Foundation for Assistive Technology

Annual Report 2009-10



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Index	
Report and Accounts	2
Reference and administrative details of the Charity, its Trustees and Advisers	2
Director's Report	3
The Trustees' report	4
Financial Review of the Year	6
Independent Examiners Report to the trustees	9
Statement of financial activities for year ended 31st March 2010	10
Balance Sheet as at 31 st March 2010	11
Notes to the Accounts for the year ended 31st March 2010	12

Report and Accounts

for the year ended 31st March 2010

Reference and administrative details of the Charity, its Trustees and Advisers

Working name:

FAST

Directors and Trustees:

The directors of the charitable company ("the charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees. The trustees serving during the year and since the year end were as follows

Prof Brian Andrews - Co-chair

Mr Ray Hodgkinson

Prof Helen Petrie - Co-chair

Mr Robin Gibbons [resigned 16th February 2010]

Dr Donna Cowan

Ms Denise Stephens [appointed 16th February 2010] Dr Derek Naysmith [appointed 16th February 2010]

Patron and President

His Grace the Duke of Marlborough

Vice-President

Sır Bert Massie CBE

Executive Director

Ms Keren Down

Charity Number

1061636

Company Number

3331184 (England and Wales)

Principal Address

31 Scarborough Street

London E1 8DR

Solicitors

Russell-Cooke Solicitors

Charities Team 2 Putney Hill

London SW15 6AB

Independent Examiners

King Loose and Co

Accountants St John's House 5 South Parade Summertown Oxford OX2 7JL

Insurance brokers

Chris Frost Insurance Services Ltd

21 York Road Maidenhead

Berkshire SL6 1SQ

Registered Office Lynton House

7-12 Tavistock Square London WC1H 9LT

Director's Report

I'm pleased to report a strong performance from the FAST team over the past year. The focus for the year 2009-10 was to increase FAST's reserves and, at the same time, to invest in strengthening FAST's core team and administrative processes in anticipation of a more challenging funding situation in the years ahead.

FAST continues to deliver the Annual Report to Parliament which documents the research and development activity funded by the UK government. The renewal of this contract reflects FAST's ability to deliver a high quality service, our drive to constantly improve the service delivered and our charitable objectives which lead us to maximise the benefits which can be freely provided to the sector. The continuation of this contract provides some stability to our financial and organisational planning and FAST are grateful to the Department of Health for their continued support. FAST's database of research and development activity is still free for the public and partners report that it is highly valued by the sector.

Additional funding received through a seriers of smaller contracts for consultancy and research participation has meant that FAST has been able to substantially increase reserves, which would previously have covered three months' running costs and at the end of the financial year 2009-10 would cover five months' running costs. This increase in reserves is vital given the uncertainty relating to public funding due to the recession

As well as delivering our contracts on time and at a high quality, FAST has a reputation for recognising how policy initiatives can be implemented within the sector and for responding quickly and creatively to funding opportunities. It is therefore crucial to be able to recruit and retain staff who understand the sector, have a flexible and professional approach to work and who are dedicated to promoting FAST's objectives. We have been fortunate to recruit Sam Collin as project manager during the year to take forward a range of existing and proposed projects and to retain Pat Sweet as our Research and Development Senior Researcher.

There has also been considerable investment of time in developing robust financial management, with transition of FAST's accounts onto QuickBooks and the employment of a part-time book-keeper. The development of procedures to ensure strong financial management and the effective delivery of larger projects was required in anticipation of managing larger research projects working independently and on behalf of a collaborative group of organisations. In addition to strengthening FAST's team and our administrative processes, we have been active delivering projects throughout the year and maintaining a wide scope of involvement and communication across the sector to transfer knowledge and bring together complementary initiatives working in disparate fields. We look forward to an exciting year engaging in project work that makes a significant impact on the lives of disabled and older users of assistive technology.

Keren Down Director, FAST

The Trustees' report

The Trustees are pleased to present their report for the year ended 31st March 2010. This report is prepared in accordance with current statutory requirements, the memorandum and articles of association and the Statement Of Recommended Practice, Accounting and Reporting by Charities (SORP revised 2005).

Structure, Governance and Management

Constitution:

FAST is a company limited by guarantee and a registered charity governed by its memorandum and articles of association registered with Companies House

Trustee Recruitment:

New trustees are recruited and appointed by Board members by a vote at a Board meeting The method used to identify potential new Trustees was reviewed in 2005 to relate more closely to the objectives of the business plan. The aim is that trustees will be given an induction which includes meeting other Trustees and staff members, they will be provided with a Trustee pack providing information on the organisation and a job description which outlines their role on the Board, generally as a Trustee of the organisation and, specifically, their responsibility and role in relation to helping to deliver the business plan.

Organisation:

The board of trustees, who meet quarterly, administer the charity. An executive director is appointed by the trustees to manage the day-to-day operations of the charity. Subcommittees of the Trust Board review issues relating to income generation, governance and human resources in more detail and meet on a quarterly basis on average, or as required

At the start of April 2010 the staff team consisted of the executive director, Keren Down (full time), a project manager, Sam Collin (full time) and the senior researcher, Pat Sweet (part time at 80% FTE) During the year members of staff working for short periods included Claire Ellis and Karen Lintott. A consultant, David Wardle, worked 2 days per month during the year as editor of the AT Policy News bulletin.

Related parties:

FAST operates as an information resource, networking organisation and as the organisation leading on providing standards and guidelines for practitioners in the area of assistive technology FAST is independent and co-operates with related organisations in order to pursue its charitable objectives

Risk Management:

A risk assessment template has been established. With reference to it, the key areas of risk have been assessed and are considered to be adequately managed. These areas are reviewed regularly at the Trust Board meeting held at the start of each calendar year.

Objectives and Activities

The aims of the charity are to promote and facilitate collaboration in the research and development of products and services and also to support effective assistive technology service provision. These have led to the objectives and activities described in the following pages.

Product innovation to meet user needs

Aims and Objectives

FAST aims to raise awareness of emerging assistive technology (AT), supporting the rapid development of innovative products and working to ensure their quick adoption. In this way the organisation seeks to directly assist disabled and older people to maximise their independence.

Achievements and Performance

The development of innovative products FAST currently participates in the HealthHub project funded by the Technology Strategy Board's (TSB's) Assisted Living Innovation Platform (ALIP) working with a range of national level organisations FAST's participation over the past year has helped create a vision for telecare and telehealth services, encapsulated in a video demonstrator developed by Microsoft, that is directly impacting on the development of several innovative technology services FAST is also helping to develop national guidance on the incorporation of digital services in a Lifetime Homes+ framework to support good practice. In this way FAST aims to influence national service and technology development in ways that meet the needs of disabled and older people and that are easily implemented so that technology services become available at scale, as rapidly as possible

Engagement with funding bodies FAST's Director continues to work as a project monitor on behalf of ALIP, which not only helps to support projects to meet the needs of the proposed clients for their services, but extends FAST's knowledge of the sector and of opportunities to participate in initiatives to influence future service delivery

Information provision Delivery of this year's Annual Report to Parliament has been completed on time and the draft is under consideration by the Department for Health FAST works productively with the research community to gather the information for the report and which is held in the freely available database which is available on FAST's website. This year there was a strong response in response to FAST's request for information from research teams with a 66% return rate.

FAST continues to provide free information for the sector on funding opportunities, jobs and events FAST's free monthly e-bulletin on research and development activity, launched in 2009, has been welcomed by the sector and the numbers of subscribers has risen from the original 364 to 485 at April 2010. The bulletin provides information on the latest outcomes from projects, funding opportunities and jobs and events in the field. Given that publicity is through work of mouth alone and that the bulletin is focused on the needs of a relatively specialist sector, assistive technology researchers and developers, this indicates a significant take up across the sector.

Knowledge transfer FAST has continued to support RAATE, the only interdisciplinary UK conference showcasing the latest developments in AT FAST took an active role on the organising committee over 2009-10 helping to secure a high number and quality of papers submitted for presentation FAST's Director also contributes to conferences, and editorial and advisory panels across the sector

Service delivery improvement

Aims and Objectives

FAST works to improve the delivery of assistive technology services and so increase the use of effective AT by disabled and older people

Achievements and Performance:

Supporting the participation of disabled and older people in developing technology enabled services. Work was undertaken over the past year to secure seed funding to develop a panel of disabled and older volunteers to work with developers for assistive and mainstream services. Seed funding for this 'Technology for All' initiative was provided by the Department of Health and work was carried out to understand the market for such a service and to explore the business processes that would be required to support the panel. This work was undertaken by Sam Collin who has developed a business plan with the probono support of Entellez Ltd through an initiative from the Worshipful Company of Management Consultants. This business plan underpins current work to apply for grant funding to implement the project. The plan has been drafted with the aim of ensuring this activity could be financial self-sustaining within two to three years.

Information provision Over the past year FAST participated in the Information Alliance led by the Disabled Living Foundation (DLF) with partners Ricability and Assist UK. The aim of this initiative is to increase the availability of high quality information about assistive technology to the public with the aim that this will support people to get hold of technology through statutory services and private purchase. Over the past year FAST led on the drafting of the 2nd year report that sets out the learning from the project and which outlines the plans for future work.

Supporting confident adoption of technology Work continued over the past year to develop the self care course aimed at supporting older people to 'Choose and use equipment for active aging' which at April 2010 enters its third of three year's funding from the Department of Health. Work over the past year has focused on ensuring the course responds to the views of the disabled and older participants in the project and in developing the business case for the course. Work in year three will focus on work with Age UK to develop these courses and explore the case for Age UK to deliver the courses directly to older people.

Financial Review of the Year

A review of the financial position of the charity at the end of the year shows that the objective of increasing FAST reserves, set by Trustees at year end 2008-9, has been met The principal financial management policies were unchanged over the year. Financial processes have changed with the adoption of accountancy software to document the accounts.

Total incoming resources for the year amounted to £170,444, an income level slightly above the £164,189 received in 2008-9 Expenditure levels over this year fell slightly to £142,651, compared to £153,029 in 2008-9

The surplus for the year amounted to £27,793 building on a surplus of £11,160 in 2008-9 This surplus again went toward reserve funds. The unrestricted funds carried forward to 2010-11 are £76,700 compared to £48,907 last year. There are no restricted funds carried forward to 2010-11, and there were none in 2009-10.

Expenditure which varied significantly from the previous year relates to the following items
 No contract labour costs were incurred over the year, compared to a cost of £10,518 in 2008-9. Nor were there any temporary agency costs incurred over the year, compared to costs of £4,672 incurred in 2008-9. This was the result of a review of the relatively high cost of such sub-contract and agency staff and the consequent decision to employ staff directly who wished to work on short term contracts or part-time. The decision was also made by Trustees early in the year that a Senior Project Manager would be recruited to the team, although this would increase the monthly salary liability.

- Salary costs were therefore at a higher level in 2009-10, at £106,828, than in 2008-9, when they stood at £85,205 Recruitment costs of £878 were incurred in 2009-10 Training costs were up from £247 in 2008-9 to £411 in 2009-10
- Telephone and broadband charges are reduced, previously £1,443 and £1,087 respectively, since the move to Scarborough Street as these are both provided through the ATcare internet system. Postal charges are also relatively low at £60 compared to £292 in the previous year and general office costs were lower, down from £3,129 in 2008-9 to £1,774 in 2009-10.
- During 2008-9 we incurred £11,194 of partner and sub-contract fees relating to
 working with Self Care consultants, Assist UK and Age Concern on the Self Care in
 AT course, funded by the Department for Health. Over the past year these costs were
 reduced due to a different focus of activity to £1,581
- Less web development was undertaken over the past year than in 2008-9 with costs down from £1,342 in 2008-9 to £362 in 2009-10

Reserves Policy

The policy on reserves is to maintain a minimum level equivalent to three months' running costs and to aim to increase the reserve level to cover a minimum of six months' running costs. Trustees requested that effort was made to reach this level of reserves due to anticipated uncertainty in relation to future funding. A level of reserves equivalent to six months' running costs would give the organisation the opportunity to identify and secure alternative funding if a funding stream finishes.

Over 2009-10 monthly the organisation's expenditure levels increased due to an increase in salary liability, rising from approximately £11,000 per month to just below £14,000 per month. Despite this the unrestricted funds reserve at the end of March 2010 of £76,700 is nearing the desired reserve level of six months' overheads which would be approximately £84,000, and is above the five months' overheads level of approximately £70,000.

Funding sources:

AT Product Innovation:

- This work is funded through a contract for the production of the annual Parliamentary Report (Section 22 funding) and through contracts for partner work on research projects and for project monitoring for ALIP. The financial year 2009-10 was the first year of a renewed Section 22 five-year contract period which runs to March 2014.
- Department of Health funding has enabled the continued provision of online information about research and development activity through the <u>www fastuk org</u> website. This includes a comprehensive database which can be freely searched by the public and researchers, in addition to the production of the annual Parliamentary report to decision makers, funders and Parliament.
- Contracts to act as research development partners, sub-contractors and on a consultancy basis have been secured with a range of organisations including research funding councils, government departments, regional development organisations and local authorities

AT Service Improvement

The Department of Health have provided three years of grant to enable FAST to develop a course aimed at Supporting People to Choose and Use Technology for Self Care. The second year of funding was for 2009-10 and further funding to develop this activity will be sought over the coming year.

Seed funding was also made available during the year to support the business case planning for the Technology for All initiative. Work is currently underway to apply for charitable funding and to market the service to industry.

Foundation for Assistive Technology Annual Report and Accounts 2009-2010

Funding to continue activity to take forward workforce development was not secured during 2009-10 and this work is currently on hold until funding is available

Plans for Future Periods

- Plans for the next year are focusing on securing project funding from the forthcoming Technology Strategy Board Call for Proposals to address economic and business modelling requirements and social and behavioural issues that will impact on the future market for telecare and telehealth services
- Plans will also include securing further funding to develop approaches to supporting people to choose and use technology for self care, working with Age UK
- We currently are undertaking a considerable amount of work to secure charitable funding to develop public and patient participation in technology design and development and in research programmes relating to assistive technology. These applications have not, so far, been successful and this work is currently under review.

Approved by the trustees and signed on their behalf

Professor Helen Petrie (Co-Chair)

Date 22nd June 2010

Professor Helen Petrie (Co-Chair)

Date 22nd June 2010

Professor Brian Andrews (Secretary and Co-Chair)

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Accounts for the year ended 31st March 2010

Independent Examiners Report to the trustees

I report on the accounts of the charity for the year ended 31st March 2010, which are set out on pages 10-16

Respective Responsibilities of trustees and the examiner

As the charity's trustees you are responsible for the preparation of the accounts, you consider that the audit requirement of section 43 (2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the general directions given by the charity commissioners under section 43 (7) (b) of the Act, whether particular matters have come to my attention.

Basis of independent examiners report

My examination was carried out in accordance with the general directions given by the charity commissioners. 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 seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

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
 - a) to keep accounting records in accordance with section 386 of the Companies Act 2006, and
 - to prepare accounts which accord with the accounting records and to 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 Charities

have not been met, or

2 to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached

Date 23 of Anyunt 2010

Name Heather C. Fauttone (Heather C Fanthome FCA)

Firm King Loose and Co 5 South Parade Summertown Oxford OX2 7JL

Statement of financial activities for year ended 31st March 2010 Summary Income and Expenditure Account

	Unrestricted Funds 2010	Restricted Funds 2010	Total Funds 2010	Total Funds 2009	
	£	£	£	£	Note
Incoming resources					1
Incoming resources from generated funds Voluntary Income	60,601	-	60,601	64,660	2
Incoming resources from charity activity AT Product Innovation	_	58,124	58,124	52,979	
AT Service Improvement	-	49,900	49,900	45,700	
Other incoming resources (refunds)	1,819	-	1,819	850	
Total incoming resources	62,420	108,024	170,444	164,189	
Resources expended Costs of generating funds					
Costs of generating voluntary income	0	0	0	0	
Charitable activities					3
AT Product Innovation	2,161	58,124	60,285	85,946	4
AT Service Improvement	30,573	49,900	80,473	59,830	4
Governance costs	1,893	-	1,893	7,253	5
Total resources expended	34,627	108,024	142,651	153,029	
Net incoming resources Transfers	27,793	0 -	27,793	11,160	8
Net movement in funds	27,793	0	27,793	11,160	
Total funds brought forward	48,907	0	48,907	37,747	
Total funds carried forward	76,700	0	76,700	48,907	

All activities are continuing. There are no gains or losses other than those recognised above

Balance Sheet as at 31st March 2010

Balance Sheet	201 9	0	20 0		Note
Fixed Assets Tangible Assets Total fixed assets		0	_	0	9
Current Assets Debtors Cash at bank or in hand Total current assets	26,478 56,341 82,819	-	37,441 17,929 55,370		10 11
Current Liabilities Creditors amounts falling due within one year Net current assets Net assets	6,119 	76,700 76,700	6,463 	48,907 48,907	12
The funds of the charity Restricted income funds Unrestricted income funds	0 76,700		0 48,907		13
Total charity funds	_	76,700	-	48,907	•

The trustees consider that for the year ended 31st March 2010 the company was entitled to exemption from audit under section 477 of the Companies Act 2006. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies' regime

The accounts on pages 10-16 were approved by the Board of directors and trustees on 22nd June 2010 and signed on its behalf by

Helen Petrie (Co-Chair)

Brian Andrews (Secretary and Co-Chair)

Notes to the Accounts for the year ended 31st March 2010

1) Accounting policies

The accounts have been prepared under the historical cost convention, in accordance with the SORP "Accounting by Charities" (revised 2005) and all applicable accounting standards. The following is a summary of the more important accounting policies,

- a Income Income, grants, donations and services are accounted for when receivable by the charity, i.e. in the period in which the charity is entitled to receipt, subject to any deferments or releases
- b Resources Expended Expenditure is included on the accruals basis and has been classified under headings that aggregate the costs related to the category
- c Fixed Assets Fixed Assets are depreciated on a straight line basis over four years. Only capital purchases over £1000 are Capitalised.
- d Pensions FAST operates a money purchase scheme, costs are accounted for on a paid basis

2) Voluntary income

Includes contract fees for work with partners, for dissemination support to partners, refunds and donations

3) Costs of activities in furtherance of the Charity's Objects

	Restrict	ed Funds	Unrestricted Funds	Total	Funds
	Grant Sect 22	Grant Sect 64	Services		
	2010	2010	2010	2010	2009
	£	£	£	£	£
Conference, seminars	-		-		93
Contract labour		-	-	-	10,518
Newsletters, information	5,100	0	900	6,000	6,500
IT support and maintn	622	534	668	1,824	1,717
Web / IT services	-		-	-	1,087
Software	815	_	1,574	2,389	-
Office equipment			574	574	1,862
Office supplies	605	519	650	1,774	3,129
Office moving costs	-	-	-	-	464
Office tel/ broadband	212	205	204	621	1,443
Office Rent & Rates	4,659	3,947	1,587	10,193	8,683
Office storage	126	110	135	371	180
Partner fees	0	1,500	81	1,581	11,194
Prof fees - Insurance	122	105	131	358	262
Prof fees - Legal	451	387	484	1,322	1,487
Prof fees - Payroll	232	199	249	680	643
Postage and delivery	60		-	60	292
Printing and reproduction	230	-	-	230	-
Recruitment	-	-	878	878	
Salaries, Pension & NI	41,948	41,532	23,348	106,828	85,205
Salaries - Temporary Staff	•			•	4,672
Staff welfare	-		-		249
Subscriptions, research	236	130	78	444	449
Training	267	120	24	411	247
Travel and entertainment	2,183	506	1,169	3,858	3,924
Volunteers	_	-	-		134
Web devipmt	256	106	-	362	1,342
Total	58,124	49,900	32,734	140,758	145,776

Notes to the Accounts for the year ended 31st March 2010 - Cont'd

4) Allocation of unrestricted funding

	AT Product	AT Service	Total
	Innovation	Improvement	
	£	£	£
Support Costs	2,049	362	2,411
Other expenditure funded by unrestricted income	112	212	324
Sub-total	2,161	574	2,735
Expenditure directly attributable to charitable activities, minus governance costs which are separately identified	58,124	79,899	138,023
Total	60,285	80,473	140,758

Support costs consist of office insurance costs, accounts, legal and payroll administration Support costs have not been allocated against fundraising costs

5) Governance costs

	2010	2009
Trustee Board costs	373	463
Trustee and Professional Indemnity Insurance	781	4,700
Accounts and Independent examiners fees	739	2,090
Total	1,893	7,253

The reduction in governance costs reflects reduced professional indemnity (including trustee insurance) required as we no longer hold an NHS Innovations London contract. The increase in year end accounts and independent examiners fees last year arose from the oversight of our Examiners in providing an invoice for services in 2007-8.

6) Trustees remuneration, benefits and expenses

The trustees received no remuneration in the year, likewise in 2009. Three of the trustees were reimbursed travel expenses over the course of the year for a total of £323.80.

7) Staff Costs

	2010	2009 £
Salary cost	91,891	73,200
Employers national insurance	9,639	7,514
Pension	5,298	4,491
Total	106,828	85,205

The charity employed two full-time members of staff (one starting in November 2009), and one part-time member of staff. There were no staff members with emoluments above £60,000. No temporary staff were employed during the year.

There was no expenditure on consultants to supplement staff activity a change from 2008-9 when £10,518 was spent on contract staff. The standing sub-contract for editing the e-bulletin (noted separately) continues

Notes to the Accounts for the year ended 31st March 2010 - Cont'd

8) Transfers

	Unrestricted	Restricted Fund
	General	
	£	£
2010 no transfers	-	-
2009 no transfers	<u> </u>	
Total	-	-

9) Tangible Fixed Assets

	Total
Cost	£
As at 1 st April 2009	6,010
Additions	0
Disposals	(1,235)
As at 31 st March 2010	4,775
Depreciation	
As at 1st April 2009	6,010
Charge for year	0
Disposals	(1,235)_
As at 31 st March 2010	4,775
Net book value at 31 st March 2010	0
Net book value at 1 st April 2009	0

10) Debtors

	2010	2009
	£	£
ADI Ltd		5,212
BRE Ltd	2541	12,985
Integrated Transport Planning Ltd	-	1,625
Royal Mail	-	75
University of Sheffield	-	144
Kent County Council	-	5,016
ATcare Ltd	-	9,660
York University	-	360
ALIP	5,218	-
Dept of Health	14,694	-
DLF	4,025	2,364
Total	26,478	37,441

11) Current assets – money in bank and in hand

Bank statement and petty cash float at 31st March 2010, less unpresented cheques

Notes to the Accounts for the year ended 31st March 2010 - Cont'd

12) Creditors

	2010	2009
	£	£
Sundry creditors	1,138	-
Office storage	29	-
Rent	-	4,749
Payroll and pensions	3,152	-
Independent examiner's fees	-	600
Partner fees (Assist UK)	1,500	-
Prof fees	300	930
Volunteer costs	-	156
Travel		28
Total	6,119	6,463

13) Analysis of assets between funds

	Unrestricted	Restricted	Total
	2010	2010	2010
	£	£	£
Fixed assets	0	0	0
Net current assets	76,700	0	_76,700
Total	76,700	0	76,700

14) Outline Summary of Restricted Fund Movements

	Restricted Funds		Total Funds
	Section 22 2010 £	Section 64 2010 £	2010 £
Incoming resources	58,124	49,900	108,024
Resources expended	58,124	49,900	108,024
Net resources incoming	0	0	0
Transfers	0	0	0
Funds brought forward	0	0	0
Funds carried forward	0	0	0

15) Related Parties

During the year FAST secured contractual work from ATcare Ltd who are also FAST's landlords

16) Trustees' Liability

As per the Memorandum and Articles, every member (trustee) undertakes to contribute such amount as may be required (not exceeding £1) to the charity's assets if it should be wound up while he/she is a member or within one year after he/she ceases to be a member, for payment of the charity's debts and liabilities contracted before he/she ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves

The charity was required to take out Professional Indemnity Cover (that includes Trustee Indemnity Insurance) during the year which amounted to £781(including broker fees).

17) Capital Commitments

There were no capital commitments at 31st March 2010

Foundation for Assistive Technology Annual Report and Accounts 2009-2010 Page 16

Notes to the Accounts for the year ended 31st March 2010 - Cont'd

18) Pension Scheme

The charity operates a money purchase pension scheme and contributes 6% of gross pay for all eligible employees. The scheme assets are held separately and independently from the charity

19) Commitments

The annual rent commitment for the new premises in Scarborough Street is approximately £10,200. There is a three month notice period. This figure is inclusive of irrecoverable VAT. The rental amount for Scarborough Street includes rates, heat, lights, electricity, office services, telephone and broadband services.