

# ABO

## ASSOCIATION OF **BRITISH ORCHESTRAS** **REVIEW OF THE YEAR** **2005/6**

### INTRODUCTION

I believe it has been another successful year for the Association. The year was marked by staff changes as Adam Powell, Project Manager, left after four years and was replaced by Joanna Morrison Mayo from the Royal College of Music.

The ABO continued to serve members on all fronts delivering its Advocacy, Communication, Information and Learning agendas. Michael Henson, Managing Director of the Bournemouth Symphony Orchestra entered his second year as Chairman. The period saw the tragic news of the death of former Director Libby MacNamara just before Christmas. Her time at the ABO was one of growth and innovation and her support for British orchestras and the wider classical music sector was much appreciated.

From October 2005 the principal activity centred around the issue of orchestras' payment of Class 1 National Insurance Contributions on the fees of freelance musicians. This engendered considerable national TV, Radio and Press coverage in October, significant attention in the House of Commons and frequent meetings with Arts Council England, Musicians Union and Her Majesty's Customs' and Revenue (HMRC). The issue remained live throughout the period but was fortunately resolved satisfactorily with HMRC in July. Particular thanks are due to Michael Henson who devoted hundreds of hours to help solve this issue on behalf of members and to Hilary Boulding, Music Director Arts Council England, who worked closely with the legal team and HMRC.

My thanks to all our members and staff for their support during the year.



**Russell Jones**  
Director

# REVIEW OF THE YEAR 2005/6

PRESENTED AT THE ANNUAL GENERAL MEETING OF THE ASSOCIATION OF **BRITISH ORCHESTRAS** 26 SEPTEMBER 2006

## **ABO AWARD 2005**

The ABO Award was presented to Roger Wright, Controller BBC Radio 3, at the 2006 ABO Conference at the Sage Gateshead by Anthony Sargent, Chief Executive, during a concert by the Northern Sinfonia which was broadcast on BBC Radio 3. Roger Wright was honoured for his support of British orchestras throughout his time as Controller, BBC radio 3, and particularly for his support and participation of Listen Up!

## **ABO CONFERENCE/CLASSIC FM**

The Conference, sponsored for the fourth time by Classic FM, was hosted by the Northern Sinfonia at The Sage Gateshead 27-28 January 2006. Some 275 delegates attended. The Conference was opened by Culture Minister David Lammy. The Conference focussed on three broad themes: The Healthy Orchestra, The Engaging Orchestra and The Live Orchestra.

The chief highlight was the ABO's partnership with the Musicians Benevolent Fund for an ongoing programme of activity relating to Health and Safety issues for players and management alike which will culminate in the awarding of Healthy Orchestra Charters to participating members. Some 30 orchestras signed up to participate in the initiative. Sincere thanks to MBF Secretary Rosanna Eastwood for chairing this strand of the Conference.

Additionally the Conversation between Master of the Queen's Music, Sir Peter Maxwell Davies and Poet Laureate, Andrew Motion, chaired by Dr. John Evans, was much enjoyed by delegates.

This was the first ABO Conference to be held in a concert venue as opposed to a hotel and it was well received by delegates. Our hosts, the Northern Sinfonia under Thomas Zehetmair, gave the Conference Concert, broadcast on BBC Radio 3. The Association gratefully acknowledges the support of Classic FM, Gateshead Council, Newcastle City Council and all the team at the Sage Gateshead.

## **ABO LEARNING**

The principal activity was preparation for the launch and roll-out of the ABO's Management Academy. Sponsorship for the programme was secured from *haysmacintyre* who sponsored the launch event at the Prince of Wales Theatre in May. Our thanks to Graham Elliott and all the partners at *haysmacintyre* for their enthusiastic support. Led by Ian Hornby of Alpha Human Resources Ltd, the programme will develop leadership and strategic planning skills for chief executive and senior managers of ABO member orchestras.

## **ARTS COUNCIL ENGLAND**

The ABO continues to be a regularly funded client of Arts Council England and acknowledges the support of ACE and is grateful in particular to Hilary Boulding, Music Director and Dominic Fyffe, Senior Music Officer for their interest and involvement in the activities of the Association. The ABO Conference was addressed by Sara Weir, Executive Director, ACE London.

## **BOARD DEVELOPMENT**

Andrew Connolly, Manager, BBC Concert Orchestra stepped down from the Board at the AGM in November 2005. Andrew had made a positive contribution to the work of the Association particularly in his chairmanship of the Education Specialist Manager Group.

Marshall Marcus, Chief Executive of the Orchestra of the Age of Enlightenment, took his place on the board. Patrick Frederick, Co-Founder and Chief Executive of Friends in the City and Terri Anderson, from Big Red Kite Public relations were co-opted to the Board as the ABO's External Directors.

## **BRASS TACKS**

These ever popular "Introduction to..." courses were run again during the year. Three courses were run with an average of 7 attendees on each course. Courses included *Finance for Non-Finance Managers*, *Press and Public Relations* and *Introduction to Marketing*. Feedback from the courses was overwhelmingly positive with 100% of the candidates at the Autumn 2005 courses rating the day overall as either good or very good.

## **CHARLES RUSSELL**

The Association is very grateful to Senior Partner Laurie Watt for all his support as the Association's Honorary Solicitor, particularly for the use of meeting space and for chairing the ABO Trust and Chairs Specialist Manager Meeting. The ABO is also very grateful to his colleagues Sarah Jane Turcan and David Green who have provided invaluable advice during the year, particularly in relation to the national insurance issue.

## **EDUCATION PROGRAMME**

Two ABO Education Managers meetings were held at the Royal Opera House and Cadogan Hall, in September and April respectively. The September meeting welcomed Music Manifesto Champion, Marc Jaffrey, and Alan Tongue of the Elgar Society. Education Managers spent half the meeting discussing the subject of Evaluation. The ABO continues to work with Youth Music on its Endangered Species Instrument Development Days, involving 6 orchestras in partnership with 6 music services in England in working with instrumental teachers and children. The second day saw a presentation from Fiona Lambert, ENO Baylis Project Manager, English National Opera on the ENO Early Years project: 'The Magic Flute – Sun Trial' and a discussion on the Youth Music funded ABO/LSO Cluster Programme in Early Years.

## **FINANCE**

The surplus for the year ended 31 March 2006 was £5,286. This was a very favourable result as a break-even budget had been set and the Board had authorised £5,000 of reserves to be spent to fund the part-time education managers' post. In the event this expenditure was absorbed through savings and increased revenue and Reserves rose to £65,463.

## **1<sup>ST</sup> BRIEFS**

Thanks to the encouragement and support of *haysmacintyre*, the ABO was able to present four briefing sessions to members and colleagues from the National Campaign for the Arts. The sessions were well attended and covered Rights, Drug and Alcohol issues, Disability Discrimination Act and Health and Safety. The ABO is delighted that *haysmacintyre* has agreed to support a further series of 1<sup>st</sup> Briefs in 2006. Particular thanks to VAT Partner Graham Elliott for chairing the sessions and for providing the ABO Tax Helpline.

## **THE HEALTHY ORCHESTRA**

The Healthy Orchestra Charter is a joint initiative by the ABO and the Musicians Benevolent Fund. Launched at the 2006 ABO Conference in NewcastleGateshead, the Charter will set an industry-wide standard of care and award charter marks to orchestras that are displaying good practice towards the physical, mental and emotional health of employees - both orchestral musicians and their management.

The Healthy Orchestra Charter will assess an organisation's practices, policies, procedures and facilities to help achieve the highest standards in the health services they offer to their employees. Over 60% of delegate orchestras at the 2006 ABO Conference signed up to the Charter, demonstrating the level of commitment to employees' health that already exists within the sector.

The launch of the Charter was followed, in April, May and June, by three workshops that focused respectively on the emotional and physical health of musicians, and the legal requirements that employers are expected to fulfill in relation to health and safety. Each of these workshops was attended by more than 30 member orchestras, conservatoires and associated organisations from within the sector.

Orchestras will be able to apply to complete the first of the charter's three levels of achievement from December 2006 onwards, with the first of the awards being presented at the 2007 Conference in Manchester.

## **INTERNATIONAL COMMUNICATIONS**

The Association continued to play its full part in Pearle\* (Performing Arts Employers League Europe) and IAOA (International Alliance of Orchestral Associations). The Director, in his capacity as president of IAOA addressed the Association of Japanese Orchestras Conference in Tokyo in October.

In December the ABO hosted the six-monthly meeting of Pearle\* members in Glasgow. Enormous thanks are due to Scottish Arts Council, Glasgow Cultural Enterprises, the City of Glasgow and the Royal Scottish National Orchestra. It was considered to be one of the best meetings of its kind and was very warmly received by delegates.

## **MEMBERSHIP**

Three new full members joined the Association during the year. A warm welcome to the English Concert, Ensemble Cymru and the Northern Chamber Orchestra.

## **NOISE TRAINING**

The ABO's series of two-day training workshops run for orchestral musicians and managements, in partnership with the Musicians' Benevolent Fund, was concluded. The training took place under Alison Wright Reid's expert guidance and reinforces how the ABO remains committed to continuing the work initiated by its publication *A Sound Ear*. MBF funding enabled Noise Team and player training to take place with the Bournemouth Symphony, City of Birmingham Symphony, the Hallé, London Philharmonic, London Symphony, Northern Sinfonia, Orchestra of Opera North, Philharmonia, Royal Liverpool Philharmonic, Royal Scottish National and Ulster Orchestras. So successful was the partnership with the MBF and the training undertaken by Alison Wright Reid that the ABO won a Good Practice Award from the European Agency for Safety and Health at Work. The Award was presented at a ceremony in the Guggenheim Museum in Bilbao in December.

## **SHAFTESBURY PLC**

The ABO continues to enjoy rent free premises in Rupert Street, London W1. The Association is deeply indebted to Jonathan Lane, Chief Executive and all his colleagues at Shaftesbury plc for this very generous support which has been confirmed through to March 2008.

## **SPECIALIST MANAGER MEETINGS**

Specialist Manager Meetings continued to form the backbone of ABO's event programme. Meetings for Artistic Planners, Chair's, Chamber Orchestras, Concert and Orchestra, Education, Development and Sponsorship, Finance, and Marketing Managers provide opportunities for colleagues from different organisations to meet and discuss subjects of mutual interest and benefit from the latest business developments through talks and surgeries given by experts. Reports of the meetings are available to download from the ABO website, where each group has it's own page. This has enabled discussions to be more effectively logged and archived.

## **STAFF**

Adam Powell, Project Manager, left after four years of exemplary service and was replaced by Joanna Morrison Mayo from the Royal College of Music. Joanna, decided not to return to the ABO after the birth of her first child and her replacement is currently being sought.

Alison Ottaway left at the end of June to undertake post-graduate education in Sheffield and was replaced by Nicola Oliver as Membership Services Manager. Nicola had served with great distinction as an Intern and had masterminded the Pearle meeting in Glasgow.

Marina Vidor served as Intern from February to June.

## **VOLUNTEERS AND INTERNS**

The ABO relies enormously on its dedicated team of volunteers and interns. Everyone is valued but particular thanks must go to Joe McCann who decided to stand down as Honorary Finance Director after four years service. His contribution cannot be underestimated in assisting the Association at a critical time and ensuring a strong and secure financial footing. Thanks also to Chris Wright who gave many months of pro-bono support and helped with the production of the annual accounts.

The ABO is committed to providing meaningful internships for those seeking work experience at the start of their careers. The Association is grateful for all the commitment and very hard work of Nicola Oliver and Marina Vidor who served as ABO Interns. Elise Maingot joined as Intern in September.

## **WHERE DO I START?**

For the first time, in 2005 the ABO's career seminar, 'Where do I start?' was held in both London and Glasgow – at the Royal College of Music and the Royal Scottish Academy of Music and Drama. Over 50 delegates, from graduates to careers advisors, attended this two seminars led by Trevor Ford. A range of speakers from across the membership discussed different facets of the industry and gave advice on how to find that first job. Feedback from delegates was yet again overwhelmingly positive and has provided numerous recruits for the ABO's Volunteer Register.

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## **ABO BOARD**

**2005/6**

Michael Henson <i>Chairman</i>	Managing Director	Bournemouth Symphony Orchestra
Terri Anderson	Director	Big Red Kite PR
Patrick Frederick	Chief Executive	Friends in the City
Cathy Graham	Managing Director	London Sinfonietta
Stephen Maddock	Chief Executive	City of Birmingham Symphony Orchestra
Marshall Marcus	Chief Executive	Orchestra of the Age of Enlightenment
Tim Walker AM	Chief Executive & Artistic Director	London Philharmonic Orchestra
Malcolm Warne Holland	Orchestra / Concerts Director	Orchestra of Opera North

## **CURRENT ABO STAFF**

Russell Jones	Director	<a href="mailto:Russell@abo.org.uk">Russell@abo.org.uk</a>
Nicola Oliver	Membership Services Manager	<a href="mailto:Nicola@abo.org.uk">Nicola@abo.org.uk</a>
Owen Mortimer	Acting Projects Manager	<a href="mailto:Owen@abo.org.uk">Owen@abo.org.uk</a>
Elise Maingot	Intern	<a href="mailto:Elise@abo.org.uk">Elise@abo.org.uk</a>
Fiona Harvey	Early Years Pilot Programme Manager	<a href="mailto:Fiona@abo.org.uk">Fiona@abo.org.uk</a>
Chris Wright	Financial Consultant	<a href="mailto:Chris@abo.org.uk">Chris@abo.org.uk</a>

In addition to all those listed above the Director of the ABO would particularly like to thank the following for their support during the past year:

Ewan Balfour	Brunswick Group
Richard Crossland	ABL Consulting Ltd
Rosanna Preston	Musicians Benevolent Fund
Michael Henson	Bournemouth Symphony Orchestra
Ian Hornby	Alpha Human Resources Ltd
Richard Pulford	TMA/SoLT
Sally Taylor	LCACE
Colin Tweedy	Arts & Business
Kate Whyman PR	

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