

THE HIDDEN GARDENS TRUST
(Limited by Guarantee)

Unaudited Financial Statements for the year ended
31 March 2010

Company No SC289407
Scottish Charity No 036881

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THE HIDDEN GARDENS TRUST
(Limited by Guarantee)

Report and Financial Statements
For the year ended 31 March 2010

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Registered Office:	25a Albert Drive Glasgow G41 2PE
Company Secretary:	Mark Steven Donohoe
Directors:	Malcolm Robert Cuning Rolf Hans Roscher Benjamin Spencer Mark Steven Donohoe Irfan Rabbani Stephen Curran Catherine Ann Laing Lucio Michael Marcello
Accountants:	Scott-Moncrieff Allan House 25 Bothwell Street Glasgow G2 6NL
Bankers:	Clydesdale Bank Charing Cross Branch 1 Woodside Crescent G3 7UL
Solicitors:	Burness LLP 120 Bothwell Street Glasgow G2 7JL

Directors' Report

The directors present their report and accounts for the company which is a registered charity for the year ended 31 March 2010.

Principal activities

The principal activities of the company in the year under review were providing and maintaining a garden area for the local community.

Company status and organisation

The company is limited by guarantee and governed by its Memorandum and Articles of Association. The liability of members is limited to £1 each. The Board of Directors set the policies of the company and the day to day running of the company is controlled by the management executives.

Charity objectives

To operate a public garden and community resource for the benefit of the general public. In terms of its mission the Hidden Gardens exists to promote sanctuary, peace and community cohesion at a local, national and international level. It aims to be a safe place of inspiration, celebration, learning and participation and, through the work that it does, to create trust, dialogue and understanding between people.

Activities

In addition to operating the Gardens, the Trust runs lifelong learning and leisure activities for and with community organisations, public and schools.

Directors

The directors who served during the year were as follows:

Malcolm Robert Cunning
Rolf Hans Roscher
Benjamin Spencer
Rachael Olive Arnold (Resigned 22/10/2009)
Mark Steven Donohoe
Irfan Rabbani
Stephen Curran
Catherine Ann Laing
Lucio Michael Marcello

Results

The net operating surplus for the year was £47,497 (2009 - £32,372). In total, the accounts show reserves of £93,370, which comprises unrestricted funds of £30,934 (2009 - £12,839) and restricted funds of £62,436 (2009 - £33,034).

The directors are satisfied with these results as the charity is still working to develop the gardens.

Trustee, recruitment, induction and training

Six board directors are nominated directly by the 3 members of the board. In addition, up to 7 co-opted directors can be recruited to the board. Co-opted directors are identified through advertisement of the position along with specialist skills required. Applicants must submit a standard application form and then are invited to interview with the General Manager and chair (or vice chair) of the board.

All board members receive an induction session with the General Manager which includes discussion of the key aims of the organisation, business plan goals, their role and responsibilities as a board member. Additional training is provided as identified by the board, or individuals within it.

Directors' Report (continued)

Achievements and Performance

The Hidden Gardens is a unique public greenspace and community development organisation located in Pollokshields, Scotland's most diverse community.

The Gardens as a creative space, in form and function, is at the core of the organisation. The Hidden Gardens was created for two very clear purposes, a) to be a neutral space within the city where people can come together and b) as a development and support organisation that delivers a range of services for and with local communities.

Gardens and Plant Collection Developments

The Gardens has continued to inspire visitors through the ongoing development of its form and art features. This section provides an overview of developments during 2009/10.

Joint Visual Arts Programming Strategy

The Gardens have agreed a joint visual arts programming strategy with Tramway. One installation, *Starry, Starry Night* by artist James Yamada was installed in the Gardens in February 2009 and will continue to be enjoyed by the public until the summer of 2010. In June 2009, the Gardens featured 'Expire' an art installation by Kate V Robertson, as part of the Glasgow School of Art MFA graduate exhibition. The Tramway Artist in Residence worked with a number of Taskforce volunteers (using Tramway studios) and volunteers from other organisations (Galgael and The Coach House Trust) in the ancient process of "lost wax casting" creating bronze sculptures which are now sited around the garden.

Wildlife Area: To celebrate and enhance biodiversity of the site, the Board designed new wildlife beds for the Gardens and initiated a phased implementation plan in early 2009. Phase I of the design was completed in May 2009; Phase II is currently underway and progress will be reported in the annual report for April 2010- March 2011.

Raised Border re-design and planting: Scottish Ballet Headquarters relocated to Tramway in late 2009 inspiring the re-design of one of the raised beds in the Gardens, in August 2009. The main inspiration for the planting plan came from Ballets performance of 'Rubies'. This piece also marks Scottish Ballets 40th anniversary. To reflect the 'Rubies' theme, the planting design included red winter berries and ruby flowers as well as evergreen structure. Winter interest was predominating and ruby coloured lighting highlighted the planting over the dark winter months. The work is featured on the Scottish Ballet website.

Scotrail Planters: The Gardens continue to support Pollokshields East 'Adopt a Station' planters. Garden Assistants help to maintain the planters and volunteers continue to propagate plants here at the Hidden Gardens to plant out at the station.

Delivering against Programme Outcomes

The work of the Hidden Gardens aimed to achieve three main outcomes through delivery of a range of creative, cultural and horticultural activities and programmes during 2009/10.

- Increase understanding, integration and exchange between people of all cultures
- Improving health and wellbeing
- Improving skills and learning

In summary, the Hidden Gardens delivered three main programmes this year (Cultural Cookery, Family Support and Integration, Volunteering) involving a total of 187 adults and 124 children. An additional 232 people took part in one-off workshops and 3920 people participated in community events in the Gardens between April 2009 and March 2010, supported by the Gardens assistants, volunteers and local partners.

As a result of participating in Garden's programmes and events, people from different backgrounds have socialised more and in some cases built lasting friendships. Programme participants have improved their understanding and appreciation of different cultures, religions and beliefs, which helps to build a more cohesive and integrated community.

Directors' Report (continued)

The number of participants from black and minority ethnic communities has increased this year in the two key programmes that have cultural exchange and integration as their focus – the Cultural Cookery Group and the Parent and Toddler group.

Risk Management

The trustees implemented a risk management strategy which monitors and assesses the major risks to which they are exposed. This comprised an annual review of the risks which the trust may face; the establishment of systems and procedures to mitigate those risks identified in the risk assessment and; the implementation of procedures designed to minimise any potential impact on the trust should any of those risks materialise.

Directors Responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable laws and regulations.

Company and charity law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 8 of the Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Reserve Policy

In so far as cash resources permit the policy of the trustees is to hold in reserve a sum of money equivalent to three months' running costs.

Small company exemptions

The above report has been prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

This report was approved by the board on _____ and signed on its behalf by:



ROLF ROSCHER
Director

Date:

17/11/10

**Independent Examiner's Report
For the year ended 31 March 2010**

Independent Examiner's Report to the Trustees of The Hidden Gardens Trust

I report on the accounts of the charity for the year ended 31 March 2010, which are set out on pages 6-7 and the related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 44 (1) (c) of the Charities and Trustee Investment (Scotland) Act 2005. My examination has been undertaken so that I might state to the charity's directors those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my examination, for this report, or for the opinions I have formed.

Respective responsibilities of directors and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (the Regulations). The charity trustees consider that the audit requirement of the Companies act 2006 and Regulation 10(1) of the Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

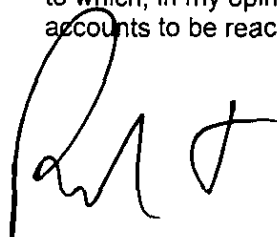
Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeks explanations from the directors concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the trustees have not met the requirements to ensure that accounts are prepared which agree with the accounting records and the requirements of Regulation 8 of the 2006 Accounts Regulations, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Paul Thompson
Chartered Accountant
Scott-Moncrieff
25 Bothwell Street
Glasgow
G2 6NL

Date:

17/11/10

Combined Statement of Financial Activities and Income and Expenditure Account
Year ended 31 March 2010

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2010 £	Total Funds 2009 £
Incoming Resources					
Incoming resources from generated funds					
Voluntary income	2	106,720	104,313	211,033	243,276
Activities for generating funds	3	20,331	-	20,331	22,424
Total Incoming Resources		<u>127,051</u>	<u>104,313</u>	<u>231,364</u>	<u>265,700</u>
Resources Expended					
Costs of generating funds					
Costs of generating voluntary income	4	3,639	1,200	4,839	14,278
Charitable activities	6	102,866	73,987	176,853	217,475
Governance costs	8	2,175	-	2,175	1,575
Total Resources Expended		<u>108,680</u>	<u>75,187</u>	<u>183,867</u>	<u>233,328</u>
Surplus/ Net incoming resources	7	18,371	29,126	47,497	32,372
Gross transfer between funds		(276)	276	-	-
Net movement in funds		<u>18,095</u>	<u>29,402</u>	<u>47,497</u>	<u>32,372</u>
Reconciliation of Funds					
Total funds brought forward		<u>12,839</u>	<u>33,034</u>	<u>45,873</u>	<u>13,501</u>
Total funds carried forward		<u><u>30,934</u></u>	<u><u>62,436</u></u>	<u><u>93,370</u></u>	<u><u>45,873</u></u>

Balance Sheet
At 31 March 2010

	Notes	2010		2009	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	10		10,806		13,822
Current Assets					
Debtors	11	27,455		81,467	
Bank and cash		64,762		35,027	
		<u>92,217</u>		<u>116,494</u>	
Creditors: Amounts falling due within one year	12	<u>9,653</u>		<u>84,443</u>	
Net Current Assets			82,564		32,051
Net Assets			<u>93,370</u>		<u>45,873</u>
Funds					
Restricted	13		62,436		33,034
Unrestricted	14		30,934		12,839
Total Funds			<u>93,370</u>		<u>45,873</u>

These financial statements have been prepared in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

For the financial year ended 31 March 2010 the company was entitled to exemption from audit under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

The financial statements were authorised for issue by the board of directors on _____ and signed on its behalf by:



ROLF ROSCHER
Director

Date: 17/11/10

Company Registration No: SC289407

Notes to the Accounts
For the year ended 31 March 2010

Accounting policies

1. Accounting convention

The accounts have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008) and the Statement of Recommended Practice – Accounting by Charities (revised 2005) and the Charities Accounts (Scotland) Regulations 2006.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure excludes VAT which is recovered quarterly:

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent reporting accountants' fees, and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. floor areas, per capita or estimated usage.

Funds

The charity receives some restricted income funds to account for the situation where a donor requires that a donation must be spent on a particular purpose or where funds have been raised for a specific purpose.

Where restricted funding received does not cover the expenditure, a transfer of unrestricted funds to cover the additional expenditure not covered by the restricted funding received is made.

Notes to the Accounts (Continued)
For the year ended 31 March 2010

1. Accounting policies (cont'd)

Pension costs

The company operates a defined contribution scheme in respect of its employees. The assets of the scheme are held separately from those of the company. The pension cost charge represents the amount of the contributions payable to the scheme in respect of the year.

Depreciation of tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each of the assets over its useful life:-

Computer equipment	-	33.33% and 20% straight line method
Lighting equipment	-	10% straight line method

2. Grants and donations received	2010 £	2009 £
Restricted		
Scottish Natural Heritage	6,164	5,626
Scottish Arts Council	-	13,648
Scottish Community Foundation	-	5,000
Big Lottery Fund	4,570	24,676
Lloyds TSB Fund	7,100	-
Dulverton Trust	-	2,000
The Russell Trust	1,000	2,066
Voluntary Action Fund – Race Equality (Scottish Government)	-	4,167
The Cattanach Trust	-	2,500
Big Lottery (Awards for All)	-	7,300
Lankelly Chase	10,000	31,667
Agnes H Hunter Foundation	-	4,366
The Big Lottery BBC Breathing Places	-	2,262
Merchant House of Glasgow	-	1,000
HBOS	-	5,000
Robina Goodland Memorial Trust	-	1,880
Craignish	3,000	3,000
Bernard Sunley Charitable Fund	-	1,000
Hugh Fraser Foundation	2,000	-
Tay Charitable Trust	-	500
Govanhill and Pollokshields Integration Network	4,151	-
SE Arts Network	4,678	-
Abbey National	7,500	-
RS MacDonald	5,000	-
Lamb Middleton & McGregor	400	-
The Monamy Trust	500	-
GCC – EID Grant	2,970	-
Marks & Spencer	4,522	-
The Henry Smith Charity	21,500	-
Resilience Fund	11,781	-
Veolia	7,477	-
	<u>104,313</u>	<u>117,658</u>

Notes to the Accounts (Continued)
For the year ended 31 March 2010

Grants and donations received (Cont'd)	2010 £	2009 £
Unrestricted		
Glasgow City Council	75,000	79,000
Hugh Fraser	-	2,000
Robertson Trust	12,000	12,000
Gannochy Trust	-	5,000
Celtic Charity Fund	1,858	2,000
Bellahouston Bequest Fund	-	1,000
RC Archdiocese	-	1,000
Tudor Trust	15,000	22,787
Scottish Enterprise Staff Charity	-	800
James Wood Bequest Fund	-	-
Donations	2,862	31
	<u>106,720</u>	<u>125,618</u>

3. Activities for generating funds	2010 £	2009 £
Unrestricted		
Hire of Boilerhouse	17,621	9,273
Community Food and Health	2,710	13,151
	<u>20,331</u>	<u>22,424</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2010 £	Total Funds 2009 £
4. Cost of generating funds	£	£	£	£
Fundraising Officer	<u>3,639</u>	<u>1,200</u>	<u>4,839</u>	<u>14,278</u>

5. Staff costs	2010 £	2009 £
Wages and salaries	105,903	126,237
Social Security costs	6,667	9,383
Other pension costs	1,246	637
	<u>113,816</u>	<u>136,257</u>

	Number	Number
Average monthly number of persons employed during the year	<u>6</u>	<u>7</u>

None of the directors received any remuneration in the year (2009: £nil) and during the year there were no re-imbursements of expenses to directors (2009: £nil).

No individual received remuneration of £60,000 or more during the year (2009: none).

Notes to the Accounts (Continued)
For the year ended 31 March 2010

	Unrestricted Funds £	Restricted Funds £	Total Funds 2010 £	Total Funds 2009 £
6. Charitable activities				
Community Programme	641	16,504	17,145	11,336
Artist in Residence Programme	-	-	-	4,815
Marketing & PR	122	84	206	8,589
Wages	69,491	38,240	107,731	121,834
Pension	1,246	-	1,246	637
Training & Recruitment	299	669	968	3,854
HR Contingency Costs	-	-	-	2,169
Boilerhouse Running Costs	537	1,927	2,464	5,636
Water Rates	779	-	779	1,327
Premises Insurance	2,581	80	2,661	4,958
Heat & Light	1,616	-	1,616	906
Travel & Subsistence	7	209	216	1,035
Telephone	1,654	-	1,654	1,006
Postage, Carriage & Couriers	189	-	189	552
IT Equipment and Server	3,211	-	3,211	4,922
Office Stationery	163	1,703	1,866	2,636
Books & Subscriptions	14	82	96	83
Legal & Professional	14,029	-	14,029	15,000
Repairs & Maintenance	4,746	6,293	11,039	12,972
Horticultural Supplies	89	6,351	6,440	8,735
Charges	73	48	121	841
Bad Debts	160	-	160	-
Depreciation	1,219	1,797	3,016	3,632
	<u>102,866</u>	<u>73,987</u>	<u>176,853</u>	<u>217,475</u>

7. Net incoming resources	2010 £	2009 £
Resources for the year are stated after charging:		
Directors' remuneration	-	-
Depreciation on owned fixed assets	<u>3,016</u>	<u>3,632</u>

8. Governance costs	2010 £	2009 £
Accountancy Fees	<u>2,175</u>	<u>1,575</u>

9. Taxation

The company is accepted as a charitable body under the terms of section 505 of the Income and Corporation Taxes Act 1988 and therefore no provision for corporation tax is required.

Notes to the Accounts (Continued)
For the year ended 31 March 2010

10. Tangible fixed assets	Computer Equipment £	Lighting Equipment £	Total £
Cost			
At 1 April 2009	13,185	7,000	20,185
Additions	-	-	-
At 31 March 2010	13,185	7,000	20,185
Depreciation			
At 1 April 2009	4,263	2,100	6,363
Charge for year	2,316	700	3,016
At 31 March 2010	6,579	2,800	9,379
Net book value			
At 31 March 2010	6,606	4,200	10,806
At 31 March 2009	8,922	4,900	13,822
11. Debtors: amounts falling due within one year	2010 £	2009 £	
Trade Debtors	9,984	81,425	
Prepayments	-	42	
Accrued Income	7,477		
Other Debtors	9,994	-	
	27,455	81,467	
12. Creditors: Amounts falling due within one year	2010 £	2009 £	
Trade Creditors	4,906	10,644	
Other Creditors	2,747	9,492	
Accruals	2,000	1,597	
Deferred Income	-	62,710	
	9,653	84,443	

Notes to the Accounts (Continued)
For the year ended 31 March 2010

13. Movement in restricted funds

	At 1 April 2009	Incoming resources	Outgoing resources	Transfers	At 31 March 2010
Scottish Natural Heritage	-	6,164	(5,002)	-	1,162
Scottish Arts Council	4,388	-	(1,097)	-	3,291
Scottish Community Foundation	2,500	-	(2,500)	-	-
Big Lottery Fund	-	4,570	(4,570)	-	-
HBOS Foundation	5,000	-	-	-	5,000
Lloyds TSB Fund	-	7,100	(5,324)	-	1,776
Russell Trust	-	1,000	(1,000)	-	-
Lankelly Chase	10,000	10,000	(13,333)	-	6,667
Agnes H Hunter Foundation	4,366	-	(4,366)	-	-
Craignish	-	3,000	(1,142)	-	1,858
Hugh Fraser Foundation	-	2,000	(2,000)	-	-
NVA	4,900	-	(700)	-	4,200
Govanhill and Pollokshields Integration Network	-	4,151	(4,151)	-	-
SE Arts Network	-	4,678	(3,865)	-	813
Abbey National	-	7,500	-	-	7,500
RS MacDonald	-	5,000	(5,000)	-	-
Robina Goodlad Memorial Trust	1,880	-	(1,880)	-	-
Lamb Middleton & McGregor	-	400	(400)	-	-
The Monamy Trust	-	500	(500)	-	-
GCC – EID Grant	-	2,970	(2,908)	-	62
Marks & Spencer	-	4,522	(4,798)	276	-
The Henry Smith Charity	-	21,500	(1,780)	-	19,720
Resilience Fund	-	11,781	(1,394)	-	10,387
Veolia	-	7,477	(7,477)	-	-
	<u>33,034</u>	<u>104,313</u>	<u>(75,187)</u>	<u>276</u>	<u>62,436</u>

Purpose of restricted funding

Scottish Natural Heritage – Money received for garden development
 Scottish Arts Council – Money received to purchase equipment for the audio tour of the garden
 HBOS Foundation – Money received for website development
 Lloyds TSB Fund – Money received for program manager salary
 Lankelly Chase – Monies received for directors salary
 Craignish – Money received for community programs
 NVA – Money received to purchase lights for the garden
 SE Arts Network – Money received for cultural cookery
 Abbey National – Money received for hard landscaping of the garden
 GCC – EID Grant – Under spend agreed to be used towards metal storage bin in garden
 The Henry Smith Charity – Money received to develop new pathways to change volunteering programme
 Resilience Fund – Money received to deliver a recovery action plan further to the impact of the economic recession

Notes to the Accounts (Continued)
For the year ended 31 March 2010

	Unrestricted Funds £	Restricted Funds £	Total Funds 2010 £	Total Funds 2009 £
14. Analysis of Net Assets Between Funds				
Fixed assets	3,315	7,491	10,806	13,822
Current assets	37,272	54,945	92,217	116,494
Current liabilities	(9,653)	-	(9,653)	(84,443)
	<u>30,934</u>	<u>62,436</u>	<u>93,370</u>	<u>45,873</u>

	2010 £	2009 £
15. Unrestricted Funds		
As at 1 April 2009	12,839	485
Incoming resources	127,051	148,042
Outgoing resources	(108,680)	(135,688)
Gross transfer between funds	(276)	-
At 31 March 2010	<u>30,934</u>	<u>12,839</u>

16. Pensions

Defined contribution scheme

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost and charge represents contributions payable by the company to the fund and amounted to £1,246 (2009: £637).