

**Industry and Parliament Trust**

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# **INDUSTRY AND PARLIAMENT TRUST**

## **CHAIRMEN'S REPORT DIRECTORS REPORT REPORT OF THE TRUSTEES AND FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR 1999-2000**



Ref: 01308583

Presidents: The Rt Hon the Lord Irvine of Lairg, the Lord Chancellor    The Rt Hon Michael Martin MP, Speaker of the House of Commons

Trustees: The Rt Hon the Lord Weatherill DL, Chairman    The Rt Hon Richard Caborn MP, Minister for Sport    Roger Sands, Clerk Assistant, House of Commons    Michael Davies, Clerk of the Parliaments    The Rt Hon the Baroness Dean of Thornton-le-Fylde PC    Judge David Edward CMG QC  
The Baroness Hooper    Sir Ken Jackson, General Secretary, AEU    Brian Kent, Chairman, Wellington Holdings Plc    Miller McLean,  
Director, Group Legal and Regulatory Affairs and Group Secretary, The Royal Bank of Scotland plc    Ken Minton CBE,    Bill Oler MP    John  
Sacher CBE    Barry Stickings, Chairmann, BASF plc    The Lord Tomlinson    Bowen Wells

Registered as a charity: registration no 287527. A company limited by guarantee, registered in England no 1308583. Registered address as above.



## The Chairmen's Report

**The Rt Hon The Lord  
Weatherill DL**  
Chairman of the Trustees.

The Trust, like any business, has to be responsive to the changing needs and circumstances of its two sets of 'customers' if it is to be effective in promoting mutual understanding between those in business and Parliament. At the beginning of the financial year the Trustees and the Executive Committee adopted a two-year business and communications strategy with twin objectives. Firstly, of enabling the Trust to meet the changed needs of its clientele. Secondly, of positioning the Trust so that its provisions are an accepted part of the development of business personnel and parliamentarians. Key strategic actions were defined: *a) anticipating needs; b) responding to changing needs; c) modernising delivery; d) constant assessment and evaluation; e) husbanding and developing the Trust's two resources - the Corporate and Parliamentary Fellows.* This has involved a change of approach to existing activities and enhancements of the provisions available through the Trust. The degree to which these actions have already been implemented will, we believe, be apparent from the following pages.

Two major areas in which these actions have been expressed are the ADAPT Project and Learning Centre, opened by the Speaker in January (pages 12-13) and a new approach to company involvement (pages 3-4). Establishing the process for the academic accreditation of the Fellowships has taken longer than anticipated, but the first Fellows and Fellows-elect have been selected for the pilots. The second phase of the Emerging Issues Programme on Consultation has been successfully completed. This brought together Corporate and Parliamentary Fellows and company personnel to test a consultation process on an issue due to be the subject of regulation. The Department of the Environment is accessing the outcomes (page 20). Assuming they are positive, the next stage will be to develop a model of consultation based on the pilot experience.

The modernisation of the IPT's governance has seen the establishment of sub-committees which are already playing a role in the development of the Trust and the involvement of Corporate Fellows (page 28-29).

**Barry Stickings**  
Managing Director, BASF  
Chairman of the Executive  
Committee and a Trustee

Involvement by enterprises requires a personal commitment from top management. If involvement within companies is not integrated into normal company activity it leaves the Trust particularly vulnerable to the effect of mergers and de-mergers - referred to in last year's report. This past year has seen a significant increase in the number of companies which have resigned from the Trust as a result of corporate restructuring and we expect this trend to continue. The impact is clear in the accounts from the reduction of core income, although overall the accounts show a surplus (pages 34-36). The cumulative effect on resourcing is significant. New regulations regarding notice of withdrawal, agreed by the Executive Committee and Trustees will be put to the Annual General Meeting to address this issue. In addition, we are using all efforts to attract new companies to the Trust, retaining our sector balance in the process. Other forms of resourcing through help in kind and fees have also been developed and are reported on for the first time in this report (page 34). The current business climate is also causing increasing personnel changes, disrupting Fellowship programmes, the relationship with the Trust and the willingness of personnel to participate in anything not directly related to their business targets. In such a climate it is essential that our Company Representatives and Corporate Fellows help the Trust in integrating its activities into their respective enterprises.

Despite these difficulties, the Trust has met its own targets for the year and those of ADAPT in respect to the Learning and Development Project.

During the period under review the Trustees have elected as participating companies Nycomed Amersham plc, Royal Armouries, ITN, The Go Ahead Group plc and United Kingdom Nirex Limited.

All voluntary agencies are dependent on support and help to achieve their objectives. The Trust is very unusual, in that its activities and programmes are essentially derived from an exchange of time and expertise by the participating parliamentarians and business personnel. Many give over and above what would normally be expected and on behalf of the Trustees we would like to express our sincere appreciation, particularly to our Parliamentary and Corporate Fellows.



## The Director's Report

The Trustees and the then Management Committee adopted in October 1999 a two-year strategy paper setting out clear objectives for us to have achieved by December 2001, together with a Profiling and Communications strategy. In addition, in September 1999 we set down a list of detailed objectives to be achieved by December 2000. I was able to report to the Executive Committee at the year-end, the successful meeting of these objectives. This year's report details the beneficiaries from all the Trust's activities over the period (page 5).

The circumstances surrounding the Trust's work have changed significantly since its founding and have shaped this two-year strategy. When the IPT was founded there was deep political division about economic policies and the private sector. That this no longer exists is in part due to the Trust. There is recognition within Westminster of a need to understand business in its broadest sense for two reasons. The public judges Governments largely on the health of the economy. Legislation, policy development and regulation are broadening in scope, deepening in complexity and much of it impacts on business. So, the circumstances have changed but the requirement for understanding remains, as even fewer Parliamentarians have a first hand knowledge of business.

Since I was appointed Director I have made it my personal objective that we should reach the position where the Trust is regarded as a resource for Parliament, rather than just as a useful or interesting activity. It is only if Members and officers automatically turn to the IPT, in the same way they do to the Research Library to answer their need to understand issues, that the IPT will be fully effective as a bridge to understanding.

We are close to achieving that positioning. Now, in addition to providing the basic Fellowships imparting an understanding of business principles, the Trust is increasingly being drawn on to provide an understanding of specific issues and policy areas. A concrete example of the Trust's positioning is the ADAPT Project (see pages 12-13). It is being used as a catalyst for change by all those elements of the House represented on the Advisory Group. It is also beginning to illustrate that many of the issues Members have to deal with in the management of their offices are similar to those in micro-businesses and larger businesses.

The Trust has its own form of competition. Firstly of time. The demands on Members time of legislation and constituency work have - and we have measured this - continuously increased by the year. We are competing for Members time with the Voluntary Sector and Parliament Scheme and the Armed Forces and Parliament Scheme and the Metropolitan Police and Parliament Scheme. So, we have to make IPT time worthwhile. This is why so much importance is placed on monitoring. The more effective the programmes and provisions, the greater the use. Our credibility relies on useful learning experiences. This would quickly vanish in such a close community if the experiences did not match the needs.

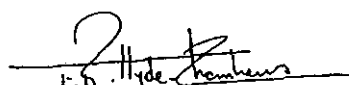
This report details the approach and outcomes. It is important though that we have objective analysis of the Trust's programmes and impact. The outcome of the IPT related questions included in the Corporate Social Responsibility survey being undertaken by PricewaterhouseCoopers (page 24) will be available in about two months.

Our Parliamentary customers are in one place and there for at least the duration of a Parliament so we can have a cumulative impact. This is far harder with our business customers. There are two and half million employees, spread through ninety-two companies, subject to career moves, mergers, de-mergers, board room upheavals. The most stable sector being our micro and small business sector. All the Trust's analysis show that many directors and rising executives do not regard it as necessary in coming to judgements or developing policy, to understand the processes which govern their operating framework.

This year the impact of mergers and de-mergers has had a major financial effect on the IPT. Perhaps, even more importantly, mergers and de-mergers make personnel uneasy and even less inclined to do anything other than keep totally focussed on their immediate objective - or even to hold on to a resource such as the Trust, to consolidate their position. This is particularly true of some Government Affairs Departments. Therefore considerable effort is going into integrating the Trust as an accepted resource within participating companies and to profile the IPT within the enterprises.

Corporate Fellows are as important a resource as Parliamentary Fellows as they access the business expertise available to the Trust and are often essential to company retention. The actions taken to increase involvement have resulted in a very positive response, including a number who wish to be Business Mentors to Fellows during their programmes and who wish to be involved with the ADAPT Project.

We have achieved our targets, but not in time to offset the cumulative impact of the mergers and de-mergers. We are only fulfilling half our objective if we do not succeed in showing the relevance of an understanding of the legislative institutions to those in business, but we can only do this by answering appropriate company needs. This will be the challenge for the coming year.

  
F. R. Hyde-Chambers

**Fredrick R Hyde-Chambers**  
Director of the Trust and  
Secretary General, The  
International Association of  
Business and Parliament



## Report of the Trustees

Report of the Trustees for the year ended 30 September 2000

- 1 The Trustees submit their Report and Accounts for the year ended 30 September 2000.
- 2 The objectives of the Trust are stated at the opening of the annual report. The principal activities and developments of the Trust are dealt with in the reports on pages 6 and 7.
- 3 The Trustees believe it appropriate and helpful to underline that the major contribution by supporter companies and parliamentarians is one of time. Parliamentarians, in addition to guaranteeing five working weeks in 18 months for their Fellowship, also guarantee to give time to the Parliamentary programmes arranged for company personnel. (If arranged by a commercial enterprise the Fellows' Company seminars would cost at least the equivalent of the annual subscription of a large member company).

4 **Organisation of the Trust**

The Trust's constitution has been revised to bring it into line with changes in charity law to facilitate greater participation by company personnel. These changes have to take account of the Trust's need to maintain the checks and balances, which ensure that its neutrality and integrity are transparently clear.

5 **Board of Trustees**

The Board of Trustees is made up of representatives of all the political parties, including minority parties, Parliamentary officers, EU Institutions and Trade Unions. New industrial Trustees are: the current Chairman of the Executive Committee, and former Chairmen of the Council and Management Committee.

6 **Executive Committee**

The members of the Executive Committee are appointed by the Board of Trustees from the list of Corporate Fellows of the Trust who are representatives of participating companies. The Executive Committee assists the Trustees in carrying out the aims and objectives of the Trust.

7 **Sub-committees**

Sub-committees are made up of a Trustee and Executive Committee member and Corporate Fellows. They enable the Trustees to draw on best business practice and encourage the broadest possible participation in the development of the Trust's activities. There are seven sub-committees:

Profile Sub-committee  
Finance/Funding Sub-committee  
Small Business Sub-committee  
Training/Adapt Sub-committee  
Corporate Fellows Sub-committee  
Strategy Sub-Committee  
Emerging Issues Sub-committee

8 **The Corporate Forum**

The Corporate Forum has taken the place of the Council. It is made up of the participating company representatives. It has responsibility for the companies relationship with the Trust, for developing the companies use of Trust resources within the company as well as for ensuring senior management support for the Parliamentary

Fellowships. It is the Corporate Forum, which elects the Trustees at the Annual General Meeting.

9 **Programmes**

In all its activities, the Trust's approach is of practitioner learning from practitioner. The role of the secretariat, through its particular skills, is to ensure that the potential of these activities is realised for the participants.

10 **Review of the Financial Position**

The Financial statements for the year will be seen on pages 35 to 36 of this report. Reserves at the end of the year amounted to £150,000.

- 11 Financially Parliament contributes directly to Fellowship expenses and provides services and facilities for all the Trust's Westminster based programmes.

12 **Trustees**

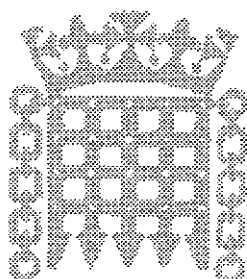
The present Trustees are:

The Rt Hon Lord Weatherill DL (Chairman)  
The Rt Hon Richard Caborn MP (Fellow)  
George Cubie, Clerk Assistant, House of Commons  
Michael Davies, Clerk of the Parliaments  
Baroness Dean of Thornton-le-Fylde (Fellow)  
Judge David Edward, CMG QC  
Baroness Hooper (Fellow)  
Sir Ken Jackson, General Secretary, AEEU  
Ieuan Wyn Jones MP (Fellow)  
Archy Kirkwood MP  
Brian Kent, Chairman Wellington Holdings plc  
Miller McLean, Group Director, Legal and Regulatory Affairs and Group Secretary, The Royal Bank of Scotland  
Ken Minton OBE, Chairman, Arjo Wiggins  
Appleton plc  
Bill Oler MP (Fellow)  
John Sacher, CBE  
Bary Stickings, Managing Director, BASF  
Lord Tomlinson (Fellow)  
Bowen Wells MP (Fellow)

**Statement of Trustees responsibilities**

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Trust, and of the surplus or deficit of the Trust for that year. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.





The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Trust and enable them to ensure that the financial statements comply with the Companies Act 1985. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and to prevent and detect other irregularities.

Participation in the Trust is open to any enterprise as long as it meets the Trust's criteria and contributes to its objective of being fully representative of business in the UK. This takes account of size, sector, ownership, location and employment growth areas.

### 13 Contributing Enterprises

All companies who participated throughout the period except where otherwise stated are:

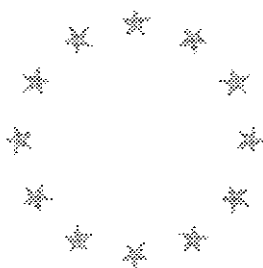
Aggregates Industries  
Aims  
Bank of England  
Barclays plc  
BASF plc  
BG plc  
Blue Circle Industries plc  
The Boots Company plc  
BEa Systems  
British Airways plc  
British American Tobacco  
BNFL  
The British Petroleum Amoco Company plc  
British Telecommunications plc  
Centrica plc  
Chevron UK Ltd  
Conoco (UK) Ltd  
Courtts Consulting Group plc  
DHL International UK  
The Electricity Association  
Electronic Data Systems  
EMAP plc  
Ernst & Young  
Esso UK plc  
The Federation of Small Businesses  
FlowerCity  
Fotolynx Ltd  
GKN plc  
Glaxo Wellcome plc  
Go Ahead Group (joined February 2000)  
HSBC Holdings plc  
IBM United Kingdom Ltd  
Imperial Chemical Industries plc  
ITN (joined May 2000)  
Jaguar Cars Ltd  
Johnson & Johnson  
JWP Solutions in Print  
Kelda Group  
Kingfisher plc  
Laporte plc  
The John Lewis Partnership  
Lloyds  
Lloyds TSB Group plc  
The London Stock Exchange  
Thomas H Loveday Ltd  
Marks & Spencer plc  
Mars UK Companies  
Marsh Development Capital

Simon Martin Group (Launer)  
Merck Sharp & Dohme Ltd  
Millennium Inorganic Chemicals  
Motorola Ltd  
Muncaster Visitor Management  
National Botanic Garden of Wales  
The National Grid Company plc  
National Power plc  
Nationwide Building Society  
Natwest Group  
Nettec plc  
Norsk Hydro (UK) Ltd  
Northumbrian Water Group plc  
Nycomed Amersham plc  
Pfizer Limited  
Pilkington plc  
Polestar plc  
The Post Office  
PowerGen plc  
PriceWaterhouseCoopers  
Prince's Trust  
Railtrack plc  
Reed Elsevier plc  
Rio Tinto plc  
The Royal Armouries (joined August 2000)  
The Royal Bank of Scotland plc  
Severn Trent plc (joined December 1999)  
Shanks plc  
Shell UK Ltd  
Short Brothers plc  
The Standard Life Assurance Company  
Thos Storey Fabrications Ltd  
Swiss Re  
Texaco Ltd  
TI Group  
Tunstall Group plc  
Unilever plc  
United Utilities plc  
Whurr Publishers Ltd

- 13 During the year, Anglian Water, Lambert Howarth, RAC Motoring Services, Shire Hall Communications, United Biscuits and, Zurich Financial Services left the Trust.
- 14 The Trust is prohibited by its Articles of Association from distributing income by way of dividend.
- 15 A resolution to reappoint the auditors, PriceWaterhouseCoopers will be proposed at the Annual General Meeting on 29th January 2001.
- 16 The Trustees would like to record their appreciation to the Members of the Executive Committee and its sub-committee members who have served during the year under review (see pages 30 and 31).

BY ORDER OF THE TRUSTEES

**Fredrick R Hyde-Chambers**  
Company Secretary and Director of the Trust





## Summary of fundraising from October 1999-2000

As has been referred to in the Chairmen's and Director's reports the Trust is vulnerable to the swift changes that are taking place within companies. The main source of its income is from company contributions. Therefore, during the year the Trust has sought to broaden the sources of income. The following gives details of fees and other funds raised, which appear in the accounts. The Trust also particularly wishes to acknowledge, with gratitude, the assistance given by the following: Coutts Consulting Group, plc (employment advice); EMAP plc (advice on the news letter); BASF plc (database advice), Motorola Ltd (web site advice).

### Funding income:

Learning Centre project	£192,711	European Social Fund
Civil Service constituency attachment scheme	£10,000	Cabinet Office
Northern Ireland Assembly consultation fees for assistance with Assembly and Business Trust	£4,057	Assembly and Business Trust
Emerging Issues Phase II	£10,000	Department of the Environment, Transport and the Regions
'Understanding Parliament' Speakers and Local Authority Dinner at the Royal Armouries	£2,691	Kelda Group

## Accounts for the year ended 30 September 2000

### Report of the Auditors to the Members of the Industry and Parliament Trust

We have audited the financial statements on pages 35 to 36.

#### Respective responsibilities of Directors and Auditors

The Trustees who are also Directors of the Industry and Parliament Trust for the purpose of Company Law are responsible for preparing the Annual Report. As described on page 32, this includes responsibility for preparing the financial statements in accordance with applicable United Kingdom accounting standards. Our responsibilities, as independent auditors, are established in the United Kingdom by statute, the Auditing Practices Board and our profession's ethical guidance.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the United Kingdom Companies Act. We also report to you if, in our opinion, the Trustees' Report is not consistent with the financial statements, if the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding Trustees' remuneration and transactions is not disclosed.

We read the other information contained in the Annual Report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements.

#### Basis of audit opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

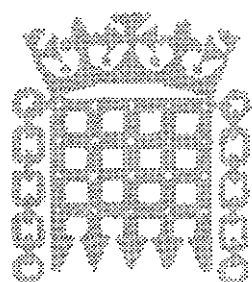
We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

#### Opinion

In our opinion the financial statements give a true and fair view of the state of the charitable company's affairs at 30 September 2000 and of its net incoming resources including its income and expenditure for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

PricewaterhouseCoopers  
Chartered Accountants and Registered Auditors  
London WC2  
11 December 2000

*PricewaterhouseCoopers*





## Income and Expenditure

Statement of Financial Activities for the year ended 30 September 2000

	Notes	Unrestricted £	Restricted £	2000 Total £	1999 Total £
<b>Incoming resources:</b>					
Contributions of supporters		394,651	—	<b>394,651</b>	436,850
Income from study courses and seminars		104,695	—	<b>104,695</b>	119,683
Income from induction and information events		—	—	—	375
Income from Learning Centre	4	—	192,911	<b>192,911</b>	—
Interest receivable		12,038	—	<b>12,038</b>	12,046
Miscellaneous income		9,868	—	<b>9,868</b>	11,548
Total incoming resources		<u>521,252</u>	<u>192,911</u>	<u><b>714,163</b></u>	<u>580,502</u>
<b>Resources expended:</b>					
Direct charitable expenditure:					
Study courses and seminars		(69,379)	—	<b>(69,379)</b>	(104,578)
Fellows' expenses		(16,176)	—	<b>(16,176)</b>	(33,504)
Induction and information events		(2,948)	—	<b>(2,948)</b>	(1,280)
Learning Centre	4	—	(109,806)	<b>(109,806)</b>	—
Staff costs directly attributable to charitable activities	2	(148,739)	(33,226)	<b>(181,965)</b>	(182,000)
		<u>(237,242)</u>	<u>(143,032)</u>	<u><b>(380,274)</b></u>	<u>(321,362)</u>
Other expenditure:					
Management and administration of the charity	3	(254,044)	(49,879)	<b>(303,923)</b>	(213,133)
Publicity and support material		(9,765)	—	<b>(9,765)</b>	(22,135)
		<u>(263,809)</u>	<u>(49,879)</u>	<u><b>(313,688)</b></u>	<u>(235,268)</u>
Total resources expended:		<u>(501,051)</u>	<u>(192,911)</u>	<u><b>(693,962)</b></u>	<u>(556,630)</u>
<b>Net incoming resources for the year</b>		<u>20,201</u>	<u>—</u>	<u><b>20,201</b></u>	<u>23,872</u>
<b>Balance brought forward at 1 October</b>		<u>144,595</u>	<u>—</u>	<u><b>144,595</b></u>	<u>120,723</u>
<b>Balance carried forward at 30 September</b>		<u>£164,796</u>	<u>—</u>	<u><b>£164,796</b></u>	<u>£144,595</u>

There were no acquisitions in the year and no operations were discontinued. The Trust has no recognised gains or losses other than those included in the surplus above and therefore no separate statement of gains and losses has been presented.

## Balance Sheet

Balance Sheet as at 30 September 2000

	Unrestricted £	Restricted £	2000 £	1999 £
<b>Current Assets</b>				
Stocks of publicity and support material	10,195	—	<b>10,195</b>	8,218
Debtors and prepayments	91,098	51,225	<b>142,323</b>	79,356
Loans to employees	2,556	—	<b>2,556</b>	1,818
Cash at bank and in hand	121,797	(41,922)	<b>79,875</b>	120,648
	<u>225,646</u>	<u>9,303</u>	<u><b>234,949</b></u>	<u>210,040</u>
<b>Current Liabilities</b>				
Creditors and accrued expenses	(51,797)	(8,519)	<b>(60,316)</b>	(65,070)
Other taxation and social security	(9,053)	(784)	<b>(9,837)</b>	(375)
	<u>(60,850)</u>	<u>(9,303)</u>	<u><b>(70,153)</b></u>	<u>(65,445)</u>
<b>Accumulated Fund</b>	<u>£164,796</u>	<u>—</u>	<u><b>£164,796</b></u>	<u>£144,595</u>

Approved by the Trustees on 11 December 2000  
The Rt Hon the Lord Weatherill DL  
George Cubie

*Bernard Weatherill*

*George Cubie*

The notes on the following page form part of these accounts



## Notes to the Accounts

30 September 2000

The financial statements have been prepared in accordance with applicable Accounting Standards in the United Kingdom and the Statement of Recommended Practice on Accounting by Charities ("SORP") issued by the Charity Commission in October 1995. A summary of the principal accounting policies, which have been applied consistently, is set out below. The financial statements are prepared in accordance with the historical cost convention.

### 1 Principal Accounting Policies

- (i) The Trust qualifies as a small entity and as a consequence, it is exempt from the requirement to publish a cash flow statement under Financial Reporting Standard 1 (revised) 'Cash flow statement';
- (ii) The Trust maintains two types of fund:
  - restricted: where the purposes for which the funds may be used have been restricted by donors. (The Trust currently operates only one restricted fund, for the ADAPT-financed Learning Centre);
  - unrestricted: where the fund is not restricted as to use;
- (iii) All income is included in the accounts on an accruals basis;
- (iv) Direct charitable expenditure is included in the accounts on an accruals basis and comprises all costs directly related to the Fellowship Programme and the other courses and seminars held throughout the year. This includes expenses reimbursed to Fellows and the direct cost of staff involved in organising the Fellowship Programme and other Trust activities;
- (v) Stock, comprising publicity and support material, is valued at the lower of cost and net realisable value;
- (vi) Costs of operating leases are charged on a straight line basis over the lease term;
- (vii) The company has been granted charitable status and is exempt from taxation on investment income.

### 2 Staff costs

	Year ended 30 September 2000 £	Year ended 30 September 1999 £
Office salaries	274,715	221,914
Other staff costs	17,854	0
Social security costs	28,138	22,444
Other pension costs – see note 5	26,582	22,324
Private healthcare costs	7,315	7,073
	<b>354,604</b>	<b>273,755</b>

One employee earned between £40,000 and £50,000 in the year to 30 September 2000 (1999:1) and one between £50,000 and £60,000 (1999:0).

No Trustee received any emoluments in respect of services to the Trust during the year (1999:0).

The number of employees employed by the Trust during the year 1999/2000 was eleven full-time plus two on fixed-term contracts, and in the year 1998/9 was eight full-time.

### 3 Total resources used – other disclosures

	2000 £	1999 £
Audit fee	1,754	1,768
Hire of plant and machinery – operating leases	4,744	4,484
Hire of other assets – operating leases	33,496	29,183

### 4 Learning Centre project

At 30 September 2000 the Trust had a liability of £192,711 to the European Social Fund (ESF) contingent upon an audit of the project yet to be conducted by the ESF or its agents.

### 5 Pension scheme contributions

The Trust contributes to a number of money purchase pension schemes on behalf of certain of its employees.

### 6 Financial commitments

At 30 September 2000 the Trust had annual commitments under operating leases as follows, being non-cancellable except as shown:

	2000		1999	
	£ Land and buildings	£ Other	£ Land and buildings	£ Other
Operating leases which expire:				
– within one year	–	–	–	1,121
– in the second to the fifth year inclusive	33,496 (1)	4,874	33,496 (1)	–
(1) Cancellable with six months' notice				

### 7 Company status

The Trust is a charitable trust limited by guarantee. The guarantors are the existing members whose liability is limited in the case of each class of members to the following amounts:

Subscribing members	£1,000
Trustee members	£1

