

Annual Transparency Report
2020/21

The Educational Recording Agency Limited (ERA) Annual Transparency Report for the Financial Year Ended 31st March 2021

This report has been compiled in accordance with the terms of the Collective Management of Copyright (EU Directive) Regulations (2016). Further information about ERA for the financial year 2020/21 can be found in our Directors' Report and Financial Statements and on our website: www.era.org.uk.

It had been prepared by the members of the Supervisory Committee of ERA and submitted for audit as required by the Regulations.

Individual Statements have been made by each non-executive Director to support the publication of this Annual Transparency Report, including all declarations of conflicts of interest made and approved by the Board of Directors and noted in the company's Register of Interests.

Scans of the Individual Statements are appended to this document. The originals are available for inspection by Members of ERA at ERA's registered office, which is at 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane, London SE1 2HX.

The Annual Transparency Report is available on the ERA website and will remain so for at least 5 years.

Legal and Governance Structure

ERA is a private company limited by guarantee and has no share capital. ERA owns one dormant subsidiary company, Educational Resource Agency Limited.

ERA operates, on a not-for-profit basis, as a collective rights management organisation controlled by its Members. Each Member is entitled to nominate one representative who, subject to election by the Members of ERA, is invited to be a non-executive Director of the company. Each non-executive Director of ERA also forms part of the supervisory function of ERA for the purposes of compliance with the Regulations.

Procedures for the appointment of Directors are set out in the Articles of Association of ERA.

ERA Members

ERA currently has 21 Members. The membership of Compact Collections Ltd came to an end at midnight on 31st March 2021 as a result of the loss of its representation agreements with two separate broadcasters. These representation agreements have now transferred to other ERA members and ERA thus retains the mandate for these two right holders.

The following organisations were Members of ERA at the end of the financial year dated 31st March:

- Authors' Licensing and Collecting Society Ltd (ALCS)
- Association de Gestion Internationale Collective des Oeuvres Audiovisuelles (AGICOA)
- BBC Worldwide Ltd
- BPI (British Recorded Music Industry) Ltd
- Channel Four Television Corporation
- Channel 5 Broadcasting Ltd
- Compact Collections Ltd
- Design and Artists Copyright Society (DACS)
- Directors UK Ltd
- Equity
- Focal International Ltd
- The Incorporated Society of Musicians (ISM)
- ITV Network Ltd
- Mechanical Copyright Protection Society Limited (MCPS)
- Musicians' Union (MU)
- Open University Worldwide Ltd
- The Performing Rights Society Ltd (PRS)
- Phonographic Performance Ltd (PPL)
- PICSEL Ltd (admitted to membership on 16th January 2020)
- AudioUK
- Sianel Pedwar Cymru (S4C)

- 560 Media Rights Ltd

Membership Application Process

Information about the Members of ERA, Membership Criteria, how representative bodies may apply for membership of ERA and the terms of membership agreements, which all ERA members are required to observe, are set out in the Articles of Association and the standard Membership Agreement terms both published on the company website at www.era.org.uk.

Governance

ERA revised and updated its Articles of Association, Membership Agreement, Dispute Resolution Procedure, Distribution Policy and Code of Conduct on 29th January 2020. It revised its Investment Policy on 18th March 2021.

ERA Activities During the Financial Year Ended 31 March 2021

ERA's activities during the year related to the effective operation and application of the copyright licensing scheme known as the ERA Licence.

All the activities of ERA over the course of the year concerned or were linked to the effective operation of the ERA Licence.

ERA did not undertake any activities which were separate from its activities as a collective management organisation operating and applying the terms of the ERA Licence for the benefit of its members.

ERA Licence

The ERA Licensing scheme is operated by reference to s 35 and paragraph 6 Schedule 2 Copyright, Designs and Patents Act 1988 as amended by The Copyright and Rights in Performances (Research, Education, Libraries and Archives) Regulations 2014 (S.I. 2014 No.1372).

All ERA Licences are granted to educational establishments, which include schools, colleges, universities and other educational establishments meeting the definition set out in section 174 Copyright, Designs and Patents Act 1988.

ERA licensing activity is limited to educational establishments in England, Scotland, Wales and Northern Ireland. By agreement of ERA Members and the relevant national authorities, licences are also granted for the benefit of educational establishments in the Isle of Man, Jersey and the Bailiwick of Guernsey.

The terms of the ERA Licence and the tariffs applied for different types of educational establishment are set out and published on the ERA website at www.era.org.uk.

Licensing Activities

Virtually all schools in England, Scotland, Wales, Northern Ireland and all schools in the Isle of Man, Jersey and the Bailiwick of Guernsey took out and had the benefit of an ERA Licence during the year from 1 April 2020 to 31 March 2021.

This was helped by the central funding arrangement in place between ERA and the Department for Education under which ERA Licence fees for all funded schools in England are paid centrally. This arrangement was renewed in December 2020 for a further five years commencing on 1st April 2021. All schools covered by the DfE central funding arrangements are contacted by CEFM acting as ERA's agent to confirm that their licence has been renewed and a copy of the licence can be obtained on request by email.

During the year from 1 April 2020 to 31 March 2021, the primary tariff remained constant for a second year at 47p per pupil and the secondary tariff remained constant for a second year at 97p per pupil. Under the terms of the new five-year agreement, in April 2021 the tariff for primary school pupils increased from 47p to 49p and the tariff for secondary school pupils increased from 97p to 102p.

ERA Licence renewals were successfully put in place with virtually all educational establishments of Further Education and Higher Education effective from 1 August 2020. FE and HE tariff rates remained unchanged at £1.50 and £2.40 per FTE student respectively. In 2020, at a time when the pandemic was creating additional challenges for the university sector, the UUK/Guild HE Copyright Negotiating and Advisory Committee asked ERA to hold the tariff constant under the current terms of the Licence for a further two years to 31st July 2024 to provide the sector with a degree of financial certainty in its licensing activities. In November 2020 ERA agreed to this request.

Information on Refusals to Grant a Licence

ERA is mandated to license "educational establishments" as defined by s 174 Copyright Designs and Patents Act 1988.

If an applicant applies to ERA for a licence which does not meet the statutory definition of an "educational establishment" then ERA is unable to grant a licence.

ERA works with applicants to ensure that, when the statutory definition is met and a licence is requested, an ERA Licence will be offered at the relevant published tariff rate(s). No such educational establishment operating within the United Kingdom which applied for an ERA Licence was refused an ERA Licence during the year ended 31 March 2021.

ERA operates a Code of Conduct relating to its activities. The attention of all ERA licensees is drawn to the ERA Code of Conduct and its terms through news updates and other information published on the ERA website.

ERA's published Code of Conduct includes details of the complaints procedure to be adhered to, should a complaint be made. It specifies that a complaint that has not been resolved through ERA's complaints procedure can be referred to mediation through the Centre for Dispute Resolution (CEDR).

During the year no complaints about compliance with the Code were raised with ERA and there has been no requirement to refer any matter to a CEDR mediator.

Extended Collective Licensing (ECL)

ERA Licences do not include any Extended Collective Licensing ("ECL") schemes.

Working with Technology Providers

As the use of virtual learning environments within education increases, ERA has continued to develop its programme of working with, and establishing agreements with, the technology providers for educational establishments who support educational establishments/ teachers/ lecturers and students accessing back-up off-air recordings under the ERA Licence either through streaming services or through approved exchange systems.

These agreements also enable ERA to receive reporting on the use of ERA licensed recordings within the services. This reporting helps to provide indicative use of programmes to support allocation and distribution of ERA revenue shares by individual ERA members.

Licensing Revenues

All licences issued during the year ended 31 March 2021 were in the form of the current ERA Licence and the categories and types of rights represented by ERA on behalf of its Members is set out within the terms and conditions of the ERA Licence.

As at 1 April 2020 ERA held £2,147,022 as licence fees collected from educational establishments of Further and Higher Education and additional educational licensees, such as language schools, whose ERA Licences ran from 1 August 2019 to 31 July 2020. Schools licences are issued to apply from 1 April to 31 March annually. An additional amount of £215,181 was undistributed at 1 April 2020 meaning the total amount held by ERA on behalf of its Members was £2,362,203 at this date.

As at 1 April 2020 ERA held £2,149,813 as licence fees collected from educational establishments of Further and Higher Education whose licences run from 1 August 2020 to 31 July 2021. These sums relate to licence fees relevant for the period 1 April 2020 to 31 July 2021 and fall due for distribution in the financial year commencing 1 April 2021. An additional amount of £393,675 was undistributed as at 31 March 2021 meaning the total amount held by ERA on behalf of its Members was £2,543,488 at this date.

A breakdown of the movements in amounts held by ERA on behalf of its Members is as follows.

	£
Amount held at 1 April 2020	2,362,203
Licence collections in the year to 31 March 2021	12,674,909
Distributions relating to the financial year to 31 March 2021	(12,000,000)
Distribution held in reserve	80,400
Administration costs (net of interest received)	(574,024)
Amount held at 31 March 2021	2,543,488

Relationships with Other Collective Management Organisations

ERA does not have in place any bilateral or representation agreements with any other collecting societies save to the extent that some ERA Members are themselves collective management organisations.

The following collective management organisations are Members of ERA in their own right:

- Authors' Licensing and Collecting Society Limited
- Design and Artists' Copyright Society
- Mechanical Copyright Protection Society Limited
- Performing Right Society Limited
- Directors UK Limited
- Phonographic Performance Limited
- AGICOA
- PICSEL Limited

Distribution Policy and Distributions

The Distribution Policy applied by ERA for the purposes of proposing and (subject to required approvals) making distributions to ERA Members has been approved by its Members.

The approved Distribution Policy is published on the ERA website at www.era.org

Distributions are made after the deduction of management fees and commission charged by ERA's agents. In 2020/21 deductions equated to 4.5% of licensing revenues.

Five Distributions were made to ERA Members during the year ended 31 March 2021.

The total sums distributed were:

- £2,500,000 on 30 June 2020
- £900,000 on 14 August 2020
- £2,150,000 on 30 October 2020
- £3,150,000 on 30 December 2020
- £3,300,000 on 31 March 2021

The total amount distributed to right holders during the year was £12,000,000.

No sums were held by ERA as non-distributable amounts. However, for a large part of the year the distributable share due to an individual corporate right holder remained undistributed as its representation agreement with Compact Collections Ltd had come to an end. At a Board meeting held on 20th May 2020, the Directors of ERA agreed that the monies due to the right holder should be held in reserve until such time as a decision was made by its new owner as to whether it wished to mandate the rights to ERA, either through direct membership of ERA or through a representation agreement with another member. It was not until April 2021 that ERA was notified that the new owner intended to mandate AGICOA to represent the rights in question for purposes of the ERA Licence. Once the necessary mandates between AGICOA and ERA are in place regarding these rights, the distributable share due to the right holder, which had been held in reserve by ERA, will be distributed to AGICOA according to agreed distribution shares.

Allocations to Categories of Right Holders

Each ERA Member mandates ERA to represent the repertoire described against the name of the Member in clause 2 of the Schedule of Terms within the ERA Licence.

Each ERA Member is included within a Category of ERA Membership set out in the Distribution Policy. The share of Net Revenue allocated to each Category of Membership is also published in the Distribution Policy.

The Categories of Membership and net revenue shares applied during the financial year ended 31 March 2021 were:

ERA Members within each Category of ERA Membership and Percentage of Net Revenue allocated to each Category of ERA Membership

Membership Category	Category Members	Net Revenue Percentage
Category 1: Broadcasts	BBC Worldwide Ltd Channel 5 Broadcasting Ltd Channel Four Television Company Ltd The ITV Network Ltd Sianel Pedwar Cymru Compact Collections Ltd 560 Media Rights Ltd	37.98%

Category 2: Literary, Dramatic, Musical and Artistic Works	Authors' Licensing and Collecting Society Ltd Design and Artists' Copyright Society Mechanical Copyright Protection Society Ltd Performing Right Society Ltd Directors UK Ltd PICSEL Ltd	27.25%
Category 3: Performers	Equity Musicians' Union Incorporated Society of Musicians	20.85%
Category 4: Sound Recordings	BPI (British Recorded Music Industry) Ltd Phonographic Performance Ltd AudioUK	4.35%
Category 5: Films	AGICOA FOCAL International Ltd Open University Worldwide Ltd	9.57%

Policy on the Use of Non-Distributable Amounts

ERA only licenses the use of works and performances which fall within the definition of ERA Repertoire under the ERA Licence.

The copyright exception and limitation provisions in s35 and paragraph 6 Schedule 2 Copyright, Designs and Patents Act 1988 apply for the benefit of educational establishments making use of rights falling outside ERA Repertoire.

Additionally, the proportions in which ERA revenue is allocated amongst its Members are determined by agreement between the Members as reflected in this approved ERA Distribution Policy. ERA distributions are therefore not affected by any uncertainties over the ownership or control of any work or performance or uncertainty over whether any rights subsist in the same.

ERA is therefore able to allocate all distributable revenue to its Members as owners of ERA Repertoire in accordance with the approved ERA Distribution Policy without provision for claims from owners who are not ERA Members or represented by ERA Members at the time when approval for distributions is confirmed.

A policy for the use of non-distributable amounts is therefore not required or relevant to ERA activities.

Management Fees

ERA's total costs for administering licences during the year ended 31 March 2021 were £548,273.

These broke down as follows:

Staff Costs	£370,234
Outreach & Communications	£18,943
Accommodation	£45,406
Office Administration	£31,310
Accounting and Audit Fees	£32,931
Legal Fees	£4,121
Insurance	£3,499
Bank Charges	£444
Website Redesign	£18,886
CEFM-run Licensee Helpdesk	£22,500
Total	£548,273

In addition, ERA incurred direct costs of £69,929 paid to CEFM and generated income of £44,178 in bank interest meaning the total net costs of administration were £574,024.

Further details of revenues and expenditure are specified in the audited Financial Statements.

Shares of management fees allocated to individual Members were the same shares applied to entitlement for Net Revenue distributions. This reflects ERA's approved Policy on Deductions adopted and endorsed by all ERA Members.

Remuneration of Chief Executive Officer and Board of Directors

Helena Djurkovic, Chief Executive Officer of ERA, received emoluments (including pension and benefits) during the year ended 31 March 2021 as follows:

- Salary: £122,102.10
- Pension contributions: £1,684.40
- Private health insurance: £2,235.89

The Directors did not receive any remuneration.

Income arising from Investment of Rights Revenue

Bank interest received by ERA from holding monies on behalf of ERA Members pending licence fees being earned and distribution authorised amounted to £44,178.

With the approval of ERA Members, the company used the interest payments earned to meet approved Management Fees, rather than allocating the monies as an identified

separate part of the net revenue distributions authorised and made to ERA Members during the year.

Amounts deducted for the purposes of Social, Cultural and Educational Services

The approved budget for Management Fees during the financial year ended 31 March 2021 made provision for ERA to pay membership Fees for ERA to be a member of the British Copyright Council and the Alliance for Intellectual Property.

ERA did not contribute to any other third party social, cultural or educational services during the financial year ended 31 March 2021.

ERA has continued to provide the secretariat for the Education Licensing Working Group.

Financial Statements

A copy of the Financial Statements for The Educational Recording Agency Limited (Company registration number 02423219) for the year ended 31 March 2021, including the Directors' Report forming part of the Financial Statements is attached as Schedule 2.

The Financial Statements and the Directors' Report for the year ended 31 March 2021 include:

- The total revenue from licences granted for the year ended 31 March 2021
- The total costs incurred by ERA in administering licences
- Detailed Profit and Loss Account on administration expenditure of ERA including a breakdown of personnel costs.

Directors and Officers

The directors who served on the Board of ERA during the year ended 31 March 2020 were:

- Ms D C Annetts
- Mr J C R Bell
- Mr A R Chowns
- Mr R Combes
- Mr T De Lange
- Ms M Egan
- Ms K E Fishman
- Ms E S Gibson
- Mr A Harrower
- Ms C J Hyndman
- Mr W R Jackson
- Mr J Kimberlin
- Mr L G Lavender
- Mr M J Lee
- Mr I S Morris
- Mr J V P O'Sullivan
- Mrs C G Payne
- Mr P Seheult (appointed 28 January 2020)
- Mr H Trubridge
- Mr J W Vandermeer
- Mr K J Whitehead
- Mr C Zimmermann

No remuneration was paid to any individual directors during the year ended 31 March 2020.

ERA paid £2,065 for insurance to cover its Directors and Officers against liabilities in relation to their duties to the company.

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane, London SE1 2HX

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Deborah Annetts**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **The Incorporated Society of Musicians ("ISM")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

**CEO of The Incorporated Society of Musicians
CEO of the ISM Trust
CEO of the ISM Benevolent Fund**

**The Incorporated Society of Musicians is a member of:
British Copyright Council
What's Next
Cultural Campaigning Network
Creative Rights Alliance
Creative Industries Federation**

Signed *Deborah Annetts* Date.....15.07.21.....

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX

To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021

To the Members of The Educational Recording Agency Limited ("ERA").


I, **Jeremy Bell**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **Phonographic Performance Limited ("PPL")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Signed  Date..... 11 August 2021

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Andrew Chowns**

Having been a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

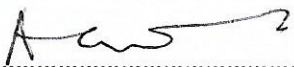
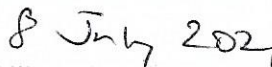
nominated by **Directors UK Ltd**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Member of the Royal Television Society

**Directors UK is a member of:
British Copyright Council
Society of Audio-Visual Authors
Federation of European Film Directors
CISAC (world governing body of CMOs)**

Signed  Date..... 

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Richard Combes**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **Authors' Licensing and Collecting Society Limited ("ALCS")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Director of the British Copyright Council

ALCS is a member of:

**The Copyright Licensing Agency Ltd
British Copyright Council
International Confederation of Authors and Composers
Society of Audio-Visual Authors
International Federation of Reproduction Rights Organisations**

ALCS administers:

**The All Party Parliamentary Writers Group
The International Authors Forum**

Signed Richard Combes Date 9/7/2021

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Tom de Lange**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **Association de Gestion Internationale Collective des Oeuvres Audiovisuelles ("AGICOA")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Director of:

**AGICOA Europe Brussels (Belgium)
AGICOA GmbH (Germany)
AGICOA Norge (Norway)
AGICOA Estonia
PRD (Denmark)
ALGOA (Luxembourg)
CRC (Canada)
ISAN International Agency (Switzerland)
VIDEMA Commission of Rightsholders (The Netherlands)**

General Manager of:

**AGICOA (Switzerland)
AGICOA The Netherlands (dormant)
AGICOA Europe (Luxembourg)**

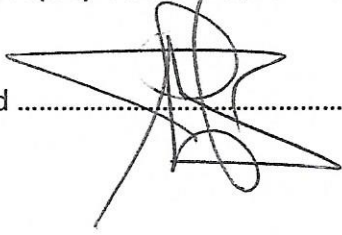
AGICOA (CH) shareholdings in:

AGICOA Europe Brussels (63%)

AGICOA GmbH (49%)

AGICOA (CH) is a member of WIPO

Signed Date August 23, 2021

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke that extends to the left, crossing the dotted line of the signature field.

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Mary Egan**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **FOCAL International Limited ("FOCAL")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Member of Royal Television Society

Signed  Date 09/07/2021

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Karen Fishman**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **The Performing Right Society Limited ("PRS")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

**Director – Parkview Mansions (Freehold) Ltd
Lead Counsel - Corporate at PRS Ltd and PRS for Music Ltd**

**PRS is a member of:
UK Music
British Copyright Council**

Signed  Date..... 27 July 2021

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, Elizabeth Gibson

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **BBC Studios Distribution Limited**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Chair of Sports News Access Group

Signed *Elizabeth Gibson* Date..... *8th July 2021*

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, Andy Harrower

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

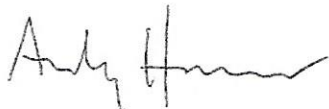
nominated by **Directors UK Ltd**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Member of Royal Television Society

**Directors UK is a member of:
British Copyright Council**



Signed

Date 8 July 2021

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX

To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Matthew Hood**

Having been a Director of ERA and an appointed delegate of the Board in providing the
supervisory function of ERA during the year ending 31 March 2021

nominated by **Equity**

hereby declare and confirm that during the term of my directorship:

1. I had no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I received no remuneration from ERA during the year.
3. I received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Signed  Date 13/07/21

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Jane Hyndman**

Having been a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA during the year ending 31 March 2021

nominated by **Compact Collections Limited ("Compact")**

hereby declare and confirm that during the term of my directorship:

1. I had no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I received no remuneration from ERA during the year.
3. I received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Director of AGICOA

Director of Abbeyfield Hoylake & West Kirby Society Ltd

Director of UK Storyhouse Limited

Representative of Compact in its Associate Membership of EUROCOPYA and meetings of the British Screen Forum

Signed Jane Hyndman Date.....8 July 2021.....

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, Will Jackson

Having been a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA during the year ending 31st March 2021

nominated by **AudioUK**

hereby declare and confirm that:

1. I had no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I received no remuneration from ERA during the year.
3. I received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

**Director of Audio Content Fund
Director of Soundhound Media Ltd
Shareholder of Brewdog PLC
Wife (Helen Jackson) also a Director of Soundhound Media Ltd**

**Member of:
Radio Academy
Royal Television Society
Student Radio Association**



Signed

Date 16 July 2021

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX

To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021

To the Members of The Educational Recording Agency Limited ("ERA").

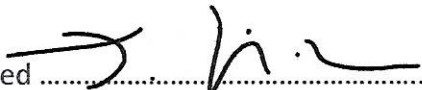
I, **Jeremy Kimberlin**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory
function of ERA

nominated by **Channel Four Television Corporation ("Channel 4")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Signed  Date 10/5/21

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Guy Lavender**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **Open University Worldwide Limited ("OU Worldwide")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Signed



Date: 14.07.2021

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, Iestyn Morris

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by Sianel Pedwar Cymru ("S4C")

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

**Governor of Cardiff and Vale College
Member of Broadcasters and Producers Group
Member of Broadcasters' Liaison Group
Father is a shareholder and former MD (now retired) at Freshwater UK Ltd**

Signed



Date 3 August 2021

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX

To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021

To the Members of The Educational Recording Agency Limited ("ERA").

I, **John O'Sullivan**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory
function of ERA

nominated by **560 Media Rights Ltd ("560 Media")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Director of 560 Media Rights Ltd
Director of Anlucia Music Ltd

Signed

Date.....

12-8-2021

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, Christine Payne

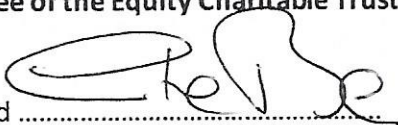
Having been a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA during the year ended 31st March 2021

nominated by **Equity**

hereby declare and confirm that:

1. I had no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I received no remuneration from ERA during the year.
3. I received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

**Director of:
Associate Member of BAFTA
Member of TUC General Council and Executive Committee
Vice-President & Treasurer of the International Federation of Actors
Trustee of the Equity Charitable Trust**

Signed  Date 29-7-2021

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane, London SE1 2HX

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Andrew Provan**


being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **Mechanical Copyright Protection Society Limited ("MCPS")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Head of Licensing at PRS for Music

Signed  Date 14/07/2021

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, Kathryn Richardson

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **Channel 5 Broadcasting Limited ("Channel 5")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Signed  Date **Jul 13, 2021**
Kathryn Richardson (Jul 13, 2021 11:58 GMT+1)

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane, London SE1 2HX

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Paul Seheult**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **PICSEL Limited**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

PICSEL Limited is a member of:

**BCC
CLA
IFRRO
CEPIC
BAPLA**

Signed



Date 08/07/2021

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, Horace Trubridge

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **Musicians' Union ("MU")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Director – PPL

Director – The BRIT School of Performing Arts & Technology

Director – UK Music

The Musicians' Union is a Member of:

UK Music

British Copyright Council

International Federation of Musicians

Creators' Rights Alliance

Signed  Date..... **9 July 2021**

Company Number: 02423219

**Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX**

**To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021**

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Jonathan Vandermeer**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA

nominated by **ITV Network Limited ("ITV")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

None

Signed



Date.....2 August 2021.....

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX

To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Kiaron Whitehead**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory
function of ERA

nominated by **BPI (British Recorded Music Industry) Limited ("BPI")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Director – BPI (Productions) Ltd
Director – Mercury Prize Ltd
Creative Content UK Partnership Ltd

BPI is a member of:
British Copyright Council
Alliance for Intellectual Property

Signed



Date.....

8.ix.21

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane,
London SE1 2HX

To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Tim Wilson**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory
function of ERA

nominated by **AudioUK**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare: **None**

Signed  Date...14.7.21.....

Company Number: 02423219

Registered Office: 5th Floor, Shackleton House, Hay's Galleria, 4 Battle Bridge Lane, London SE1 2HX

To be completed by each member of the Committee
Individual Statement for the year ending 31 March 2021

To the Members of The Educational Recording Agency Limited ("ERA").

I, **Christian Zimmermann**

being a Director of ERA and an appointed delegate of the Board in providing the supervisory function of ERA


nominated by **Design and Artists Copyright Society ("DACS")**

hereby declare and confirm that:

1. I have no personal interest in ERA subject only to the interests declared in paragraph 4 below.
2. I have received no remuneration from ERA during the year.
3. I have received no monies from ERA as a right holder in my own right.
4. I confirm that I have declared to the ERA Board the following conflicts of interest, which have been noted and approved by the ERA Board, and that I have no other conflicts of interest to declare:

Director of Abbots Wharf Management Ltd
Director of OnLineArt -87, Rue du prince Royal, B-1050 Bruxelles

DACS is a member of:
The Copyright Licensing Agency Ltd
British Copyright Council
Alliance for Intellectual Property

Signed  Date 03 August 2021

Schedule 1: Independent Auditor's Report

AUDITOR'S REPORT

We have performed the procedures agreed with you and enumerated below with respect to the Annual Transparency Report of the Educational Recording Agency Limited for the year ended 31 March 2021. Our engagement was undertaken in accordance with the international Standard on Related Services applicable to agreed-upon procedures engagements. The procedures were performed solely for the purpose of your compliance with Regulation 21(2)(b) of the Collective Management of Copyright (EU Directive) Regulations (2016) and are summarised in guidance issued by the Intellectual Property Office to Auditors in October 2017.

We report our findings below:

In relation to the breakdowns required by Regulation 21(4) (g) to (k) our work was limited to the accounting information disclosed, and our audit did not cover the merits of the decisions taken by the Educational Recording Agency Limited in order to allocate, for example, income or costs to particular categories, but was designed to ensure that the financial information presented as a result of these decisions is:

- a) accurate, as it relates to the materiality of the overall accounts
- b) based on a reasonable methodology.

Because the above procedures do not constitute engagements made in accordance with International Standards on Auditing (UK) or the International Standard for Review engagements (UK and Ireland), we do not express any assurance on the Annual Transparency Report for the year ended 31 March 2021.

Had we performed additional procedures, or had we performed engagements in accordance with International Standards on Auditing (UK) or the International Standard for Review Engagements (UK and Ireland), other matters might have come to our attention that would have been reported to you.

Use and purpose of our report

Our Report is prepared solely for the use of the Educational Recording Agency Limited and solely for the purpose of its compliance with Regulation 21(2)(b) of the Collective Management of Copyright (EU Directive) Regulations (2016). It may not be relied upon by Educational Recording Agency Limited for any other purpose whatsoever. Our Report was not prepared for the benefit of any party other than the Educational Recording Agency Limited. Haysmacintyre neither owes nor accepts any duty to any other party (including any copyright owner, heirs to copyright owners, agents or licensees) and shall not be liable for any loss, damage or expense of whatsoever nature which is caused by their reliance on our Report.



Thomas Wilson (Senior Statutory Auditor)
Haysmacintyre LLP
10 Queen Street Place
London EC4R 1AG
Date: 13 September 2021

**Schedule 2: Financial Statements for the Educational Recording Agency Ltd for the Year Ended
31st March 2021**