

# SWWOP

SHEFFIELD WORKING WOMEN'S OPPORTUNITIES PROJECT LTD

## Annual Report 2009-2010

SWWOP Ltd is a small voluntary sector project, a registered charity and company limited by guarantee, and was established in 1992. The project provides a specialist outreach service to an extremely socially isolated and vulnerable group of women – street sex workers.

Our aim is to support our clients to look after themselves, access mainstream services and lead normal lives. A successful outcome for our clients is being able to make informed choices about their lives. This will vary for individuals – for some it may be gaining housing, for others keeping a baby or leaving a violent partner. A first step for most is dealing with their drug dependency and any underlying mental health issues. A small proportion are supported to exit street prostitution altogether. For many of our clients, survival itself is a successful outcome given the dangers inherent in street sex work and drug addiction.

A contribution to the provision of healthcare is fundamentally at the core of our work, and is carried out during

four outreach sessions per week by signposting and providing streetbased intervention services in relation to substance misuse, mental health, social health and pregnancy.

We strive to provide a service to all women working as street sex workers in Sheffield and we are committed to supporting and empowering this vulnerable group. This does not include the promotion, control or reduction of prostitution as a goal; we see our role as emphasising the positives of women's characters, i.e. the strength and resourcefulness they possess that enables them to do their jobs. This approach also includes highlighting the positives in their lives generally.

Recovery & Exit Support Team: SWWOP provides fast-tracking to substance misuse treatment and alcohol cessation to any woman wishing to make life style changes and exit street sex work. This is backed up by the provision of multi-agency ongoing intensive support to each individual exit client and access to SWWOP's regular activities and complimentary therapy days



*Our new premises*

SWWOP Ltd

Old Coroner's Court,  
Nursery Street,  
Sheffield S3 8GG

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E-mail: [info@swwop.org](mailto:info@swwop.org)  
or [sali@swwop.org](mailto:sali@swwop.org)

web site: [www.swwop.org](http://www.swwop.org)

Reg Charity No. 1109759

Company Reg. No. 5413661

Another busy year for SWWOP has passed in flash. It seems no time at all since I was writing my previous Chair's report. The main highlights of the last year for me have been:

- ❖ Moving to our fab new office base in the Old Coroners Court. It is hard to believe that we managed for so long in previous offices, with the windows falling out and stuck together with tape, the ever mounting heating bills and the impossible landlord. Needless to say, everyone has rapidly settled in to our comfortable, spacious and well-maintained new premises. Thanks are due to Sheffield City Council for providing additional funding to cover the rent.
- ❖ Finally completing our Business Plan, which saw umpteen drafts, but which is the result of a positive joint process involving staff, volunteers and management committee members, as well as taking on board consultation with our service users. It provides us with a really useful basis for funding bids and for planning the development of SWWOP, covering our aims, history, current work and giving a clear vision and direction for the future.

Other developments in the last year include:

- Changing and increasing the times when the van goes out in response to changing patterns of street sex work. We keep this constantly under review in order to make sure the van is available at peak working times.
- Increasing use of assertive outreach techniques to

engage women in the REST programme, when they may be in danger of dropping out of contact with us and with other services, particularly drug treatment.

- Expansion of follow-up visits and support work arising from contacts on the van, e.g. accompanying to court visits, visits to Housing etc.

In the coming year we want to:

- Sharpen up our evaluation, particularly of outcomes, i.e. evidence which shows the difference that we are making to the lives of the women whom we work with.
- Organise a Road Show, taking the van to key organisations with influence in the city and promoting how our work helps them to achieve their outcomes.
- Recruiting a new Follow-Up Outreach worker to pick up on the work arising from contacts on the van with women who are not yet ready for the REST programme.

As always, my thanks go to my fellow Management Committee members, particularly to Angie Heal whose commitment to SWWOP over the last year in her own time has been considerable, and to Sali, Lis, Anne-Marie and Shelley for their hard work to make SWWOP such a fantastic project to be involved with, and to all the outreach workers and volunteers without whom we could not deliver our core harm reduction services.

*Emma Rattenbury, Chair*

### **SWWOP would like to thank the following for their support in kind and in funding:**

- |                                 |                                      |
|---------------------------------|--------------------------------------|
| ⇒ Building Safer Communities    | ⇒ The Archer Project                 |
| ⇒ Sheffield Primary Care Trusts | ⇒ Diva                               |
| ⇒ Sheffield City Council        | ⇒ Our Staff Committee and volunteers |
| ⇒ NUCA                          | ⇒ Burngreave New Deal                |
| ⇒ Genitourinary Medicine        | ⇒ J Platt                            |
| ⇒ Central Fire Station          | ⇒ Women's Print                      |
| ⇒ Guernsey House                |                                      |
| ⇒ St Stephens Church            |                                      |
| ⇒ Voluntary Action, Sheffield   |                                      |



The year began with a commitment to find alternative office space as the ones we were currently using were in a very poor state of repair and although the heating bills were incredibly high, the building was bitterly cold in winter and absolutely roasting in the summer. We were also looking to reflect how much we value our clients and to show they are worthy of investment.

What we found was the 'Old Coroners Court' building on Nursery Street. It is only 100 yards from our previous offices so moving didn't involve much traveling. It's a two storey building and we have the top floor which consists of spaces large enough to accommodate a separate 'therapy room', a meeting/training room, a quiet room and separate offices for myself and the admin worker plus a large office for the exit workers. We also have secure parking and access to a 'rooftop space' which we are looking at making into some kind of therapeutic space if the landlord agrees. We all think it's wonderful and thanks to Sheffield City Council (provision of extra funding re rent) we were able to negotiate a lease for 3 years from October 09.

Anyway here's an overview of our current clients and services provided over the past year (2009-10) -

### Our client group

Most of our clients misuse a range of drugs and struggle with chaotic lifestyles; they are subject to violence and abuse, experience poor physical health and rarely access mainstream services without intensive support. Although many of the women live and work in Sheffield, a significant number live in surrounding areas and travel to work in the city. The majority of the service users are aged between the 19-28 years old and identify as white British; a minority are Black Caribbean or of dual heritage. We have worked with clients under the age of 18 years in conjunction with our partner agency, the Sexual Exploitation Project.

### Outreach Service – initial contact and basic support

The provision of an outreach service is fundamental to our work with this 'hard to reach' group. The service is primarily delivered from a specially equipped van, which now goes out four evenings a week staffed by a combination of SWWOP Outreach workers, with trained volunteers or specialist staff from partner agencies. Outreach service makes an average of 13 contacts per evening providing on average 225 contacts per month. Seventy per cent of these are regular contacts.

The outreach provision includes:

- Free provision of condoms/ lubricants and Refreshments
- Health awareness including fast track to sexual and mental health services
- Pregnancy testing and support
- Needle exchange and harm reduction advice/information
- Signposting and referral to other agencies i.e. drug services, housing
- Assault report scheme including providing women with information about 'dodgy punters'
- Referral to EXIT Support

The van is a supportive environment where women can have temporary respite from the street.



Sali Harwood, Manager

### Follow-up – more structured support

Having established contact through the outreach service, we can then provide women with support to help them negotiate 'the system' - benefits, housing, health, substance misuse, domestic abuse, legal concerns and court cases. SWWOP workers provide information and advice, help clients make and keep appointments and act as advocates.

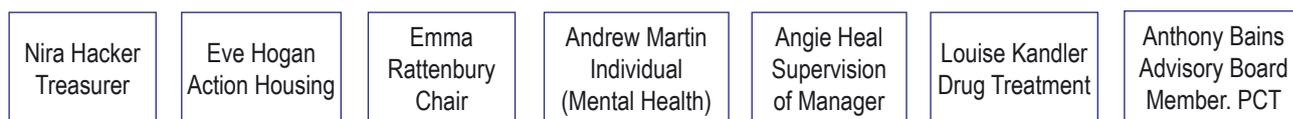
Women often contact us when in crisis – for instance when they have been attacked or raped or when facing eviction or an outstanding arrest warrant or when finding out that they're pregnant. This may be a pivotal time for women. Being supported through a time of trauma or other difficulty may result in them wishing to make positive changes in their lives that will reduce their vulnerability and lessen the chances of such events reoccurring. At this point they may choose to enter the REST programme

### Recovery and Exit Support (REST)

REST is an intensive support programme for women who wish to exit street sex work and substance misuse. It is client led and the dedicated REST worker will work at the service user's pace helping them identify their own support needs. Women usually enter the programme via outreach contact, when they feel ready and able to make changes in their lives. Each REST worker will work on a one to one basis, using structured support plans to assist clients in identifying their support needs and the goals they wish to achieve. This support is focussed on providing women with the tools and structure to allow them to move forward in their life, away from street sex work and substance misuse. It is important to note that even where women do experience relapse, SWWOP continues to offer much needed support to enable women to start the process again should they choose to.

In addition to providing direct services to clients, SWWOP has a key role as an advocate for this group. SWWOP works to help local agencies and residents understand more about the women's lives and needs. Training packages and media coverage are important here. SWWOP also works with other agencies to ensure effective co-ordination of services to individual ►

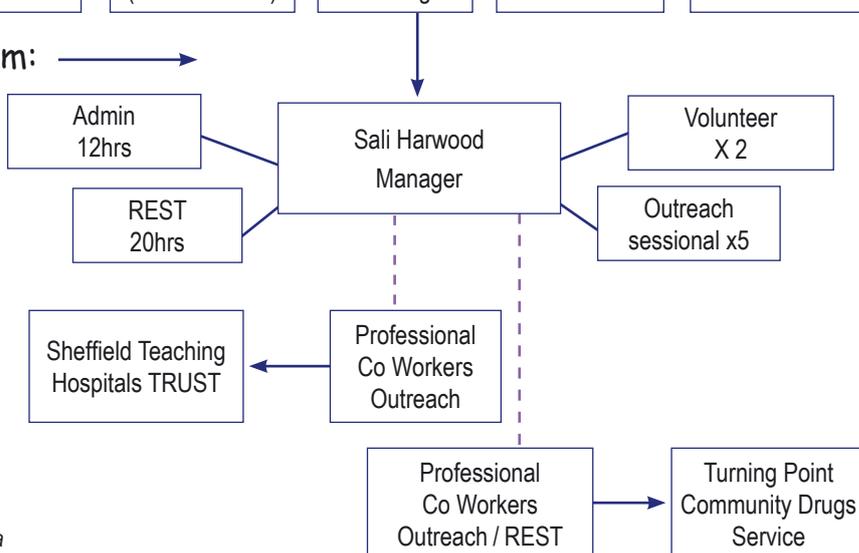
## Sheffield Working Women's Opportunities Project Ltd Management Committee / Trustees



**Staff Team:** →



Some of our trustees: left to right front row: Emma (Chair) and Eve, Back row: Louise and Andrew.



### *Managers Report (cont.)*

women and we also liaise closely with the police to improve the safety of the women. At a national level, SWWOP contributes to policy development.

#### **Community Relations**

SWWOP plays an important role in facilitating sensitive negotiations between communities and agencies about the local effects of street sex work, providing a line of communication to and for the women themselves.

Keeping with the outreach theme we received £2500 from The Church Burgess Fund. This enabled us to increase outreach from 3 to 4 nights per week.

We were also lucky to recruit two volunteers, Ashley (from the Centre for HIV) and Samantha (Sharpe Action Turning Point). Both are very enthusiastic and bring complimentary skills have settled in and are enjoying the work. We were also donated fresh bread from a local bakery throughout the year. This made it possible to provide sandwiches for outreach very cheaply. These go down very well and at least we know that the majority of women are

getting some food during the week.

The van has been an expensive commodity this year and we had to replace all the locks and then later in the year the 'turbo and exhaust' needed replacing at a total cost of £2500. This also meant that the van was out of action for a total of 3 weeks (12 outreach sessions) throughout the year. Luckily we received a donation from Brooke Magnante (sponsor money raised from running the half marathon in Sheffield) which went a long way to paying the van costs.

As most of you will know attacks on our client group are a regular occurrence and one of our many exit clients was attacked and raped during her time working on the streets. Her attacker was caught and found guilty receiving a long sentence. This young woman exited street sex work a number of years ago and now has her own family. With the help of Victim Support Sheffield she received compensation from the Criminal Injuries Compensation Authority and donated a small sum to SWWOP.

**Sali Harwood**  
SWWOP Manager

#### **News in brief -**

Shelley our Exit worker went on maternity leave this year and had a baby boy Taylor.

Katie Bain from G. U Medicine came on board as a temporary paid worker covering Shelly's outreach sessions.

#### **Operating hours**

The office is staffed five days per week between the hours of 8.30am and 4.30pm. There is a regular fortnightly drop-in session with organized activities.

The outreach service is delivered four evenings per week.

**Services on offer to street sex workers:**

- Outreach inc refreshments (4 nights per week)
- Advocacy-Signposting and Advice around a wide number of issues
- Referral to EXIT Strategy
- Needle exchange
- Free condoms/Lubricant
- Health awareness (inc. sexual & mental health and alcohol)
- Family support/pregnancy support
- Dodgy Punter information
- Support/Reporting of incidents to police

**Intensive support strategy re women wishing to exit street sex work and substance misuse including:**

- Access to substance misuse services
- Drug counselling, Psycho – Social Interventions
- Complimentary therapy days
- 121 work
- Confidence & self esteem sessions
- Group work
- Support to return to work/study
- Access to Supported housing including a women only house
- Support re appointments including court attendances

**Alternative Therapy days including:**

- Acupuncture
- Information sessions (subject clients choice)
- Massage & Relaxation
- Access to Sexual Health Advisors
- Plus a range of pampering from nails to make-over's
- Workshops – i.e. Jewellery making, homeopathy, Craft

Mother & Baby Group Activities provided are: Baby splash and baby massage. Outings for both the above groups take place during the warmer weather

**Three Month snapshot of what we actually provided to Outreach Clients:**

January-March 2010

- Total number of contacts 269 - No. of new clients 7
- Condoms & other health items
- Clean needles & other drug paraphernalia
- Sandwiches and hot drinks
- Advice on health issues
- Appointments made to GU
- Domestic abuse reporting/information
- Out of hours homeless support Brief interventions re alcohol misuse
- Crisis intervention re robbery/attacks
- TLC/personal support
- Referrals into Exit Support
- Reporting of dodgy punters
- Local Radio interview re Dangers of sex work after Bradford

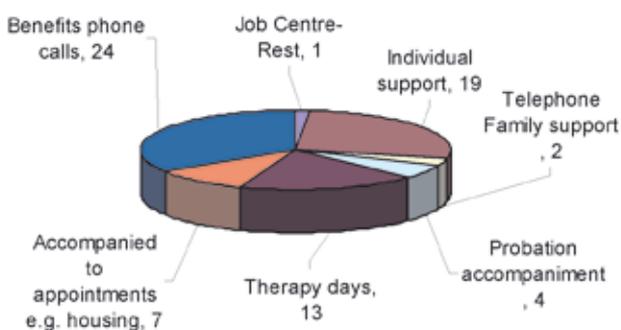


Rachel (outreach worker)

**Follow up issues re outreach clients**

(6 new clients referred to REST)	No. of clients
Hospital appointments	3
Referral to drug support group	1
Probation appointments	2
Drug treatment i.e. script	13
Family support	4
Home visits	1
Alcohol detox referral	1
Probation accompaniment	2
Domestic abuse	2
Refer to Midwives/Health Visitors	6
Court appearances	10
Medical assistance re abscesses	2
Referrals to Social Services/Child protection	4
Visiting women in prison	4
Solicitors	1
Drug support	2
Mental health	1
Police	3
Addaction (Drug intervention)	3
Archer Project re food parcels	1
Provision of clothing	3
Chocolate Box-referral extra support	4
Benefits phone calls	3

**REST Clients**



Tiny tots yoga

## Partnership Work

### The Centre for HIV and Sexual Health

The Centre for HIV and Sexual Health is part of Sheffield Primary Care Trust's Provider Services and provides a sexual health promotion service which aims to reduce unplanned pregnancy, reduce the incidence of HIV and other sexually transmitted infections, and affirm people's right to sex, which is consensual, mutual, equal and pleasurable.

The Centre aims to deliver its work within a holistic model of sexual health which acknowledges the social, cultural and political factors and health inequalities that affect and determine people's sexual health.

Within this context, the Centre acknowledges and appreciates the inequalities experienced by women working as commercial sex workers and the need for targeted support to meet their needs appropriately.

Sheffield is very fortunate to have the services of SWWOP and its dedicated, professional team of workers and volunteers to support the health and well-being of these women. Many have a range of needs and their sexual health may come at the end of a longer list of priorities relating to poverty, substance misuse and their experience of the criminal justice system. Being able to provide condoms and advice and support to women to protect and promote their sexual health is just part of SWWOP's essential work with this vulnerable group of women.

The Centre is a strong and long-standing ally of SWWOP and supports its work via:

- Representation on the SWWOP Management Committee (Anthony Bains)
- Volunteering on the outreach bus (Ashley Beaumont-Thomas)
- Funding Ashley's time to complete the NOCN Level 3 Award in Tackling Substance Misuse training which will benefit women on the outreach bus
- Facilitation of development/ planning days for the Management Committee and the SWWOP Team (Liz Wilson)

For more information about the Centre phone 0114 226 1900 or visit [www.sexualhealthsheffield.nhs.uk](http://www.sexualhealthsheffield.nhs.uk)

**Anthony Bains,**  
Advisory Board member, PCT

## Volunteer Report

I have been a volunteer on SWWOP's outreach van for just over a year now, and what an interesting year it's been! Before working with SWWOP, I was incredibly naïve about street sex work and I really didn't know what to expect from the outreach sessions, considering too that the work is entirely different to my day job as an administrator at the Centre for HIV and Sexual Health. While I approached my new challenge with an open mind, initially I probably had a very stereotypical image of the typical working woman. One year on, I now know for a start that there is no such thing as the typical working woman! My experience so far has completely opened my eyes to the realities of street sex work, and I have come to understand just how harsh life can be for the women that are helped by SWWOP. I have become in awe of the strength of character shown by many of the working women, yet I also find it frustrating to see the harmful cycles that many of their lives tend to follow.

I have learnt so much from Sali and the outreach team in how to manage situations that arise on the van and how to support the women with their wide-ranging issues. While at first I was nervous, and sometimes unsure of how to interact with our service users, I now feel confident in my role and look forward to the challenges that each outreach session brings. We see and hear some extraordinary things during the outreach sessions – some distressing and sad, some hopeful and positive, and some hilarious! It's really enjoyable and rewarding to be a part of something that makes a real positive change to the lives of female street sex workers in Sheffield.

In terms of my own personal and professional development, my experience with SWWOP has helped me to focus on my future career aspirations, and thanks to the confidence it has given me, and a passion it has ignited in me for working with vulnerable adults, I have decided to apply to study social work at university from next year. I hope to continue to be involved with the fantastic work done by SWWOP for many years to come!

**Ashley Beaumont-Thomas**

## Drug Worker's Report



**Sarah Cotton (drug worker) & Samantha Redhall (volunteer)**

Over the last year we have promoted and launched 'The Crack Group' at SWWOP. This has proved to be a really challenging piece of work. Although many women show an interest in attending, and have attended sessions sporadically, the task of getting them through the door and attending regularly remains difficult. On hold at the minute but the plan is to keep consulting the women and re-launch in the very near future. Crack per say remains a challenge so we are always looking for innovative and creative ways of engaging the women in the midst of their chaotic lives and giving them the support they need. We have also seen the introduction of Charlie, a complimentary therapist from Turning Point to our regular drop ins. Charlie offers shiatsu or black box therapy for the women alongside the auricular acupuncture that myself and Sali can offer. All of these therapies can help people with their addictions. On a side note it has been unusual yet refreshing to see a man about the office 😊.

Six years on it is reassuring to see how much of a difference we can make to the women we work with. Hands full of my earliest clients are still in regular contact with me. We meet for coffee from time to time which gives them the opportunity to keep me up to date with their lives. One of my first ever clients recently gave birth to her second baby. As I looked at her sat on her bed at the Jessops feeding her new born daughter I had a flash back to 2004 when I used to give her condoms and drinks late on a cold winter night as her boyfriend stood by keeping an eye on her. Moments like this are heart warming and it pleases me greatly to see the changes they have made as she sits there in the midst of her family.

**Sarah Cotton**

## Recovery & Exit Support Team (REST)



AnneMarie

This past year much of the work we have been doing at SWWOP has focused on practical and/or therapeutic activities. We aimed to offer women the space and opportunity to participate in practical activities which had a longer term therapeutic outcome. These have included extended therapies being available at the Drop in, group outings, budgeting work and one to one confidence building and assertiveness work. The women have responded well to this and it is a theme we hope to develop over the coming year.

This approach began early, with a tiny tots yoga group beginning in early summer.

The Swwop therapy days have also benefited from this new approach. We are now able to offer a wider range of therapies which can be aimed at each woman's' individual needs and will compliment the support she is already receiving.

Another new development linked to this is the Swwop roof garden. Last summer we grew small pots of herbs and salad leaves on the windowsill in the old office. The women involved had the idea of a swwop garden to grow our own vegetable and fruit, and this has now become a reality as we have just planted our first tomato, lettuce and broccoli plants and are looking forward to the new arrivals in early august!

Talking of new arrivals we are all very pleased to have Shelley returning to work after having her own little bundle of joy! Being back to having 2 exit workers means we can build on the increased one to one work and assertive outreach approach we have initiated this year. We are now able to meet at a venue of their choice rather than all appointments being based at our office. This flexible approach means our service has become even more accessible and the women are more likely to access the service and to keep appointments.

All in all it has been a positive year, full of changes and promise.

**Shelley Powell & AnnMarie House,**  
Exit Support Workers

## Personal Musing

The mother and baby group has always been a huge success, over the past few years we have tried allsorts of activities such as, baby splash, Easter party's, picnics and days out, all having positive feedback from the mums.



We wanted to try something just a little bit different, something new and exciting for mum and baby, so we arranged an 8 week course and called it Tiny Tots yoga.

The yoga allows infants the freedom to stretch, relax and have fun, while helping them to strengthen their spines and develop supple joints. This allowed both mum and baby to exercise together.

I have recently returned to work having been on maternity leave, to find out Sali had put me on drug awareness level 2 training where I had loads of homework and to complete an essay, I was very very nervous about this, iv still got baby brain, is all I kept saying, now iv done the training I really enjoyed it and im booked to do the level 3 award in tackling substance misuse and level 2 counselling skills.

So many things has changed in so little time, coming back to a new office, its great, loads of room and a lovely terrace. New clients and volunteers, even our massage women, is now a massage man, we now do sandwiches on the van and the van now goes out on a Thursday, so many things to get used to, as well as my 9 month old son, im loving every moment of it, apart from the baby brain.

Shelley

My name is Charlie and I have been a complimentary therapist for twelve years. I became interested in working in the area of drug rehabilitation because of the challenge it presented and also to offer a different but effective form of support for drugs users and for the last seven years have been a therapist with Turning Point. During this time I have also done outreach work with the NHS at Nether Edge Hospital. My other main area of work is in cancer care, working at Weston Park Hospital, Weston Park Cancer Support Centre and the Cavendish Cancer Care Centre. I am also a therapist with the Motor Neurone Disease Association.

As a therapist at SWWOP I have been providing Shiatsu, Reflexology and Electro Stimulus Therapy (Black Box) for the last year. Shiatsu is a therapy that was developed in Japan and uses pressure to stimulate the acupuncture system. Unlike massage we work through the clothing and so this therapy is good for anyone feeling vulnerable.

Reflexology is a deep tissue massage into the feet. The body is mapped on the feet and by using varying pressure the whole body can be treated. Electro Stimulus uses electrical pulses on the acupuncture system to stimulate the body's systems and promote better health. This is an ideal therapy for people who are needle phobic as no needles are involved with this treatment. This is particularly useful when working with people who use crack cocaine.



Liz at a therapy session

Charlie Weston  
Complimentary Therapist Turning Point

Nira Sritharan, Treasurer

**SHEFFIELD WORKING WOMEN'S OPPORTUNITIES PROJECT**

Statement of Financial Activities for the year ended 31 March 2010

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2010 £	Total funds 2009 £
<b>Incoming resources</b>	1				
Incoming resources from charitable activities:					
Grants and donations	2	735	116,971	117,706	115,170
Activities for generating funds:					
Other receipts		2,100	–	2,100	1,300
Interest receivable		6	–	6	110
<b>Total Incoming resources</b>		<u>2,841</u>	<u>116,971</u>	<u>119,812</u>	<u>116,580</u>
<b>Resources Expended</b>					
Charitable activities					
Wages	5	–	75,190	75,190	79,521
Payroll service		–	463	463	661
Travel, training & conference		–	1,826	1,826	1,871
Premises		–	17,862	17,862	9,687
Office repairs, renewals and maintenance		–	894	894	288
Volunteer expenses		–	1,448	1,448	46
Insurance		–	809	809	731
Networking events		–	1,124	1,124	2,385
Telephone, mobile & internet		–	3,463	3,463	3,113
Vehicle maintenance/tax/insurance		–	4,906	4,906	2,881
Equipment		–	1,038	1,038	885
Printing, postage and stationery		–	776	776	751
Publications & subscriptions		–	310	310	237
Publicity		–	936	936	772
Outreach		–	744	744	1,290
Exit support		–	2,945	2,945	2,965
Health items		–	6,017	6,017	5,963
Other expenditure		110	386	496	575
Governance costs		–	–	–	–
Accountancy and independent examination		–	375	375	365
<b>Total resources expended</b>		<u>111</u>	<u>121,202</u>	<u>121,312</u>	<u>115,147</u>
<b>Net (outgoing)/incoming resources</b>		<u>2,730</u>	<u>(4,231)</u>	<u>(1,500)</u>	<u>1,433</u>
Total funds brought forward		2,173	4,231	6,403	4,971
<b>Total funds carried forward</b>	3	<u>4,903</u>	<u>–</u>	<u>4,903</u>	<u>6,403</u>

**Notes to the accounts**

**1 Accounting Policies**

**(a) General**

These Accounts have been prepared in accordance with applicable accounting standards and with the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in March 2005 (SORP 2005).

**(b) Donations and fund accounting**

Unrestricted funds comprise those funds which the trustees are free to use in accordance with the charitable objects.

**(c) Resources expended**

Expenditure is included on an accrual basis.

**2 Grants and donations**

	Unrestricted funds	Restricted funds	Total funds
Building Safer Communities Funding	–	50,000	50,000
Church Burgesses Trust	–	2,500	2,500
Sheffield Primary Care Trust	–	59,071	59,071
Sheffield City Council	–	5,000	5,000
Donations	735	–	735
	<u>735</u>	<u>116,971</u>	<u>117,706</u>

**3 Restricted Funds**

	Opening balance at 01/04/09	Incoming resources	Closing Outstanding expenditure	balance at 31/03/10
Building Safer Communities Funding	–	50,000	(50,000)	–
Church Burgesses Trust	–	2,500	(2,500)	–
Sheffield PCT	–	59,071	(59,071)	–
Sheffield Primary Care Trust - Outreach	4,231	–	(4,231)	–
Sheffield City Council	–	400	(400)	–
Sheffield City Council – One off grant	–	5,000	(5,000)	–
	<u>4,321</u>	<u>116,971</u>	<u>(121,202)</u>	<u>–</u>

**4 Accruals**

These are expenses that have been incurred but have not been billed or paid for during the accounting period. They are in respect of:

Independent Examination	£ 375
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**5 Staff costs and trustees remuneration**

Gross salaries	£ 64,331
Employers national insurance	5,987
Pension	4,872
	<u>75,190</u>

An equivalent of four full-time employee were employed during the year. No remuneration was paid to any trustees during the period.