



REVIEW
OF THE
YEAR
2017/18

ABO
ASSOCIATION OF BRITISH ORCHESTRAS

PREFACE



Gavin Reid - credit Kirsten McTernan

The ABO exists to provide advice, support, intelligence and information to the people who make British orchestras a global success. Focusing on its three key objectives, Connecting, Championing and Developing – for both the UK’s professional and youth orchestral sectors – the association presented a diverse and comprehensive programme of work throughout 2017/18.

The annual ABO Conference took place in Cardiff with the main theme being collaboration, along with an additional focus on inclusion and diversity. With three host organisations working closely together to present the three-day event – Welsh National Opera, BBC National Orchestra of Wales and Sinfonia Cymru – near record delegate numbers and an extensive range of thought-provoking sessions, the conference once again proved to be a vitally important and highly relevant meeting place for UK orchestras and increasingly, those from abroad.

2018 is the 70th anniversary of the ABO. To mark the occasion a special Parliamentary Reception was held at the Palace of Westminster in March. It was a welcome opportunity not only to celebrate the remarkable achievements of the ABO and its members over many years, but also to restate the value, importance and relevance of the UK’s orchestral sector today.

The ABO is committed to supporting the development of the people who work within the orchestral world. Amongst other initiatives, its leadership programme Find Your Way – now in its third full year – is proving to be a highly effective means of nurturing the talent that exists within our sector. The ABO looks forward to the development of this important work in the coming years.

The ABO is also committed to the health and wellbeing of everyone who works in the orchestral sector in the UK. Engagement with issues such as Noise at Work regulations and Dignity at Work have been and will continue to be important areas of focus.

Following the result of the EU Referendum in 2016, the potential implications of Brexit for our members continued to be a cause for concern throughout the year. The ABO’s engagement with Government, and in particular the Migration Advisory Committee, aims to ensure that the most significant areas of concern for our members are being heard and considered at the highest levels.

The AGM in November 2017 saw several changes to the Board including the Chair. The ABO acknowledges the service and commitment of those individuals who retired from the Board at this time – including Kathryn McDowell on completion of her term as Chair.

The Board also acknowledges the significant support it receives on an ongoing basis from the management team, led by Director Mark Pemberton, which delivers the ABO’s annual programme of work so effectively.

A handwritten signature in black ink, appearing to read 'G. Reid'.

Gavin Reid
Chair



Senedd Reception - credit Kirsten McTernan

INTRODUCTION



Mark Pemberton - credit Sabine Tilly

2017/18 saw the ABO continue to deliver on its key objectives of connecting, championing and developing professional and youth orchestras across the UK.

We were delighted to hear positive reports from members of the successful implementation of Orchestra Tax Relief, providing an alternative and welcome source of funding for our members at a time of continued pressure on public investment for the arts, both at national and local level.

Less positively, we spent much of the year consulting members on the potential impact of Brexit on the orchestral sector. The ABO has continued to play an active role in liaising with the DCMS and the Migration Advisory Committee on achieving a positive outcome for our sector.

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 the PRS Foundation on the Resonate programme, and launched Sirens, following receipt of a donation from Diana Ambache to the ABO Trust, which provides grants to programme works by historical women composers.

In line with our focus on leadership, the ABO ran its Find Your Way programme for a third year, supported by the ABO Trust with additional funding from Arts Council England and the Jerwood Charitable Foundation.

Once again we held a very successful conference, with attendance exceeding expectations, seeing delegates drawn from across the globe. We are hugely grateful to our hosts, the BBC National Orchestra of Wales, Sinfonia Cymru and Welsh National Opera, and our gratitude as ever goes to our principal media partner Classic FM, and to BBC Radio 3 for helping us celebrate 40 years of BBC Young Musician during the closing session, and to the many other sponsors and partners who helped make the conference such a success.

The year culminated in a Parliamentary Reception to celebrate our 70th anniversary, attended by the Minister for Arts, Heritage and Tourism and the Shadow Secretary of State for Culture, Media and Sport.

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

A high-angle photograph of a crowded reception event. Many people are wearing red lanyards with badges. The setting appears to be a large, modern hall with a blue carpet. In the background, there are banners for "CREATING" and "ISM".

Senedd Reception - credit Kirsten McTernan

ABO chair Gavin Reid with Culture Minister Michael Ellis MP, Caroline Spelman MP and Laurie Watt - credit Andrew Wiard



Gavin Reid with APPG Classical Music chair Barbara Keeley MP, John Suchet, Sam Jackson, Harriet Harman MP and students from Trinity Laban Conservatoire of Music and Dance - credit Andrew Wiard



Tom Watson MP, Shadow Secretary of State for Digital, Culture, Media and Sport at ABO 70th anniversary parliamentary reception - credit Andrew Wiard

REVIEW OF THE YEAR 2017/18

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** on 19 April 2016: The ABO's mission is to enable and support an innovative, collaborative and sustainable orchestral sector. It exists to provide advice, support, intelligence and information to the people who make British orchestras a global success.

The key objectives of the Association cover three areas of activity:

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

Using the framework of the mission statement, our key **aspirations** for 2016-2019 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** British 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 cultural policy from the European Union, UK government, local government and devolved administrations, 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 for all tiers of management and musicians and nurturing emerging leaders.

We will apply the same key objectives to our **youth ensemble** membership:

- **Connecting** the youth ensemble membership with each other and with the professional sector, keeping them well-informed and up-to-date with best practice to help build resilience and sustainability.
- **Championing** youth ensembles, 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 cultural policy and advocate the value of support for youth ensembles through local music education bodies and private investment.
- **Developing** the skills and knowledge of those who work for or volunteer their time to support their local youth ensemble.

Opening panel at ABO Conference 2018 - credit Kirsten McTernan



2017/18: THE YEAR IN HIGHLIGHTS

APRIL: Presentation of ABO/RPS Salomon Prize to Lennox Mackenzie, LSO. Live Performance Sector Social Dialogue Committee Meeting in Brussels. ABO Board meeting.

MAY: Concert & Orchestra, Education, Finance, Fundraising Managers and Chamber Orchestras meetings. Director chairs orchestra sessions at Classical:Next in Rotterdam.

JUNE: Digital Summit, Chairs & Trustees and Welsh Members meetings. HR for Non-HR Managers, Introduction to Marketing and Essentials of Fundraising courses. Director attends Pearle conference in Copenhagen and gives speeches at MIDEM in Cannes, Nordic Theatres & Orchestras Association conference in Oslo and International Orchestras Conference in Cascais. Education & Youth Ensembles Consultant attends League of American Orchestras Conference in Detroit.

JULY: ABO News sent to key stakeholders. Find Your Way final group meeting. APPG Classical Music AGM. ABO Board meeting.

SEPTEMBER: Scottish Members meeting. ABO Board meeting. ABO/MU negotiation meeting. Director chairs ACEVO Arts & Heritage Special Interest Group meeting.

OCTOBER: Communications, Concert & Orchestra, Education, Finance and Chamber Orchestras meetings. Find Your Way first group meeting.

NOVEMBER: ABO board meeting and AGM. APPG Classical Music meeting. Stage & Transport meeting. GDPR Summit. Introduction to Marketing, Essentials of Fundraising and Working with Creative People courses. ABO News sent to key stakeholders. Director speaks at International Cultural Forum in St Petersburg and attends Pearle conference in Madrid. Find Your Way second group meeting.

DECEMBER: Opera & Ballet meeting. Live Performance Sector Social Dialogue Committee Meeting in Brussels. Find Your Way third group meeting.

JANUARY: ABO Conference in Cardiff. Presentation of ABO Award to John Smith and ABO/Rhinogold Awards for Orchestra Manager, Concert Hall Manager and Artist Manager of the Year.

FEBRUARY: Director speaks at Les Forces Musicales conference in Lyon. ABO/MU negotiation meeting. ABO Board meeting.

MARCH: Find Your Way residential course at Snape Maltings. Director meets Michael Ellis MP, Minister for Arts, Heritage & Tourism, and attends Red Tape Initiative Roundtable. ABO celebrates 70th Anniversary with parliamentary reception. Presentation of ABO/RPS Salomon Prize to David Rimbault, RLPO. Director chairs ACEVO Arts & Heritage Special Interest Group. ABO News sent to key stakeholders.



Kevin Brennan MP, Shadow Culture Minister at official opening of ABO Conference 2018 - credit Kirsten McTernan



Sir Ciarán Devane, Chief Executive, British Council gives the keynote speech at ABO Conference 2018 - credit Kirsten McTernan

CONNECTING

ABO Conference

This year's Conference, in association with our Principal Media Partner **Classic FM**, took place from 24-26 January 2018, hosted by the **BBC National Orchestra of Wales, Sinfonia Cymru** and **Welsh National Opera**.

The Conference theme was **Collaboration**, with an additional focus on diversity and inclusion. Sessions were held in partnership with the ISM, BBC Radio 3, Classic FM, London Music Masters, Creative Europe Desk UK and the British Council.

Speakers included Kevin Brennan MP, Shadow Minister for Culture; Nick Capaldi, Chief Executive, Arts Council of Wales; Sir Ciarán Devane, Chief Executive, British Council, Phil George, Chair, Arts Council of Wales; Eluned Haf, Head of Wales Arts International; Lord Elis-Thomas AM, Minister for Culture, Tourism and Sport; Horace Trubridge, General Secretary, Musicians' Union; Julie Ward MEP; Rebecca Allen, President, Decca Records Group UK; Rob Adediran, Executive Director, London Music Masters; John Kieser, Executive Vice President and Provost, New World Symphony; Abid Hussain, Director of Diversity, Arts Council England; BBC Radio 3 presenter Katie Derham; Géza Kovács, Director General, Hungarian Radio Symphonic Orchestra; Sam Jackson, Managing Editor, Classic FM; Deborah Annetts, Chief Executive, Incorporated Society of Musicians; Jasper Hope, Chief Executive, Dubai Opera; Jan Younghusband, Commissioning Editor, BBC Music & Events; Walter Bitner, Director of Education and Community Engagement, Nashville Symphony Orchestra; Bridget Whyte, Chief Executive, Music Mark, Rebecca Jones, BBC Arts Correspondent and the Find Your Way 2017/18 cohort.

The closing session saw Alan Davey CBE, Controller BBC Radio 3, BBC Proms, BBC Orchestras and Choirs, announce the BBC's plans for classical music, followed by a celebration of 40 years of BBC Young Musician with performances by 2014 winner Martin James Bartlett and 2016 Finalist and Woodwind Category winner Jess Gillam. The conference closed with the launch of the ABO's 70th anniversary, before an invitation to delegates to attend the 2019 Conference in Belfast.

Our hosts presented two concerts – BBC National Orchestra of Wales and Welsh National Opera performed in Hoddinott Hall for a joint concert on the evening of Wednesday 24 January, and Sinfonia Cymru gave a performance of *Birdsong* in the Weston Studio on the afternoon of Thursday 25 January.

Sponsors of the conference included Rhinegold Publishing, British Association of Concert Halls, Incorporated Society of Musicians, British Council and BBC Radio 3, and we are grateful to the Musicians' Union for providing financial support for attendance by musicians.

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

- put on 24 different sessions (including 2 breakfast events)
- with 100 speakers / panellists
- to 385 total unique delegates
- seated 245 at the awards dinner
- and sold 125 tickets for the BBCNOW/WNO concert

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, Communications, Digital, Education, Fundraising, Finance, Opera & Ballet and Stage & Transport Managers, along with Scottish and Welsh members took place during the year, with **473** attendees in total. We also held a Summit on the impending General Data Protection Regulation at Kings Place.

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 Aman Hotels; Charity Commission for England and Wales; Charles Russell Speechlys; DCMS; Fundraising Regulator; La Playa; Lucinda Harvey Associates;

MacMillan Cancer Support; Music Publishers Association; Musicians' Union; OpenUp Music; PRS for Music; PPL; SOLT/UK Theatre; University of Roehampton; VLT Legal; and Wesley Gryk.

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

- Archivists – Eleanor Roberts, Hallé Orchestra
- Chairs & Trustees – Nicky Oppenheimer, Trustee, The English Concert
- Chamber Orchestras – Andrew Burke, London Sinfonietta
- Communications Managers – Esme James, Bournemouth Symphony Orchestra and Ginny Macbeth, Macbeth Media Relations
- Concert & Orchestra Managers – Phil Boughton, Opera North and Andrew Connolly, BBC Concert Orchestra
- Digital Managers – Jo Johnson, London Symphony Orchestra
- Education Managers – Steve Pickett, Hallé Orchestra and Peter Helps, Sinfonia Viva
- Finance Managers – Ivan Rockey, Orchestra of the Age of Enlightenment and Carol Main, Live Music Now Scotland
- Fundraising Managers – Nick Jackman, London Philharmonic Orchestra and Matthew Swann, City of London Sinfonia
- Opera & Ballet – Jay Allen, Scottish Opera
- Scottish Members – Fraser Anderson, Scottish Ensemble
- Welsh Members – Sophie Lewis, Sinfonia Cymru

Website, Social Media and Update

The ABO's website continued to be an invaluable source of communication and information for members and the general public. Figures show that there were 73,418 visits from 22,506 unique visitors generating over 153,320 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 over 7000 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 e-bulletin, and Education and Youth Ensemble e-bulletins, to members.



Top: The Welsh hosts at official opening of ABO Conference 2018 - credit Kirsten McTernan

Jess Gillam performs at closing session of ABO Conference 2018 - credit Kirsten McTernan

Bottom: Alan Davey, Controller, BBC Radio 3 at closing session of ABO Conference 2018 - credit Kirsten McTernan

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 provide strategic advice, monitoring and research as well as help with the production of key documents – such as letters to Government ministers and submissions to the political parties' manifestoes for the 2017 General Election. They also arranged meetings between the ABO and relevant parliamentarians and officials.

Over the past year, meetings were held with officials at DCMS, Migration Advisory Committee, clerks of the Brexit Select Committee and with MPs to present evidence on the impact of Brexit on the orchestral sector. A meeting with the Minister for Arts, Heritage and Tourism took place in March 2017.

On 7 December 2017, a debate took place in the House of Lords on youth orchestras. This was a result of the ABO presenting to the Liberal Democrat Digital, Culture, Media and Sport Committee, with Baroness Bonham-Carter taking forward the points raised in order to secure the debate. Connect worked with the ABO to promote the debate to relevant Peers and produced a template email for ABO members to use to ask Peers that they have relationships with to attend and speak in the debate. Following the debate, we helped to draft a response to Lord Ashton of Hyde, to respond to various incorrect points he made during his speech. This has resulted in two clarifying letters being issued by the Department, with the Director being invited in for a meeting to discuss the issues further.

The ABO and Connect have also worked together to secure the tabling of several Parliamentary Questions, for example from Stephen Timms MP (Lab, East Ham) and Sammy Wilson MP (DUP, East Antrim), who are both members of the Brexit Select Committee. Connect has also been working with Stephen Timms to table a Westminster Hall debate on the UK orchestral sector including providing a briefing on key ABO issues.

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

Over the last twelve months Claire Willis of ElevenTenths PR has supported the ABO team, providing media relations and public relations support across all its activities. This included the first round of Sirens Awards in June 2017 – placing coverage in specialist media outlets – and announcing Find Your Way applications in August 2017, with a main press release October 2017 coordinated with the Jerwood Charitable Foundation.

For the ABO Conference in Cardiff, Claire met with host PR & Marketing teams to establish key messages and coordination of activity, supported the ABO team in commissioning editorial for the conference edition of Classical Music magazine (featuring the Director as guest editor), providing social media support including live-tweeting at the awards, coordinating photography and sending out information overnight.

Following the AGM in November a press release was coordinated with the SCO to announce Gavin Reid's election as the new ABO Chair. The appointment was announced in outlets including Ed Vaizey's newsletter, music titles, Arts Professional and Slipped Disc.

Claire accompanied the Chair to the concert where he presented Marin Alsop with the ABO Award, and coordinated photography for distribution to specialist outlets.

For the ABO Parliamentary reception in 2018, Claire coordinated invitations to media, and David Wooding of the Sun on Sunday attended along with editors of specialist publications. Claire chaperoned the parliamentary photographer to ensure key music people were pictured with politicians, and drafted and distributed the press release with approved quotes from Michael Ellis MP, Tom Watson MP and Harriet Harman MP with the images the following day.

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 July featuring Anthony Bowne, Principal of Trinity Laban Conservatoire; and in November with Lincoln Abbotts, Executive Director, Strategic Development, ABRSM, and Sam Jackson, Managing Editor, Classic FM, who updated parliamentarians on The Music Commission.

ABO 70th Anniversary

In March a Parliamentary Reception was held to celebrate the ABO's 70th anniversary, featuring speeches from Michael Ellis MP, Minister for Arts, Heritage and Tourism, Tom Watson MP, Shadow Secretary of State for Culture, Media and Sport, Barbara Keeley MP, chair of the All Party Parliamentary Group on Classical Music, and Harriet Harman MP. There was a musical performance by students from Trinity Laban Conservatoire for Music and Dance. Classic FM sponsored the event, and presenter John Suchet was Master of Ceremonies for the evening. A special website was launched at the reception with a timeline of achievements by the ABO and its members over the past 70 years, as well as information on British orchestras today. For further details visit www.aboanniversary.org.uk.

ABO/MU Casual Concert/Freelance Orchestral Agreement

The ABO continued to meet regularly with the MU through its working party comprised of Mark Pemberton, 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, ensuring that an agreement was in place for 2017/18.



ABO 2018 award winners with ABO chair Gavin Reid - credit Kirsten McTernan

Awards

The **ABO Award** was announced during the ABO Conference dinner, with a subsequent presentation made by the ABO Chair to conductor **Marin Alsop** at a concert in the Royal Festival Hall in February, in recognition of her outstanding contribution to the orchestral life of the UK and in particular her support for women conductors. A **Special Award** was presented at the conference dinner to **John Smith**, former General Secretary of the Musicians' Union.

ABO/Rhinegold Awards were presented by Anne-Marie Minhall, Classic FM presenter, to **Sue Mallet**, Director of Planning, London Symphony Orchestra (Orchestra Manager of the Year), **Richard Heason**, Director, St John's Smith Square (Concert Hall Manager of the Year) and **Bettina Mehne** and **Bernhard Kerres**, Hello Stage (Artist Manager of the Year).

The **ABO/RPS Salomon Prize** was presented to **David Rimbault**, violinist in the Royal Liverpool Philharmonic Orchestra, at Philharmonic Hall in March 2018.



ABO Special Award - John Smith - credit Kirsten McTernan



ABO Rhinegold Orchestra Manager of the Year - Sue Mallet - credit Kirsten McTernan



ABO Rhinegold Concert Hall Manager of the Year - Richard Heason - credit Kirsten McTernan



ABO Rhinegold Artist Manager of the Year - Bernhard Kerres and Bettina Mehne - credit Kirsten McTernan

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 2017. 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 Copenhagen in June and Madrid in November. He also attended meetings of the Live Performance Sector Social Dialogue Committee in Brussels, which bring together employers' associations and trade unions from across the EU.

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 co-chaired two sessions for orchestral delegates; the League of American Orchestras in Detroit in June, where the ABO's Education & Youth Ensembles Consultant attended Education and Community Engagement constituency meetings; MIDEM in Cannes and the Nordic Theatres & Orchestras Association conference in Oslo, both in June, where the Director gave speeches on Brexit; and the International Orchestras Conference in Cascais, also in June.



ABO/RPS Salomon Prize winner David Rimbault - credit Mark McNulty

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 has now moved into a four year period as an Arts Council England Sector Support Organisation, with The Albany as accountable body. New projects include Family Arts Campaign webinars and plans to widen access to data on family audiences through a partnership with The Audience Agency's Audience Finder database.

Work on core activity will continue, 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 will continue through promotion of the new Age-Friendly Standards and biannual Celebrating Age sharing seminars. Local Family Arts Networks have recently completed collaborative Age-Friendly projects funded by ACE Grants for the Arts, applied for by the ABO on behalf of the Campaign. Evaluations of these projects are now being collated into a resource to share learning with the sector.

Professional Development

There were **106** 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.

Leadership Programme: Find Your Way (FYW)

The previous year's programme finished with a final group meeting in July 2017 where participants head from John Summers, Hallé, Tim Walker, LPO and the ABO Director. Over the summer the ABO put out an open call for applications to the 2017/18 programme and, following phone interviews, selected six participants. The programme in 2017/18 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 the Education & Youth Ensembles Consultant matched participants with mentors. In 2017/18, the ABO attracted funding from Arts Council England and the Jerwood Charitable Foundation, in addition to funding from the ABO Trust.

The full list of participants and their mentors is:

Participant	Mentor
Claire Bayliss, Orchestra Manager, City of London Sinfonia	Paul Hughes, BBC Symphony Orchestra and Symphony Chorus, and the BBC Singers
Toks Dada, Programme Coordinator, Town Hall Symphony Hall, Birmingham	Dougie Scarfe, Bournemouth Symphony Orchestra
Helen Dunne, Orchestra Manager, Royal Opera House	Sophie Lewis, Sinfonia Cymru / National Children
Simon Fairclough, Director of Development, City of Birmingham Symphony Orchestra	Gavin Reid, Scottish Chamber Orchestra
Nick Jackman, Development Director, London Philharmonic Orchestra	John Summers, The Hall
Annie Lydford, Head of Communications, English National Opera	Abigail Pogson, Sage Gateshead

The 2017 group's first meeting took place in October, led by Richard Wigley and Andy Beaumont, and included a FYW alumna, Jenny Chadwick of the CSBO. A second meeting took place in November, when the group met with mentors on the pilot programme, Sophie Lewis, Sinfonia Cymru and Dougie Scarfe, Bournemouth Symphony Orchestra. Richard held one-to-one meetings with the participants in late November/early December. A third group meeting took place at the Sage Gateshead, when the group met with Abigail Pogson, Managing Director; and Clarence Adoo, Orchestral and Health Programme Leader, Sage Gateshead. The cohort ran a session at the ABO Conference in January, using the 'Collaboration' theme, titled 'Us vs Everyone', looking at audiences, branding, funding, customer loyalty and co-investment.

Following a successful pilot residential course in 2016/17, the residential course once again took place at Snape Maltings from 16-18 March. Led by Richard Wigley and Andy Beaumont, it included the participation of Roger Wright, Sarah Gee (Marketing), Anna Rowe (Finance), Mark Pemberton (ABO), Claire Wrathall (writer and editor) and the Education & Youth Ensembles Consultant. The course



ABO chair Gavin Reid at official opening of ABO Conference 2018 - credit Kirsten McTernan

was opened to six additional participants through a selection process. Places were also made available to non-UK orchestras through Pearle. The additional 6 participants were:

- Andra East, London Symphony Orchestra
- Joanne Green, Scottish Ensemble
- Nathaly Ossa, Asociación Española de Orquestas Sinfónicas
- Louisa Stanway, Scottish Chamber Orchestra
- Emily Stubbs, Orchestra of the Age of Enlightenment
- Katy Wakeford-Brown, Royal Liverpool Philharmonic

The first half of the course included coaching, subject specific information on finance, marketing, fundraising and artistic planning; the second half included a presentation to a Board, a session on delivering difficult messages, and coaching on giving feedback and mentoring.

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.

Sirens

The Sirens fund has been made possible by a generous gift from Diana Ambache to the ABO Trust, aiming to raise awareness and appreciation of the music written by historical women from around the world. The fund has an annual end of February deadline. In 2017, three awards were made to:

- Philharmonia Orchestra – *Sinfonia to Talestri, Queen of the Amazon, Maria Antonia Walpurgis*
- Royal Liverpool Philharmonic Orchestra – *Ballade for piano, Germaine Tailleferre and Flute Concertino, Cecile Chaminade*
- Southbank Sinfonia – *Lamia, Dorothy Howell*

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, the Music Commission (looking at music progression) and Government consultations.

The ABO continued to work with the Music Education Council (MEC), Music for Youth, Music Mark and Making Music to pressurise 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 attended the League of American Orchestras Conference in Detroit in June (using the ABO's reciprocal arrangement for a conference place). The theme of the Conference was 'Detroit Rising – Transformation in American Orchestras'. The American Orchestras' Education and Community Engagement Directors held their own programme of sessions as part of the main Conference, focusing on many aspects of partnership including partnering for change, with the community, and with development departments.

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

In April 2017 the morning's agenda included ABO updates on youth ensembles, child performance licensing, EBacc, Music Education Council, with brief updates from Sarah Derbyshire, Orchestras Live and Ellara Wakely, BBC, on Ten Pieces Year Two. The afternoon focused on extending partnerships through technology with guests and presentations from Barry Farrimond, OpenUp Music; Bill Chandler and Samantha Wright, RSNO; Steve Pickett, Hallé and Peter Green, University of Manchester.

Harriet Harman MP at ABO 70th anniversary parliamentary reception - credit Andrew Wiard



Michael Ellis MP, Minister for Culture at ABO 70th anniversary parliamentary reception - credit Andrew Wiard



In October 2017 the morning featured updates on Child Performance Licensing, Safeguarding, Music Education Council, EBacc, Youth Ensembles, and the Family Arts Campaign, and BBC Ten Pieces Year 2. Professor Adam Ockelford, Roehampton University, composer, performer, teacher and researcher, joined the meeting to talk about autism and music, and working with young people with special needs. The afternoon focused on 'relaxed' performances with presentations from Stuart Bruce, Orchestras Live and Ellara Wakely, BBC Proms.

The ABO has since set up a music and health working group to discuss and share work, and to develop a shared strategy with the ABO about advocating collectively for this important side of orchestras and concert halls' work.

Youth Ensembles

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

Following the second Youth Ensembles event in Birmingham (March 2017), we continued to work in partnership with Music Mark by holding sessions for and with youth ensembles at our respective conferences. In November 2017, the Education & Youth Ensembles Consultant chaired the Music Mark Conference session on diversity, equality and inclusion in youth ensembles, including presentations by Jim Pinchen, Surrey Music Education Hub and Barry Farrimond, National Open Youth Orchestra. In January 2018 Bridget Whyte, CEO, Music Mark facilitated a session which included a provocation by David Taylor, Director of Yorkshire Young Sinfonia, and focused on reaching a consensus response to the question 'how can we ensure the long term sustainability of Youth Orchestras/Ensembles at a local/county level?'. The ABO will continue to work with Music Mark on enabling discussion, networking and collaborative work between our respective youth ensemble members and with professional orchestras.

The Education & Youth Ensembles Consultant took part in a BBC Radio 3 Music Matters broadcast to discuss music progression.

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

- ABRSM's SHINE event at the Barbican Centre, London
- Breaking the Glass Ceiling symposium – the National Open Youth Orchestra, Disability, and the Music Industry, at Colston Hall, Bristol
- Bristol Music Trust Parliamentary Reception
- Music Education Council 2017 winter seminar "Music Education and Social Justice, Wellbeing and Identity" and 2018 Spring seminar "Whose curriculum – seizing the initiative"
- GLA Music Education Roundtable
- London Music Board
- Help Musicians UK roundtable on the future of classical music training

She attended meetings on behalf of the ABO with Creative & Cultural Skills Creative Learning and Participation Officer Employer Group; London Music Fund; London Music Masters "I'm In" focus group; Music Mark; Youth Music; OpenUp Music; Snape Maltings Creative Campus; and Sound Connections.

FINANCE

The ABO made a surplus for the year ended 31 March 2018 of £22,344. This resulted in the reserves increasing to £190,173.

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 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.

MEMBERSHIP

This year saw a number of new members: 12 Ensemble as Full Members; Multi-Story as Associate Members; Stagecast as Corporate Members; National Open Youth Orchestra, Digital Orchestra (Drake Music), Arabian Youth Orchestra and Highgate School as Youth Ensemble Members; and Katherine Zeserson and Anna Rowe as Sole Trader members. A full membership list is included in this Annual Review.

GOVERNANCE

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

Following the retirement of Andrew Connolly (BBC Concert Orchestra), Michael Eakin (Liverpool Philharmonic), Peter Helps (Sinfonia Viva) and Kathryn McDowell (London Symphony Orchestra), there were four vacancies on the ABO board and the following were elected at the AGM: Phil Boughton (Opera North), Gavin Reid (Scottish Chamber Orchestra), Helen Sprott (Philharmonia Orchestra) and Simon Webb (BBC Philharmonic Orchestra). Gavin Reid was subsequently elected Chair of the ABO by the board.

Carol Main MBE of Live Music Now Scotland completed her 6 year term as a co-opted member of the board in November, and Sophie Lewis of Sinfonia Cymru resigned in February following her appointment as Managing Director of the National Children's Orchestras of Great Britain.

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, particularly for the use of meeting space.

STAFF

Mark Pemberton continued to serve as Director; Jenny Lomas as Membership & Operations Manager and Emma Nevell as Office & Events Administrator.

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

ABO MEMBERSHIP 2017/18

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.

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

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 Northern College of Music
Chamber Orchestra of Europe	Royal Welsh College of Music and Drama
Chineke Foundation	RTÉ National Symphony Orchestra
European Union Youth Orchestra	Snape Maltings
Guildhall School of Music and Drama	Singapore Symphony Orchestra
Multi-Story	The Paraorchestra and Friends
National Children's Orchestras of Great Britain	Trinity Laban Conservatoire of Music and Dance
National Youth Orchestra of Great Britain National	University of Birmingham Music Department
Youth Orchestras of Scotland	Royal Welsh College of Music and Drama
Project Instrumental	RTÉ Symphony Orchestra
Royal Academy of Music	Singapore Symphony Orchestra
Royal Birmingham Conservatoire	The Paraorchestra and Friends
Royal College of Music	Trinity Laban Conservatoire of Music and Dance
Royal Conservatoire of Scotland	University of Birmingham Music Department

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	Opera & Music Theatre Forum
Associated Board of the Royal Schools of Music	Orchestras Live
Barbican Centre	Royal Albert Hall
BBC Proms	Royal Concert Hall, Nottingham
BBC Radio 3	Royal Philharmonic Society
Bristol Music Trust	Saffron Hall Trust
British Council	Serious
Cadogan Hall	Southbank Centre
Cheltenham Music Festival	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

CORPORATE MEMBERS

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

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

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.

Arabian Youth Orchestra	National Open Youth Orchestra
Bristol Plays Music	National Youth String Orchestra
Chetham's School of Music	Nottingham Youth Orchestra
Congleton Youth Orchestra	Severn Arts
Devon Music Education Hub	Stoneleigh Youth Orchestra
Digital Orchestra (Drake Music)	Thames Youth Orchestra
East Dunbartonshire Music Service	The Szilvay Foundation & Colourstrings
East Riding Youth Orchestra	Trinity College Junior Dept Symphony Orchestra
Hallé Youth Orchestra	Wells Cathedral School
Highgate School	Westmorland Youth Orchestra
Irish Association of Youth Orchestras	Yorkshire Young Sinfonia
Kingston Upon Hull Music Service	

SOLE TRADER MEMBERS

Anna Rowe	Sally Rogers Arts Management Ltd
Eleven Tenths PR	Trudy Wright Executive Coaching & Music Consultancy
Katherine Zeserson	Alexa Butterworth (Thistle Music)
Marion Friend MBE	VLT Legal Services

HONORARY MEMBERS

By invitation of the ABO board

Andrew Bennett	Ian Maclay
Simon Crookall	Roy McEwan OBE
Trevor Ford	Edward Smith
Sir Clive Gillinson	Malcolm Warne Holland
Michael Henson	Laurie Watt
Antony Lewis-Crosby	David Whelton OBE

ABO BOARD

Fraser Anderson	Chief Executive	Scottish Ensemble
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
Ginny Macbeth	Director	Macbeth Media Relations
Louise Mitchell	Chief Executive	Bristol Music Trust
Gavin Reid (<i>chair</i>)	Chief Executive	Scottish Chamber Orchestra
Helen Sprott	Managing Director	Philharmonia Orchestra
John Summers	Chief Executive	Hallé Concerts Society
Matthew Swann	Chief Executive	City of London Sinfonia
Simon Webb	General Manager	BBC Philharmonic Orchestra

ABO STAFF

Mark Pemberton	Director
Jenny Lomas	Membership & Operations Manager
Emma Nevell	Office & Events Administrator
Fiona Harvey	Education & Youth Ensembles Consultant



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Funders:



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