

ABO

ASSOCIATION OF **BRITISH ORCHESTRAS**



REVIEW
OF THE
YEAR
2019/20

PREFACE



It has been an enormous privilege to chair the Association of British Orchestras for the last three years and I am honoured, once again, to introduce our Review of the Year – this time for 2019/20.

Looking back on the past 12 months, it would not be unusual to recall significant events chronologically. However, the last few weeks of the year were anything but usual and of such significance, that in this instance, they must come first.

Little did we know when we all gathered in Manchester in January 2020 for what turned out to be an outstanding Annual Conference, hosted brilliantly by our friends the Hallé Orchestra and BBC Philharmonic, that we would soon be facing a global crisis of such magnitude that the very existence of the performing arts in the UK came into question. The full effects of COVID-19 on our sector are currently unknown and the long and uncertain road to recovery still largely ahead of us. But the importance and value of music to the

lives of so many people in our country has never been clearer. Neither has the extraordinary resilience, optimism and determination of the musicians, composers, managers, publishers, festivals, venues, agents, funders and supporters who have worked tirelessly and creatively to seek a sustainable and thriving future for our remarkable artform.

The ABO exists to provide advice, support, intelligence and information to the people who make British orchestras a global success. For much of the last year, this involved detailed briefings and analysis on Brexit – another issue with the potential to have a hugely significant and unwelcome impact on the day to day activities of the UK's orchestras, both at home and abroad.

More positively, it has been a great pleasure to see the development of the ABO's leadership programme Find Your Way. We were especially pleased to receive funding from Help Musicians and the Vernon Ellis Foundation which will now allow the programme to grow and develop over the coming years, offering valuable support to many more talented colleagues throughout our membership.

Looking forward, and as we rebuild following the effects of COVID-19, I know the ABO's work will focus increasingly on critical issues pertaining to diversity and inclusion. The Board and management team will act with a deep and unified commitment in supporting an orchestral sector fully representative of the many communities which its members serve.

So, as my term as Chair draws to an end, I should like to offer my heartfelt thanks to the Board of the ABO for their unwavering support and expertise and to Mark Pemberton and our dedicated management team for advocating so brilliantly on our behalf. Finally, I would like to thank all members of the Association, not only for supporting the work of the ABO, but most importantly, for creating such an inspirational community, transforming the lives of so many people across the UK and beyond every day.

I hope you enjoy reading our Review of 2019/20.

A handwritten signature in black ink, appearing to read 'G. Reid'. The signature is stylized and fluid, with the first name 'Gavin' and the last name 'Reid' clearly distinguishable.

Gavin Reid
Chair

INTRODUCTION



2019/20 saw the ABO continue to deliver on its key objectives of connecting, championing and developing the UK's professional orchestras, youth ensembles and the wider classical music sector.

During the year the ABO published its latest statistics, showing a sector that was continuing to build audiences for live performances and engage with significant numbers of young people and adults through learning and participation programmes. This growth had been helped by the introduction of Orchestra Tax Relief, which has provided a much-needed additional source of funding for our members to help offset the continued squeeze on public investment for the arts at national and local level.

Other priorities during the year saw us continue to support the Family Arts Campaign, and we are encouraged by the continued engagement with the campaign by our members. We continued to work in partnership with PRS Foundation on the Resonate programme,

and were delighted by the continued success of the ABO Trust's Sirens programme, which provides grants to ABO members to perform works by historical women composers.

In line with our focus on leadership, the ABO ran its Find Your Way programme for a fifth year, supported by the ABO Trust with additional funding from Help Musicians and the Vernon Ellis Foundation.

Once again we held a very successful conference, with record-breaking attendance, seeing delegates drawn from across the globe. We are hugely grateful to our hosts, the Hallé Orchestra and the BBC Philharmonic, and our gratitude as ever goes to our principal media partner Classic FM and to BBC Radio 3 for their input into the conference programme, as well to the many other sponsors and partners who helped make the conference such a success. We were particularly delighted to welcome a delegation from the Russian Union of Concert Organisations, supported by the British Council, as part of UK-Russia Year of Music.

On the negative side, the potential impact of Brexit on the orchestral sector, especially the threat of No Deal, continued to occupy much of our attention. The ABO has continued to play an active role in liaising with the DCMS, other government departments and the Migration Advisory Committee on achieving a positive outcome for our sector.

And little did we expect that at the tail end of our financial year, the ABO and its members would face one of the biggest crises the UK has ever seen. At time of writing it is becoming ever clearer just how bad the impact of the COVID-19 emergency on our sector will be, with a sustained period without earned income likely to leave our sector with some long-term damage.

We are grateful for the active support of board members during the year. As ever, we remain committed to delivering on our mission of connecting, championing and developing professional orchestras and youth ensembles across the UK, and to ensuring a vibrant and sustainable sector.

A handwritten signature in black ink that reads "Mark Pemberton". The signature is fluid and cursive, with a long horizontal line extending to the right.

Mark Pemberton
Director

REVIEW OF THE YEAR 2019/20

To be presented at the Annual general meeting of the Association of British Orchestras.

MISSION AND OBJECTIVES

The ABO board agreed the following **mission statement** commencing 1 April 2019: The ABO's mission is to enable and support an innovative, collaborative and sustainable orchestral sector; and to provide advice, support, intelligence and information to the people who make British orchestras a global success.

The key Strategic Objectives of the Association cover three areas of activity:

- **Connecting**
- **Championing**
- **Developing**

Using the framework of the mission statement, our key **aspirations** for 2019-2022 will be to deliver on these key objectives through:

- **Connecting** members to other members and the wider industry through networking opportunities, keeping our members well-informed and up-to-date with best practice to help build resilience and financial sustainability.
- **Championing** orchestras and the wider membership, raising their profile and influence with key stakeholders and the British public, through political engagement, the media, social media and stakeholder bulletins. We will track and influence the development of legislation and government policies both in the UK and internationally, and advocate the value of public and private investment in the orchestral sector.
- **Developing** the skills and knowledge of our members' staff, including providing and signposting to high quality professional development opportunities and nurturing emerging leaders.

2019/20: THE YEAR IN HIGHLIGHTS

APRIL: Archivists and Stage & Transport Managers meeting. ABO Trust and ABO Board meetings. Director chairs Music Network UK roundtable with Claire Mera-Nelson, Director of Music, Arts Council England. Performing Arts Parliamentary Drop-In at Portcullis House.

MAY: Education, Fundraising, Finance, Chamber Orchestras and Concert & Orchestra Managers meetings. Find Your Way group meeting. Director and Education & Youth Consultant attend Classical Next. Membership & Operations Manager attends Healthy Conservatoires Network in Leeds. Director attends Pearle Conference in Plovdiv.

JUNE: ABO Scottish Members and Chairs & Trustees meetings. Essentials of Fundraising, Introduction to Marketing, and HR for Non-HR Managers courses. Director and Education & Youth Ensembles Consultant attend League of American Orchestras conference in Nashville.

JULY: ABO Board Meeting. Director chairs ACEVO Arts & Heritage Special Interest Group. Membership & Operations Manager attends CITES Sustainable Users Group. ABO News sent to key stakeholders.

AUGUST: Annual Kubba Challenge match with IAMA.

SEPTEMBER: ABO Board Meeting. ABO/MU Freelance Agreement negotiation meeting. Director takes part in BBC Radio 4's Front Row. Membership & Operations Manager attends CITES Sustainable Users Group.

OCTOBER: ABO Trust meeting. Get Ready for Brexit workshops held in London and Manchester and animation published on YouTube. Immigration Webinar in partnership with Alison Hunter, Wesley Gryk Solicitors. Concert & Orchestra, Stage & Transport, Finance, Fundraising, Chamber Orchestras and Education Managers Meetings. ABO Director chairs Music Network UK roundtable with Ian Leete, Senior Adviser – Culture, Tourism and Sport, Local Government Association. ABO sponsors CACIN fringe event at Conservative Party Conference. Director attends '20 Years of European Social Dialogue in the Live Performance' celebration and Live Performance Sector Social Dialogue meeting in Brussels, and gives keynote speech at Society of Polish Philharmonic Orchestras conference in Lodz. APPG on Classical Music AGM. Find Your Way group meeting. New website launched.

NOVEMBER: ABO Board Meeting and AGM. Scottish Members meeting, Working with Creative people, Essentials of Fundraising, Introduction to Marketing and inaugural Introduction to Concert & Orchestra Management courses. Noise at Work Risk Assessment Webinar with Royal Opera House. Find Your Way group meeting. ABO/MU Freelance Agreement negotiation meeting. Director and UK delegation attend International Culture Forum in St Petersburg supported by the British Council. Director attends Pearle conference in Porto. ABO News sent to key stakeholders.

DECEMBER: Find Your Way group meeting and Alumni Refresher Day. Director chairs National Music Council AGM and Music Network UK roundtable with Cathy Graham, Director of Music, British Council.

JANUARY: ABO Conference and presentation of ABO Award in Manchester. Presentation of ABO/Classical Music Awards for Orchestra Manager, Concert Hall Manager and Artist Manager of the Year at BBC Quay House, Media City Salford.

FEBRUARY: ABO Board Meeting. ABO Welsh Members Meeting. Membership & Operations Manager attends CITES Sustainable Users Group. APPG on Classical Music meeting.

MARCH: Introduction of regular COVID-19 emergency board and member meetings on Zoom.

CONNECTING

ABO Conference

This year's Conference, in association with Principal Media Partner **Classic FM**, Media Partner **Classical Music** and Charity Partner **Help Musicians** took place in Manchester and Salford from 29-31 January 2020, hosted by the **Hallé Orchestra** and **BBC Philharmonic**.

The Conference theme was **2020 Vision**. Speakers included James Purnell, Director, Radio & Education, BBC; Morten Gjelten, Director, Association of Norwegian Theatres and Orchestras; composer Oliver Vibrans; Chiara Badiali, Knowledge and Sector Intelligence Lead, Julie's Bicycle; Teemu Kirjonen, General Manager, Sinfonia Lahti; Jessica Schmidt, Principal Consultant, Orchestrate Inclusion; James Sanderson, Director of Personalised Care, NHS England; Paul Amadi, Chief Supporter Officer, British Red Cross; Suzie Leighton, Director, The Culture Capital Exchange; Cassie Raine, Co-Founder & Director, Parents and Carers in Performing Arts; Richard Morrison, Chief Culture Writer, The Times; Rebecca Allen, President, Decca Records Group; and Dickon Stainer, President and CEO of Global Classics and Jazz, Universal Music Group.

The opening session saw a keynote speech by Helen Whately MP, Parliamentary Under-Secretary of State for Arts, Heritage and Tourism. Speakers in the closing session included Barbara Keeley MP, Chair of the All Party Parliamentary Group on Classical Music, Cllr Luthfur Rahman, Executive Member for Skills, Culture & Leisure, Manchester City Council and Darren Henley OBE, Chief Executive, Arts Council England.

The Hallé Orchestra presented a concert at the Bridgewater Hall, conducted by their music director Sir Mark Elder, and the BBC Philharmonic hosted a concert by the Able Orchestra in the BBC Philharmonic Studio.

Sponsors of the conference included the British Association of Concert Halls, British Council and the ISM. We are also grateful to the Musicians' Union for providing financial support for attendance by musicians and to the Arts Fundraising and Philanthropy programme for funding towards a strand of sessions focused on fundraising.

Headline numbers for the conference are that in 3 days we:

- put on **22** different sessions
- with **87** speakers / panellists
- to **419** total unique delegates
- welcomed **250** to the awards dinner
- and sold **143** tickets for the Hallé concert



Opening session of ABO Conference 2020, Stoller Hall

Specialist Managers Meetings

Specialist Managers Meetings continued to form the backbone of the ABO's events programme. Meetings for Archivists, Chairs & Trustees, Chamber Orchestras, Concert & Orchestra, Education, Fundraising, Finance, Opera & Ballet and Stage & Transport Managers, along with Scottish and Welsh members took place during the year, with **403** attendees in total.

The Specialist Managers Meetings provide opportunities for colleagues from different organisations to meet and discuss subjects of mutual interest and benefit from the latest developments in their field through talks and surgeries given by experts. Reports of the meetings are available to download from the members' area of the ABO website.

During the year, members heard from a range of external speakers including health & safety consultant Alison Wright Reid; Anglian Hearing Healthcare; Arts Fundraising & Philanthropy; Awards for Young Musicians; Benedetti Foundation; Boomerang Carnets; Chads Grove School; Chapel & York; Clore Leadership Programme; Creative Tax Reliefs Ltd; Future Talent; HMRC; Indigo Ltd; Institute of Fundraising; London Music Masters; Musicians' Hearing Services; PRS Foundation; Rebecca Driver Media Relations; Road Haulage Association; Smith & Williamson; SOS Global Express; Sound Connections; National Archives; National Theatre; UK Theatre; Utley Foundation.

We are hugely grateful to the chairs of the respective specialist manager groups for helping develop agendas and source external speakers:

- Chairs & Trustees – John Singer, Chairman, City of London Sinfonia
- Chamber Orchestras – Peter Helps, Sinfonia Viva
- Concert & Orchestra Managers – Alex Walden, BBC Concert Orchestra and Phil Boughton, Opera North
- Education Managers – Steve Pickett, Hallé Orchestra
- Finance Managers – Ivan Rockey, Orchestra of the Age of Enlightenment and Simon Webb, BBC Philharmonic
- Fundraising Managers – Nick Brealey, Britten Sinfonia and Nick Jackman, London Philharmonic Orchestra
- Opera & Ballet – Phil Boughton, Opera North
- Scottish Members – Jenny Jamison, Scottish Ensemble
- Welsh Members – Peter Bellingham, Sinfonia Cymru

The ABO held two well-attended workshops in London and Manchester in October to help members Get Ready for Brexit, along with an Immigration Webinar from Alison Hunter, Partner, Wesley Gryk Solicitors and an animation on future border controls, funded by the Department for Business, Energy & Industrial Strategy.



Culture Minister Helen Whately MP at opening session of ABO Conference 2020

CHAMPIONING

Public Affairs

The ABO team met regularly during the year with representatives from the government and funding agencies, and holds regular meetings with the UK's arts associations and entertainment unions to discuss common strategies on arts policy and funding.

In April 2017 the ABO appointed Connect Communications to serve as Public Affairs consultants. Their role is to connect the ABO with ministers and parliamentarians, provide strategic advice, monitoring and research, as well as help with the production of key documents and responses to government consultations.

Over the year, meetings were held with officials at the DCMS and with MPs to present evidence on the impact of Brexit on the orchestral sector. A Performing Arts Parliamentary Drop-In at Portcullis House, held jointly with SOLT, UK Theatre and One Dance UK, took place in April.

Our e-bulletin, ABO News, with news and information on the activity of ABO members, was sent to parliamentarians and key stakeholders at regular points during the year.

Communications

Following the departure of Claire Willis of ElevenTenths PR as ABO's press consultant, Victoria Taylor has been working with the ABO team since December 2019.

For the ABO Conference in Manchester/Salford in January 2020, Victoria worked with the communications teams from the BBC Philharmonic, Hallé, BBC Classical and BBC North, and with media partners Classic FM (Classic FM brought a member of their online and social media team to the conference to cover the conference on social media and on their website) and Classical Music magazine to ensure the smooth running of media and PR around the conference. Victoria also formed part of the ABO conference team, liaising with speakers and VIP guests, drafting the script for the ABO Classical Music Awards, providing social media support and live-tweets for the awards, and coordinating photography and distribution of press information. Press coverage of the 2020 Conference included on-air mentions on BBC Radio 3 and BBC Radio Scotland, and in the specialist press including in Classical Music, BBC Music Magazine and International Arts Manager. Feature coverage included interviews with Mark Pemberton in PRS for Music's M Magazine and Australia's Limelight Magazine. The Big Issue also published an authored piece by Mark on the impact of Brexit on the orchestral sector. Working closely with the BBC Classical press team, coverage of James Purnell's session at the conference ranged from the UK nationals to regional and specialist media.

Following the COVID-19 outbreak, Victoria has been working to try and ensure that ABO's concerns for the orchestral sector are voiced in the media. Briefings have been sent to key media contacts and press coverage included an authored piece by the ABO Director in Music Week, which was picked up by The Stage and Slipped Disc, an interview on BBC Radio 3's Music Matters, and an authored piece in Arts Professional.

All-Party Parliamentary Classical Music Group

The Group's purpose is to bring together parliamentarians who have an interest in and wish to further the appreciation of classical music; to act as an interface between British orchestras' on and off-stage activities, the wider classical music industry, including broadcasters and the recording industry, and key decision makers and opinion formers; and to look at the potential for establishing parliamentary classical music awards and promoting and supporting young musicians. The ABO serves as the Group's secretariat, and advised parliamentarians during year on various issues.

Meetings took place in October and February with guest speakers David Pickard, Director, BBC Proms, and Richard Morrison, Chief Music Critic, The Times.

ABO/MU Casual Concert/Freelance Orchestral Agreement

The ABO continued to negotiate the ABO/MU Agreement through its working party comprised of Mark Pemberton and Jenny Lomas, ABO; John Harte, Aurora Orchestra; Elaine Baines, City of London Sinfonia; Timothy Walker, London Philharmonic Orchestra; James Williams, Royal Philharmonic Orchestra; and Peter Helps, Sinfonia Viva. A 2 year agreement for 2018-20 was concluded in November 2018, and negotiations took place during the year on the agreement for 2020-21.

Awards

The **ABO Award** was presented during the ABO Conference to philanthropist **Carol Colburn Grigor**.

ABO/Classical Music Awards were presented by BBC Radio 3 presenters Elizabeth Alker and Tom McKinney, in partnership with BBC Philharmonic, to **Peter Garden**, Executive Director (Performance and Learning), Royal Liverpool Philharmonic (Orchestra Manager of the Year), **Helen Wallace**, Artistic Director, Kings Place (Concert Hall Manager of the Year) and **Helen Sykes**, Helen Sykes Artist Management (Artist Manager of the Year).

Due to the COVID-19 emergency, presentation of the 2020 **ABO/RPS Salomon Prize** was delayed to the following year.



ABO Award winner Carol Colburn Grigor with ABO Chair Gavin Reid



ABO Classical Music Awards winners 2020 (Helen Wallace, Peter Garden, Helen Sykes)

National Music Council and Music Education Council

The ABO is a member of the National Music Council, which exists to promote the interests of the music sector. The Director was re-elected as the NMC's Chairman in December 2019. It is also a member of the Music Education Council and was elected to the MEC Forum in May 2017.

Pearle* and International Engagement

The ABO and its members benefit hugely from membership of Pearle* (Live Performance Europe), the European league of performing arts associations, which helps the ABO keep track of and influence legislative and regulatory developments within the EU and which holds twice-yearly conferences of its members. The Director attended its conferences in Plovdiv in May and Porto in November. He also attended meetings of the Live Performance Sector Social Dialogue Committee in Brussels, which brings together employers' associations and trade unions from across the EU. Following the UK's departure from the EU, the ABO is no longer eligible to attend these meetings.

The ABO benefits from attending international conferences and engaging with colleagues abroad, through forging connections with arts leaders, orchestras and orchestral associations in other countries, and sharing and disseminating best practice to our respective memberships. These included Classical Next in Rotterdam in May, where the Director chaired two sessions for orchestral delegates, the League of American Orchestras in Nashville in June, where he chaired a conference session, and the Society of Polish Philharmonic Orchestras in Lodz in October, where he gave a keynote speech.

As part of UK-Russia Year of Music, the British Council supported the cost of attendance by the ABO Director and three orchestra CEOs (Jenny Jamison, Scottish Ensemble, Stephen Maddock, CBSO and Simon Webb, BBC Philharmonic) at the International Cultural Forum in St Petersburg in November 2019. The UK delegates gave a presentation as part of the Music strand of the conference, and the ABO Director took part in the opening plenary of the Forum.

PRS For Music

During the year the ABO was informed by PRS for Music of its intention to increase the tariff for performances of classical music. The ABO worked with other key stakeholders to gather information on the negative impact this would have on its members, and through a consortium engaged and contributed to the costs of legal advisers.

Website, Social Media and Update

Designed by Scaramanga, the ABO's new website went live in October in time for bookings to open for the ABO Conference. It continues to be an invaluable source of communication and information for members and the general public. Figures show that from 1 April to 30 September 2019 there were 35,584 visits from 14,565 unique visitors generating over 71,431 page views. These are an excellent measurement of how valuable the website has become in communicating its message to members and the wider world.

The ABO has continued to "tweet" relevant news via Twitter to its 8000 followers and the hashtag for the ABO Conference was widely used by delegates as well as observers away from the conference.

The ABO continued to distribute its much-valued monthly members Update, and Education and Youth Ensemble e-bulletins.

DEVELOPING

The ABO continues to provide access to a range of briefing sheets on topics of relevance and concern to the membership, and provides up-to-date information on events and information via its monthly email Update for members. The ABO continued to offer advice for the benefit of its members, and we are grateful for the pro-bono advice on VAT provided by Graham Elliott and tax advice from Smith & Williamson.

Family Arts Campaign



The ABO remains a member of the Family Arts Campaign consortium and is represented on the Project Board. The Campaign is now an Arts Council England Sector Support Organisation, with The Albany as accountable body. Projects included Family Arts Campaign webinars and widening access to data on family audiences through a partnership with The Audience Agency's Audience Finder database.

Work on core activity continued, including promotion of family events via the Fantastic for Families listings website, training including the biennial Family Arts Conference, support to local Family Arts Network, and promotion of the Family Arts Standards quality-mark.

Work on promoting age-friendly and intergenerational practices continued through promotion of the new Age-Friendly Standards and biannual Celebrating Age sharing seminars.

Professional Development

There were **99** attendees for the ABO's training courses, with attendees very positive about the content and insight gained. ABO courses included Fundraising, HR for Non-HR Managers, Marketing, and Working with Creative People, while ABO members also attended a range of UK Theatre courses. The Introduction to Concert Orchestra Management course received its debut and was well received.



The Blue Room at BBC Quay House, ABO Conference dinner

Leadership Programme: Find Your Way

The previous year's programme finished with a final group meeting in May 2019 where participants heard from Matthew Swann, CEO, City of London Sinfonia. Over the summer the ABO put out an open call for applications to the 2019/20 programme, and a record number of applications were received, with six participants selected. The programme in 2019/20 was jointly run by Richard Wigley, Wigley Arts Management and leadership trainer Andy Beaumont, to help Richard Wigley to allocate his time alongside his CEO role at Ulster Orchestra. Richard and Fiona Harvey, the ABO's Education & Youth Ensembles Consultant, matched participants with mentors. In 2019/20, the ABO attracted funding from Help Musicians and the Vernon Ellis Foundation in addition to funding from the ABO Trust, making it a sustainable programme until 2022.

The full list of participants and their mentors is:

Participant	Mentor
Sonali Banerjee, Head of Music Planning, Trinity Laban Conservatoire of Music and Dance	Peter Helps, Chief Executive, Sinfonia Viva
Doug Bott, Musical Director, OpenUp Music	Tim Walker, Chief Executive and Artistic Director, London Philharmonic Orchestra
Helen Brew, Associate Principal Flute, Royal Scottish National Orchestra	Gavin Reid, Chief Executive, Scottish Chamber Orchestra
Tom Philpott, Planning Manager, BBC Symphony Orchestra	John Summers, Chief Executive, The Hallé
Katy Wakeford Brown, Artistic Planning Manager (Orchestra and Ensembles), Liverpool Philharmonic	Kathryn McDowell, Managing Director, London Symphony Orchestra
Sarah Whitston, Finance Director, Southbank Sinfonia	Stephen Maddock, Chief Executive, City of Birmingham Symphony Orchestra

The group's first meeting took place in October at BBC Maida Vale, led by Richard Wigley and Andy Beaumont, and included Paul Hughes, Director, BBC Symphony Orchestra, Symphony Chorus and BBC Singers. A second meeting took place in November, at St John's Waterloo, when the group met with Gillian Moore, Director of Music, South Bank Centre and the ABO Director. Richard held one-to-one meetings with participants during October/November. A third group meeting took place at the CBSO Centre, Birmingham, when the group met with Stephen Maddock, along with a number of Find Your Way Alumni. The cohort curated a session at the ABO Conference in January, titled 'Find Your Way – A Burning Platform? Provocations for Orchestral Evolution', reflecting the 2020 Vision theme.

The residential course due to take place at Snape Maltings (20-22 March) had to be cancelled due to COVID-19. The course was re-purposed into an online offering during April/May. Led by Richard Wigley and Andy Beaumont, it included the participation of Roger Wright, Chief Executive, Snape Maltings, and Anna Rowe. The course was opened to six additional participants through a selection process, and for the first time was available for non-ABO members:

- Tom Alexander, Orchestra Personnel Manager, BBC Symphony Orchestra
- Suzanne Clare, RNS & Classical Music Programmer, Royal Northern Sinfonia
- Helenna Howie, Production Manager, Ulster Orchestra
- Ruth McCann, Deputy Orchestra Manager, Ulster Orchestra
- Charlotte Parr, Marketing Executive, BBC London Orchestras & Choirs
- Kate Whitlock, General Manager, Hebrides Ensemble

In May 2019, the ABO held a second introductory "Essentials of Find Your Way", consisting of a day and half of leadership training. The 6 participants heard from Stephen Carpenter, Chineke! Orchestra. The course was for those who were interested in finding out more about the principles of Find Your Way.

In September 2019, the ABO held two "Leadership for Musicians – Find Your Way" days in Salford, led by Richard Wigley and Catherine Arlidge MBE.

In December 2019 the first all-alumni refresher day was hosted by the CBSO at the CBSO Centre, with 12 attendees. As well as reflecting on Find Your Way and the changes it had enabled, there was a focus on leading people.

In May 2019, the Education Consultant co-led a Find Your Way session with Richard Wigley at Classical Next, with over 100 people in attendance.

Healthy Orchestra

The ABO maintained its Healthy Orchestra programme. The ABO is a partner in Conservatoires UK's Musical Impact project, which over four years will work to enhance the health and wellbeing of musicians studying and working in Britain.

EDUCATION & YOUTH ENSEMBLES

Over the year the ABO worked hard to ensure that orchestras were kept up to date on developments in music education, including Music Education Hubs, safeguarding, child performance licensing, diversity and inclusion, Music Commission, and music in health and social care settings.

During the year, responses were made to OFSTED's consultation on its new inspection framework; the Durham Commission on its report on Education and Creativity; and the Department for Education's call for evidence on the National Plan for Music Education.

The ABO continued to work with the Music Education Council, Music for Youth, Music Mark, Making Music, Brass Bands England, Choir Schools Association and British and International Federation of Festivals to lobby the Department for Education to effect changes in the law on Child Performance Licensing. The ABO continued to support the #baccforthefuture campaign.

The Education & Youth Ensembles Consultant represented the ABO on the BBC Ten Pieces Stakeholders group and Arts Council England's External Reference Group for its Diversity in Classical Music research.

The bi-annual Specialist Manager Meetings of education managers continue to enable members to share their work and hear from guest speakers, representing participants in orchestral education projects or those who work with the participants such as teachers.

In May 2019 the agenda included updates on child performance licensing, Music Education Council, BBC Ten Pieces and BBC Primary Learning Campaign, followed by a focus on social prescribing with guest speaker Grace Meadows, Utley Foundation presenting the Music for Dementia 2020 campaign.

In October 2019, hosted by City of Birmingham Symphony Orchestra in Birmingham, the morning featured updates on youth ensembles, Child Performance Licensing, Music Education Council, BBC Ten Pieces, BBC 'Bring the Noise', National Plan for Music Education, and the Durham Commission report on Creativity and Education. Holly Harman, Future Talent presented on their work with talented young musicians from low income families. The afternoon focused on special educational needs and disability with presentations from Rachael Pankhurst, Principal Cor Anglais, CBSO and Steph Wellings, teacher, Chadsgrove School, a special school in Bromsgrove, on the orchestra's 'Music & Ability' work in Chadsgrove School and the impact on the students, teachers and CBSO musicians. Marianne Barraclough, Sinfonia Viva's Deputy Chief Executive and Education Manager presented the 'This is Derby' project where the orchestra led work with the Royal School for the Deaf, Derby.

Following a meeting between the Director, Matthew Swann, City of London Sinfonia and James Sanderson, Director of Personalised Care Group, NHS England, the Education Consultant attended the launch of the Social Prescribing Academy, and James Sanderson participated in the 2020 Conference in a session on Social Prescribing.

Youth Ensembles

The ABO's offer to its youth ensemble membership included opportunities to meet during the Annual Conference and a tailored Education E-Bulletin.

The national youth orchestras of GB, Wales, Ireland, Northern Ireland and National Children's Orchestras of GB, met in September 2019, and were joined by Orchestras for All and the Benedetti Foundation at the ABO Conference, to discuss and share work, artistic and operational issues.



Clethams School of Music students, ABO Conference official opening

During the year the Education & Youth Ensembles Consultant attended the following seminars/events on behalf of the ABO:

- BBC Ten Pieces Trailblazers launch
- Music Education Council (MEC) 2019 summer seminar on Arts Council England's work with the Department for Education, and the MEC Forum awayday which explored a range of options for MEC's future.
- Music and Drama Education Expo
- APPG on Classical Music, with guest speaker Nicola Benedetti CBE, and APPG on Music Education
- Musical Care Taskforce convened by Live Music Now and Music4Dementia2020, attended by a range of representatives across the health and care sector
- Benedetti Foundation
- Irish Association of Youth Orchestras' 25th Festival of Youth Orchestras in Dublin
- NYO, NOYO (National Open Youth Orchestra) and YOLA (Youth Orchestra of Los Angeles) open rehearsal with Gustavo Dudamel
- Making Music: 'Shape and Future of Adult Music Learning'
- 'An Open Conversation: the Future of Inclusive Ensembles'
- League of American Orchestras Conference, Nashville, where she attended Education and Community Engagement Constituency meetings and chaired a session entitled 'Musicians and Audiences with Disabilities: Making inclusion the heart of your orchestra'. This focused on a case study of the Bournemouth Symphony Orchestra's Changemakers programme with James Rose, and their disabled-led ensemble, Resound, with presentations from the BSO's Lisa Tregale, Head of Participate, and Dougie Scarfe, Chief Executive, the first British orchestra CEO to present at a League of American Orchestras conference.

FINANCE

The ABO made a loss for the year ended 31 March 2020 of £17,372. This resulted in the reserves decreasing to £206,203.

The ABO Trust was a beneficiary of a legacy from the estate of Mrs Elizabeth Ashton Edwards in 2010. The trustees have agreed to make a grant to the ABO towards the costs of its Education & Youth Ensembles and Find Your Way programmes.

The ABO Trust also received a donation of £200,000 in 2016 from Diana Ambache to support the costs of the Sirens fund, to encourage the programming of works by historical women composers for a 10 year period. The fund has an annual end of February deadline. In 2019, five awards were made to:

- Chineke! Orchestra for Avril Coleridge-Taylor *Sussex Landscape Op 27*, 22 April 2019
- CBSO for Dorothy Howell *Lamia*, 21 August 2019
- English Symphony Orchestra for Vítězslava Kaprálová *Partita for Piano and Strings*, 28 April 2019
- Philharmonia for Lili Boulanger *D'un soir triste*, November 2019 and March/April 2020
- Royal Philharmonic Orchestra for Grace Williams *Penillion*, Thursday 10 June 2021

MEMBERSHIP

This year saw a number of new members. London Handel Orchestra and English Classical Players returned as Full Members; Nevis Ensemble and Iceland Symphony Orchestra became Associate Members; Royal Concert Hall, Nottingham returned as Affiliate Member; Black Cat Music and Morgensterns as Corporate Members, and Orchestras for All became Youth Ensemble Members. A full membership list is included in this Annual Review.



ABO Conference Dinner at BBC Quay House

GOVERNANCE

The Board met five times during the year, ensuring scrutiny of the Association's activities and finances.

Following the resignations of Helen Sprott (Philharmonia) and John Summers (Hallé), Thorben Dittes (Sage Gateshead) and James Williams (Royal Philharmonic Orchestra) were elected to the board at the AGM in November 2019. Ellen Gallagher, Associate, Hamlin's LLP was co-opted to the board, to replace Louise Mitchell, Chief Executive, Bristol Music Trust.

The ABO is very grateful to Laurie Watt, former Senior Counsel at Charles Russell Speechlys, for his support as the Association's Honorary Legal Adviser.

STAFF

Mark Pemberton continued to serve as Director and Jenny Lomas as Membership & Operations Manager. Emily Singh was appointed Office & Events Administrator in August 2019, to replace Emma Nevell.

The staff were supported by Fiona Harvey, Education & Youth Ensembles Consultant; Stewart Powell, Finance Manager; SOLT/UK Theatre; Claire Willis, ElevenTenths PR and Victoria Taylor PR; and Connect Communications.



John Summers, Hallé Orchestra and Barbara Keeley MP, ABO Conference closing session

ABO MEMBERSHIP 2019/20

FULL MEMBERS

Those professional orchestras and ensembles which have existed for not less than two years in the UK, and have undertaken no fewer than 24 public performances, entitled to all services and discounts and having a vote at General Meetings

Academy of Ancient Music	Orchestre Révolutionnaire et Romantique
Academy of St Martin in the Fields	Oxford Philharmonic Orchestra
Arcangelo	Philharmonia Orchestra
Aurora Orchestra	Red Note Ensemble
Bath Philharmonia	Royal Liverpool Philharmonic
BBC Concert Orchestra	Royal Philharmonic Concert Orchestra
BBC National Orchestra of Wales	Royal Philharmonic Orchestra
BBC Philharmonic Orchestra	Royal Scottish National Orchestra
BBC Scottish Symphony Orchestra	Sage Gateshead (Royal Northern Sinfonia)
BBC Symphony Orchestra	Scottish Chamber Orchestra
Birmingham Contemporary Music Group	Scottish Ensemble
Bournemouth Symphony Orchestra	Sinfonia Cymru
Brighton Philharmonic Orchestra	Sinfonia Verdi
Britten Sinfonia	Sinfonia ViVA
City of Birmingham Symphony Orchestra	Southbank Sinfonia
City of London Sinfonia	The English Concert
Classical Opera	The Hallé
Dunedin Consort	The Hanover Band
English Baroque Soloists	The Sixteen
English Classical Players	Ulster Orchestra
Gabrieli Consort & Players	
London Chamber Orchestra	Opera/Ballet Orchestras
London Contemporary Orchestra	Orchestra of English National Ballet
London Handel Orchestra	Orchestra of English National Opera
London Mozart Players	Glyndebourne on Tour Orchestra
London Philharmonic Orchestra	Northern Ballet Theatre Orchestra
London Sinfonietta	Orchestra of Opera North
London Symphony Orchestra	Royal Ballet Sinfonia (Birmingham Royal Ballet)
Manchester Camerata	Orchestra of the Royal Opera House
Monteverdi Choir and Orchestras	Orchestra of Scottish Ballet
Northern Chamber Orchestra	Orchestra of Scottish Opera
Orchestra of the Age of Enlightenment	Orchestra of Welsh National Opera
Orchestra of the Swan	

ASSOCIATE MEMBERS

Those orchestras that have been in existence for less than two years or have given less than 24 professional public performances in the UK; non-UK professional orchestras; conservatoires; national youth orchestras.

Australian Chamber Orchestra	Royal College of Music
Chamber Orchestra of Europe	Royal Conservatoire of Scotland
Chineke Foundation	Royal Northern College of Music
Guildhall School of Music and Drama	Royal Welsh College of Music and Drama
Iceland Symphony Orchestra	RTÉ National Symphony Orchestra
Multi-Story	Snape Maltings
National Children's Orchestras of Great Britain	Singapore Symphony Orchestra
National Opera Studio	The Glasgow Barons
National Youth Orchestra of Great Britain National	The Paraorchestra and Friends
Youth Orchestras of Scotland	Trinity Laban Conservatoire of Music and Dance
Nevis Ensemble	University of Birmingham Music Department
Royal Academy of Music	

AFFILIATE MEMBERS

Those organisations involved with the presentation, support and commissioning of the work of the Association and its full members, such as funding agencies, broadcasters, festivals and venues.

Arts Council England, and nine regional offices	Orchestras Live
Associated Board of the Royal Schools of Music	Royal Albert Hall
Barbican Centre	Royal Concert Hall and Theatre Royal, Nottingham
BBC Proms	Royal Philharmonic Society
BBC Radio 3	Saffron Hall Trust
Bristol Music Trust	Serious
British Council	Southbank Centre
Cadogan Hall	Spitalfields Festival
Classic FM	St David's Hall
Help Musicians UK	St John's, Smith Square
Incorporated Society of Musicians	Music Mark
Live Music Now Scotland	Three Choirs Festival
Making Music	Town Hall & Symphony Hall, Birmingham
Music For Youth	Wigmore Hall
Opera & Music Theatre Forum	

CORPORATE MEMBERS

Other interested parties and commercial organisations that support the work of the Association and its members.

Action for Children's Arts	Latitude 45 Arts Promotions Inc
Aircraft Chartering Service	League of American Orchestras
AOR Management Inc	Macbeth Media Relations
ArtAxis Music Ltd	Morgensterns
Arts Marketing Association	Orchestras Canada
Askonas Holt Ltd	Oxford University Press
Black Cat Music	Smith & Williamson
Boomerang Carnets	Sound Sense
British Academy of Composers and Songwriters	Sound Space Vision
China Symphony Development Foundation	Specialised Travel Ltd
Harrison Parrott	Stagecast Ltd
IMG Artists	Symphony Services International
Intermusica Artists' Management	The Musicians Answering Service
International Artist Managers' Association	Young Classical Artists Trust
La Playa	2434.com Ltd

YOUTH ENSEMBLES

Those youth and student orchestras and other ensembles that work with young people up to the age of 21. Music conservatoires, national youth music organisations and orchestras and ensembles that offer professional development opportunities should apply for Associate membership.

Bristol Plays Music	National Open Youth Orchestra
Chetham's School of Music	National Youth String Orchestra
Congleton Youth Orchestra	Oasby Music Group
Devon Music Education Hub	Orchestras for All
Digital Orchestra (Drake Music)	Oxfordshire County Music Service
East Dunbartonshire Music Service	Severn Arts
East Riding Youth Orchestra	Stoneleigh Youth Orchestra
English Folk Dance and Song Society (National Youth Folk Ensemble, London Youth Folk Ensemble)	Thames Youth Orchestra
Hallé Youth Orchestra	The Szilvay Foundation & Colourstrings
Highgate School	Trinity College Junior Dept Symphony Orchestra
Irish Association of Youth Orchestras	Wells Cathedral School
Kingston Upon Hull Music Service	Westmorland Youth Orchestra
	Yorkshire Young Sinfonia

SOLE TRADER MEMBERS

Anna Rowe

Eleven Tenths PR

Katherine Zeserson

Lydia Brookes

Marion Friend MBE

Trudy Wright Executive Coaching & Music Consultancy

VLT Legal Services

HONORARY MEMBERS

By invitation of the ABO board

Andrew Bennett

Simon Crookall

Trevor Ford

Sir Clive Gillinson

Michael Henson

Antony Lewis-Crosby

Ian Maclay

Roy McEwan OBE

Edward Smith

Malcolm Warne Holland

Laurie Watt

David Whelton OBE

ABO BOARD

Catherine Arlidge MBE

Sub-Principal Second Violin/
Artistic Director

City of Birmingham Symphony Orchestra/
National Children's Orchestras of Great Britain

Peter Bellingham

Chief Executive

Sinfonia Cymru

Phil Boughton

Director of Orchestra & Chorus

Opera North

Thorben Dittes

Director, Royal Northern Sinfonia
and Classical Music Programme

Sage Gateshead

Ellen Gallagher

Associate

Hamlins LLP

Jenny Jamison

Chief Executive

Scottish Ensemble

Ginny Macbeth

Director

Macbeth Media Relations

Professor Linda Merrick

Principal

Royal Northern College of Music

Gavin Reid (*chair*)

Chief Executive

Scottish Chamber Orchestra

Matthew Swann

Chief Executive

City of London Sinfonia

Simon Webb

General Manager

BBC Philharmonic Orchestra

James Williams

Managing Director

Royal Philharmonic Orchestra

ABO STAFF

Mark Pemberton

Director

Jenny Lomas

Membership & Operations Manager

Emily Singh

Office & Events Administrator

Fiona Harvey

Education & Youth Ensembles Consultant

Chris Wright

Finance Consultant



Association of British Orchestras

West Wing
Somerset House
Strand
London
WC2R 1LA
info@abo.org.uk / www.abo.org.uk

We are grateful to the following for providing funding to the ABO during the year:

