Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading including the bar and coffee lounge and their associated support costs.
- Expenditure on charitable activities includes the costs of performances, exhibitions and other educational activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.
  - Allocation of support costs.

Support costs are those functions that assist the work of the school but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Schools music programmes and activities. Governance costs are those incurred in connection with enabling the Charity to comply with external regulation, constitutional and statutory requirements and in providing support to the Trustees in the discharge of their statutory duties.

These costs have been allocated between cost of raising funds and expenditure on charitable activities.

#### 1.6 Depreciation and Fixed Assets

Items purchased are accounted for as fixed assets when the purchase price is over £50. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases is estimated at 3 year. This year, the fixed assets represent the instruments that Music'all bought for its tuition needs.

#### 1.7 Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the SOFA as incurred.

#### 1.8 VAT

The charity is not registered for VAT and its expenses are therefore inflated by VAT, which cannot be recovered.

# MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) For the year ended 14 July 2018

### 2. CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2018 TOTAL	2017 TOTAL
	£	£	£	£
Charitable ACTIVITIES				
Teaching fees	183,764	-	183,764	173,691
Events	11,058	-	11,058	13,212
Teaching books	3,356	-	3,356	4,398
Scholarships granted	14,137	-	14,137	14,212
Saturday Expenses	2,709	-	2,709	2,580
Support costs				
Rent of premises	49,300	-	49,300	49,300
Support Fees	51,774	-	51,774	49,927
Communication costs	1,215	-	1,215	1,670
Development	1,015	-	1,015	50
Instrumental rental	1,303	-	1,303	1,007
Web costs	1,390	-	1,390	1,605
Telephone	151	-	151	179
Depreciation expenses	282	-	282	202
Bad debts	-	-	-	-
Staff entertainment	432	-	432	391
Insurance	480	-	480	91
Office expenses	1,033	-	1,033	692
Miscellaneous expenses	364	-	364	23
Governance	1,527	-	1,527	1,559
	<u>315,821</u>	<u>-</u>	<u>315,821</u>	<u>314,789</u>

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## MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

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### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) For the year ended 14 July 2018

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#### 3. NET INCOME FOR THE YEAR

The net income for the year is stated after charging:

	2018	2017
	£	£
Depreciation of tangible fixed assets	282	202
Independent examination fee	1,140	1080
	<u>1,422</u>	<u>1282</u>

During the year, no Trustees received any remuneration, any benefits in kind, any reimbursement of expenses (2017-Nil).

During the year the charity did not employ any staff.

#### 5. TANGIBLE FIXED ASSETS

	Furniture & Fittings	Instruments	Total
	£	£	£
<b>COST</b>			
At 15 July 2017	691	1,353	2,044
Additions	<u>179</u>	<u>179</u>	<u>179</u>
At 14 July 2018	691	1,532	2,223
<b>DEPRECIATION</b>			
At 15 July 2017	485	1,324	1,809
Charge for year	<u>169</u>	<u>113</u>	<u>282</u>
At 14 July 2018	654	1,437	2,091
<b>NET BOOK VALUE</b>			
At 14 July 2018	<u>37</u>	<u>95</u>	<u>132</u>
At 14 July 2017	<u>206</u>	<u>29</u>	<u>235</u>

# MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

For the year ended 14 July 2018

### 6. DEBTORS

	2018 £	2017 £
Debtors	14,284	13,933
Prepayments	694	865
Stock asset	0	0
	<u>14,978</u>	<u>14,798</u>

### 7. CREDITORS – AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018 £	2017 £
Deposits	39,867	33,667
Deferred revenue - See below	129,858	100,962
Other creditors	13,293	2,509
	<u>183,018</u>	<u>137,138</u>

Since 2017, Music'all requires all families to pay in advance the first term of fees for the school year 2017-18 in order to secure their place. The deferred revenue is composed of invoices issued in May/June 2018 for the fees covering the 1st term 2018-19 starting in September 2018.

### 8. MOVEMENT IN FUNDS

	Brought forward £	Income £	Expenditures £	Transfers between funds £	Carried Forward £
Unrestricted funds					
General fund	50,595	348,984	(326,379)	(4,000)	69,200
Designated funds	15,000	-	-	4,000	19,000
	<u>65,595</u>	<u>348,984</u>	<u>(326,379)</u>	<u>-</u>	<u>87,200</u>

#### General Funds

Funds available are sufficient to permit the charity to continue in operation in the short term.

#### Designated Funds

The designated funds are dedicated to bursaries, in order to ring-fence guarantee these funds.

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## MUSIC'ALL- A SCHOOL OF MUSIC FOR ALL

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### NOTES TO THE FINANCIAL STATEMENTS For the year ended 14 July 2018

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#### 9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General funds 2018 £	Designated funds 2018 £	Total funds 2018 £	Total funds 2017 £
Total assets	251,218	19,000	270,218	202,733
Total liabilities	(183,018)	-	(183,018)	(137,138)
	<u>68,200</u>	<u>19,000</u>	<u>87,200</u>	<u>65,595</u>

#### 10. TAXATION

The charity is not liable to tax on its charitable grants, donations or fee income earned in the course of its charitable activities, so long as the income is applied for the purposes of its charitable aims.

#### 12. REMUNERATION

The support fees are composed of the Director of Music, the Head of Admin, the receptionist and a stage manager. All positions on a yearly service contract with set numbers of hours charged to Music'all.