

**CENTRE FOR THE STUDY OF
EMOTION AND LAW LIMITED**
(Company limited by guarantee no. 05985322
registered charity no. 1120257)

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2014

REPORT AND FINANCIAL STATEMENTS
For the year ended 31 March 2014

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CENTRE FOR THE STUDY OF EMOTION AND LAW LIMITED

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY,
ITS TRUSTEES AND ADVISERS
For the year ended 31 March 2014**

Board of Trustees	David Rhys Jones (Chair) Mary Robertson (Treasurer) Christopher Brewin Amina Memon Clare Hogan Martha Spurrier	(resigned 20 September 2013) (appointed 20 September 2013)
Secretary	Jane Herlihy	
Executive Director	Jane Herlihy	
Company reg. no.	05985322	
Charity reg. no.	1120257	
Registered office	1 Quality Court Off Chancery Lane London WC2A 1HR	
Independent Examiner	Peter Gotham FCA FCCA DChA MHA MacIntyre Hudson Chartered Accountants New Bridge Street House 30-34 New Bridge Street London EC4V 6BJ	
Bankers	Unity Trust Bank Nine Brindleyplace Birmingham B1 2HB	

BOARD OF TRUSTEES' REPORT
For the year ended 31 March 2014

The Board of Trustees, who are also directors of the Charitable Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their annual report and the financial statements of Centre for the Study of Emotion and Law Limited for the year ended 31 March 2014. The Board of Trustees confirms that the annual report and financial statements of the Charitable Company comply with current statutory requirements, the requirements of the Charitable Company's governing document and the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities (revised 2005)'.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The principal activities of the company are set out in its Memorandum and Articles of Association. The Charity is established for the following purposes for the public benefit :

- To promote and carry out research and to publish or otherwise disseminate the useful results of such research;
- To promote the sound administration of justice by providing relevant information and research into the use of empirical evidence from the fields of psychiatry and psychology in legal decision making.

Appointment of the Board

The board currently consists of 5 members as at the end of March 2014. The Charity may by Ordinary Resolution in General Meeting appoint any person who is willing to act to be a Trustee, either to fill a vacancy or as an additional Trustee. Trustees are appointed on the basis of ability to fulfil a Trustee's role and the skills needed to fill gaps on the Board.

New Trustees are elected and appointed through a defined procedure, as follows:

The name of any potential Trustee is circulated around the Trustees and Director to identify if there are any objections to approaching them. If they are interested, they are invited to informal discussions with the Director and up to two Trustees to discuss the organisation and the role of a Trustee. They are then invited as an observer to a Trustees' meeting. If both sides wish to formalise the arrangement (assuming approval from the Trustees collectively), the person is appointed as a Trustee.

Trustee Induction and Training

Each of the initial Trustees received the following information:

- A document from the Charities Commission (CC3) outlining the responsibilities of Trustees.
- The main documents which set out the operational framework for the Charity including the Memorandum and Articles.

New Trustees also receive:

- Sources of funding and the current financial position as set out in the most recent published accounts.
- The most recent Annual Report.
- Minutes of the last Trustees' meeting.

Organisational structure and decision-making

CSEL's Board of Trustees is responsible for the overall governance and setting the strategic direction of the charity. There are four full meetings of the Board during the year, plus separate strategic planning meetings as scheduled by the board. Day-to-day operational management and control of the organisation is delegated to the Director who reports to the Board.

BOARD OF TRUSTEES' REPORT
For the year ended 31 March 2014

OBJECTIVES AND ACTIVITIES

CSEL is a charitable Research Centre with the aim of providing high quality applied research to inform legal decision making, benefitting people who have been oppressed, persecuted and victimised and ensuring access to justice for all. This report describes the charity's activities in 2013-14 in the context of our strategic goals for 2011-15, which are:

Research Goals

- To continue to research credibility assessment issues for adults and children within refugee and humanitarian protection law.
- To expand to groups other than refugees, initially victims of sexual assault.
- To expand to other areas of legal procedure - e.g. giving evidence, interviewing.

Dissemination Goals

- To continue to disseminate CSEL research findings to all relevant stakeholders in order that they can be used to ensure quality decision making and equal access to justice and protection.
- To develop & implement communications & media strategies to promote understanding of CSEL's work to targeted audiences.

Development Goals

- To expand and diversify CSEL's funding base.
- To develop & implement media & communications strategies to promote understanding of CSEL's work in a wider public.
- To implement an audit cycle of the impact of CSEL research in legal decision making.

Volunteers

In 2013-14 CSEL was helped for six months by a part time volunteer who helped with dissemination and liaison. The board is greatly indebted to her for the time and commitment she offered.

Grant making policy

CSEL does not make grants to individuals or organisations.

Funders

The following funders supported CSEL's activities during the year:

Unbound Philanthropy
Comic Relief
Esmee Fairbairn Foundation
Samuel Sebba Charitable Trust
UNHCR (Brussels office)
Hungarian Helsinki Committee
The Network for Social Change
Mike Driscoll
Anonymous Family Trust
An anonymous foundation

The board wishes to record its appreciation of the generosity of all who have supported the Charity's activities.

BOARD OF TRUSTEES' REPORT
For the year ended 31 March 2014

ACHIEVEMENTS AND PERFORMANCE

Research

In 2013-2014 CSEL staff, associate researchers and trustees published a wide variety of papers expanding understanding in the fields of psychology and asylum law and policy, psychological issues pertinent to the asylum process, and other legal procedures.

In May 2013, Jane Herlihy and Stuart Turner co-authored a paper in a special issue of the Northern Ireland Legal Quarterly on emotion and law. The paper, What do we know so far about emotion and refugee law? discussed the application of law and psychology enquiries to the field of asylum decision making, and introduced issues raised by the evidence found in CSEL's research previously published research. Belinda Graham, Jane Herlihy and Chris Brewin's paper, Overgeneral memory in asylum seekers and refugees, has now been accepted for publication in a forthcoming issue of the Journal of Behaviour Therapy and Experimental Psychiatry. We are also working on a follow-up to our 2002 discrepancies study. Jane Herlihy wrote sections for the United Nations High Commission for Refugees' report 'Beyond Proof', and a chapter on Memory & Its Limitations for the Hungarian Helsinki Committee training manual which is now being used with decision makers and policy makers across Europe.

A tidal wave has hit the field of law and emotion in the form of historic claims of sexual abuse, not least by high profile individuals. This has provided space for discussions about the appropriate way to handle allegations of sexual violence, with the Crown Prosecution Service publishing a fundamental new approach to child sexual abuse including a list of common 'myths and stereotypes' about sexual violence and specifically addressing misconceptions in the assessment of credibility (see the CPS website). Interviewed in the Guardian newspaper, the former director of public prosecutions, Kier Starmer, stated "Our criminal justice system is riddled with assumptions about how victims behave and most of them are misplaced."

To date we have largely focused on the asylum system and it may now be timely for us to expand our work and look at the assessment of credibility in other areas of law. We are convinced that there is a need for better understanding of the way in which people report sexual violence and that we are best placed to provide it, building on our work on credibility and the disclosure of sexual violence in the asylum system. We have therefore begun interesting conversations with Rape Crisis and others working with victims of sexual violence in the UK in order to outline the potential contribution which CSEL might bring to this important and growing field.

We have started to explore the issue of the prosecution of sexual violence in the courts with the supervision of a study of discrepancies in accounts of rape (replicating the methodology from our study of discrepancies in asylum accounts). In the coming year we will be working to make connections, raise funds and support our associate researcher to join us to develop this crucial area of research and, of course, disseminate it to those best placed to ensure that people who have suffered sexual violence can achieve justice and reparation in an equitable, properly informed manner.

Dissemination

During 2013-2014 we have consolidated CSEL's reputation for excellence and rigour in the field of scientific psychological research, and through our outreach and partnerships work we have begun to build a much wider network reaching sectors outside the asylum process entirely. Over the year we have also worked hard to build on CSEL's growing reputation for both working in and bringing together different sectors. We have done this through establishing the organisation's credibility in the voluntary sector and with lawyers through training; networking and presenting within the academic world; and becoming increasingly well known as interdisciplinarians with a particular skill for linking academia and practitioners, theory and practice.

BOARD OF TRUSTEES' REPORT
For the year ended 31 March 2014

Our Twitter feed, Current Projects blog and newsletter have grown in popularity and are now followed by more than 500 people, ranging from members of grassroots community groups to refugee decisionmakers around the world.

This year our new dissemination project, Evidence into Practice, has taken CSEL further into the world of asylum legal practice, and supported further exciting organisational development. Evidence into Practice expands on our previous dissemination project, training, in the first year, 100 asylum lawyers and case workers across the country, to understand and use psychological research evidence, as well as continuing to train workers and volunteers in the asylum voluntary sector.

CSEL's Executive Director, Jane Herlihy, ran a series of training sessions in the summer and autumn of 2013. In June she spent a day delivering research-based training to medico-legal report writers at Freedom from Torture, with a particular focus on how torture may affect memory and recall. The following month she was invited to BABCP to co-deliver training for psychologists on PTSD in refugees and asylum seekers. Jane also partnered with Raggi Kotak of 1 Pump Court in October to train ILPA members on trauma and credibility in asylum and human rights claims.

BOARD OF TRUSTEES' REPORT
For the year ended 31 March 2014

In May 2013, Jane attended the 13th European Conference on Traumatic Stress in Bologna, with the European Society for Traumatic Stress Studies (ESTSS). The focus for the year was "Trauma and its pathways: PTSD and beyond." Associate researchers Belinda Graham, Hannah Rogers and Lucy Wilson-Shaw presented a symposium chaired by Jane on asylum, credibility and PTSD, which comprised presentations of three pieces of CSEL-supervised research, on overgeneral memory in asylum seekers (now in press), credibility judgments about people with PTSD (now in press), and CSEL's 2012 paper Non-clinicians' judgments about asylum seekers' mental health: how do legal representatives of asylum seekers decide when to request medico-legal reports? While in Bologna, Jane additionally chaired a symposium by the Traumatic Stress Clinic on their work with pregnant women experiencing PTSD, many of whom are victims of trafficking.

CSEL also took part in the November 2013 launch of the new MSc in Mental Health and Law at the Wolfson Institute of Preventive Medicine, Queen Mary University London. Jane's presentation explored the potential and pitfalls of bringing psychological evidence into refugee law.

In the spring, Jane took CSEL to new audiences: at the Institute of Immigration Law at Leiden University she lectured honours students on credibility in asylum law and policy; and at Solace Women's Aid she presented on theories of normal and traumatic memory for professionals in the violence against women sector.

Development

CSEL has doubled in size this year, taking on a new psychology researcher and a research and communications assistant.

We are often asked how – or whether – our research applies to children. Until now we have limited ourselves to psychological research on adults, and have never been able to confidently address this question. Now, thanks to our work with UNHCR's second CREDO report, and funders who have been keen to help us expand into this area, we have taken on clinical psychologist Zoe Given-Wilson. Zoe is developing research into crucial aspects of child psychology which can affect young people making asylum claims.

Also this year Gracie Bradley joined our dissemination team as part of the Evidence into Practice project, helping us to reach further into both voluntary and legal sectors and promote our work nationally and internationally. Gracie gives us a longer reach and more capacity for the communications work essential to effective outreach, enabling us to inform legal processes with high quality psychological research.

Martha Spurrier, a barrister at Doughty Street Chambers, joined our board this year. Martha is a human rights specialist in the field of public law, specialising in access to justice, mental health and women's rights. Before joining chambers Martha was in-house counsel at the mental health charity Mind. Martha was a 2014 Legal Aid Lawyer of the Year finalist and we are privileged to have her join us.

Our special thanks and appreciation go to Clare Hogan, former Production Editor at The Times newspaper, who left the CSEL board this year, in order to concentrate on her studies and exciting new career in horticulture.

BOARD OF TRUSTEES' REPORT
For the year ended 31 March 2014

FINANCIAL REVIEW

Risk

The Board of Trustees review the active risks to the charity at their quarterly meetings. In 2013-14 these are predominantly to do with the total amount and the sustainability of funding, which are addressed by ongoing funding applications to grant-making bodies and a strategy of exploring the possibilities of further corporate funding.

Reserves

It is good practice for every charity to have a reserves policy. Since restricted funds form a large part of our core activity, the trustees combine restricted & unrestricted funds in considering the reserves policy for CSEL. Our policy is to aim to build a reserve representing 3-6 months of annual expenditure. The combined unrestricted & restricted funds at 31 March 2014 was £29,005.

Independent examiner

Peter Gotham of MHA MacIntyre Hudson has indicated his willingness to accept re-appointment.

Preparation of the report

This report has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

This report was approved and authorised for issue by the Board of Trustees on 24 September 2014 and signed on its behalf by:

David Rhys Jones
Chair

INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES OF CENTRE FOR THE STUDY OF EMOTION AND LAW LIMITED

I report on the financial statements for the year ended 31 March 2014 set out on pages 10 to 15

This report is made solely to the Board of Trustees, as a body, in accordance with Section 43(3) of the Charities Act 2011. My work has been undertaken so that I might state to the Board of Trustees 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 Board of Trustees for my independent examination work, for this report, or for the statement I have given below.

Respective responsibilities of Board of Trustees and independent examiner

The Board of Trustees, who are the directors of Centre for the Study of Emotion and Law Limited for the purposes of company law, and the trustees for the purposes of charity law, are responsible for the preparation of the financial statements. The Board of Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the Charitable Company is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the Charitable Company, and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as the Board of Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

/Continued...

**INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES OF
CENTRE FOR THE STUDY OF EMOTION AND LAW LIMITED**

/Continued...

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Peter Gotham FCA FCCA DChA

MHA MacIntyre Hudson
Chartered Accountants
New Bridge Street House
30-34 New Bridge Street
London EC4V 6BJ

Date:

STATEMENT OF FINANCIAL ACTIVITIES
For the year ended 31 March 2014

	Note	Unrestricted Funds 2014 £	Restricted Funds 2014 £	Total Funds 2014 £	Total Funds 2013 £
INCOMING RESOURCES					
Incoming resources from generated funds:					
Voluntary income	2	40,770	-	40,770	41,141
Incoming resources from charitable activities	3	15,108	41,892	57,000	54,657
TOTAL INCOMING RESOURCES		55,878	41,892	97,770	95,798
RESOURCES EXPENDED					
Staff costs	4	39,682	59,986	99,668	83,565
Project costs		2,169	1,943	4,112	6,194
Overheads		15,010	3,714	18,724	15,607
Governance costs		2,956	-	2,956	2,514
TOTAL RESOURCES EXPENDED		59,817	65,643	125,460	107,880
Net incoming/(outing)		(3,939)	(23,751)	(27,690)	(12,082)
NET MOVEMENT IN FUNDS		(3,939)	(23,751)	(27,690)	(12,082)
TOTAL FUNDS BROUGHT FORWARD		8,209	48,486	56,695	68,778
TOTAL FUNDS CARRIED FORWARD		£ 4,270	£ 24,735	£ 29,005	£ 56,696

The annexed notes form part of these financial statements

CENTRE FOR THE STUDY OF EMOTION AND LAW LIMITED

BALANCE SHEET
As at 31 March 2014

	Notes	£	2014 £	£	2013 £
CURRENT ASSETS					
Debtors	6	2,400		2,000	
Cash at bank and in hand		30,852		63,565	
		<u>33,252</u>		<u>65,565</u>	
CREDITORS: amounts falling due within one year					
	7	(4,247)		(8,869)	
NET CURRENT ASSETS			29,005		56,696
NET ASSETS		<u>£</u>	<u>29,005</u>	<u>£</u>	<u>56,696</u>
FUNDS					
Restricted funds	8	24,735		48,487	
General fund		4,270		8,209	
		<u>£</u>	<u>29,005</u>	<u>£</u>	<u>56,696</u>

For the year ended 31 March 2014 the Charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- I. The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476;
- II. The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of the accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). They were approved, and authorised for issue, by the Directors on 24 September 2014 and signed on their behalf by:-

DAVID RHYS JONES, Chair

MARY ROBERTSON, Treasurer

The annexed notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2014

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in 2005, applicable accounting standards and the Financial Reporting Standard for Smaller Entities (effective April 2008).

The effects of events relating to the year ended 31 March 2014 which occurred before the date of approval of the financial statements by the Executive Committee has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2014 and the results for the year ended on that date.

Company status

Centre for the Study of Emotion and Law Limited is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors and which have been raised by the Charity for particular purposes. The cost of administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. Statutory grants which are given as contributions towards the Charity's core services are treated as unrestricted.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to Gift Aid donations is recognised at the time the relevant income is receivable.

Resources Expended

All expenditure is accounted for on an accruals basis and has been included under natural expense categories. Irrecoverable VAT is included with the expense.

Operating leases

Rental payable under operating leases are charged to the Statement of Financial Activities on an accruals basis for the service provided.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2014

2. VOLUNTARY INCOME

	Unrestricted Funds 2014 £	Restricted Funds 2014 £	Total Funds 2014 £	Total Funds 2013 £
Samuel Sebba Charitable Trust	10,000	-	10,000	10,000
Anonymous donation	15,000	-	15,000	10,000
Esmee Fairburn	15,000	-	15,000	20,000
University of Technology, Sydney	250	-	250	639
Other Donations	520	-	520	502
	<u>£ 40,770</u>	<u>£ Nil</u>	<u>£ 40,770</u>	<u>£ 41,141</u>

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2014 £	Restricted Funds 2014 £	Total Funds 2014 £	Total Funds 2013 £
Comic Relief EiP	-	31,272	31,272	14,376
SNIS	-	-	-	2,815
Unbound Philanthropy	-	-	-	35,000
Feminist Review Trust	-	-	-	1,000
Child Project (Various funders)	-	10,620	10,620	-
Writing fees	12,452	-	12,452	-
Other activities	2,656	-	2,656	1,466
	<u>£ 15,108</u>	<u>£ 41,892</u>	<u>£ 57,000</u>	<u>£ 54,657</u>

4. STAFF NUMBERS AND COSTS

	2014 £	2013 £
Wages and salaries	82,773	68,317
Social security costs	7,956	6,395
Pension costs	8,667	8,493
Staff training & welfare	272	360
	<u>£ 99,668</u>	<u>£ 83,565</u>

The average weekly number of employees, calculated as full time equivalents, during the period was:

	Number 2014	Number 2013
Project staff	0.8	0.8
Support staff	1.4	0.6
	<u>2.2</u>	<u>1.4</u>

No employee received remuneration of more than £60,000 in the year and the previous year.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2014

5. BOARD OF TRUSTEES

No members of the Board of Trustees received remuneration or reimbursement of expenses in the year and the previous year.

6. DEBTORS: DUE WITHIN ONE YEAR	2014 £	2013 £
Other debtors (rent deposit)	<u>£ 2,400</u>	<u>£ 2,000</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2014 £	2013 £
Trade creditors	83	70
Social security and other taxes	-	4,993
Pension creditor	1,284	1,310
Accruals	2,880	2,496
	<u>£ 4,247</u>	<u>£ 8,869</u>

8. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
RESTRICTED FUNDS					
Child Project	-	10,620	(5,143)	-	5,477
Comic Relief	2,757	-	(2,757)	-	-
Comic Relief EiP	11,426	31,272	(23,619)	-	19,079
SNIS	262	-	(83)	-	179
Unbound Philanthropy	34,042	-	(34,042)	-	-
	<u>£ 48,487</u>	<u>£ 41,892</u>	<u>£ (65,643)</u>	<u>£ Nil</u>	<u>£ 24,735</u>

The Child Project is to ensure that decisions made about children in need of international protection are based on the best available psychological knowledge.

The Comic Relief fund is for a project disseminating CSEL research to people supporting and advising asylum seeking and refugee women in the voluntary sector.

The Comic Relief Evidence into Practice fund is to deliver training on the use of CSEL research to lawyers and voluntary sectors who advise and support women seeking asylum.

The Swiss Network for Interdisciplinary Studies fund is for a research, training and support project examining the role of psychological issues in the international criminal trials of Cambodia.

The Unbound Philanthropy fund is to review, translate, and deliver the latest psychological research findings for lawyers and decision makers in the field of international protection.

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2014

SUMMARY OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers £	Carried Forward £
General Funds	8,209	55,878	(59,817)	-	4,270
Restricted Funds	48,487	41,892	(65,643)	-	24,736
	<u>£ 56,696</u>	<u>£ 97,770</u>	<u>£ (125,460)</u>	<u>£ Nil</u>	<u>£ 29,006</u>

All funds are held within net current assets

9. FINANCIAL COMMITMENTS

At the year end the company had a three month commitment on operating leases on it's property.

	2014 £	2013 £
Operating leases which expire:		
within one year	3,780	-
within two to five years	-	8,000
	<u>£ 3,780</u>	<u>£ 8,000</u>

10. PENSION COMMITMENTS

The Charity contributes to personal pension schemes for its employees. The pension cost represents contributions payable by the Charity in the year of £8,667 (2013 - £8,493). Contributions totalling £1,284 (2013 - £1,310) were payable to personal pension schemes at the balance sheet date and are included in creditors.

11. GOING CONCERN

As the charity has no endowed funds, the level of activities in the coming period will depend almost entirely on its ability to secure continuing grant and donation income. The Trustees are monitoring the situation carefully and are confident of being able to manage and indeed grow the charity's operations.