



# 20<sup>TH</sup> ANNUAL VOLUNTARY SECTOR SALARY SURVEY

September 2008

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## CONTENTS

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	<u>Page No</u>
SAMPLE COMPOSITION	
Distribution of Participating Organisations	i
Distribution of Individuals	ii
COMMENTARY	
Introduction	1.1
Movement in Earnings and Basic Salaries	1.2
Rate of Increase in Salaries	1.4
Economic Climate	1.5
Salary Systems	1.5
Labour Turnover	1.7
Staff/Fundraisers Turnover	1.9
Recruitment and Retention	1.10
Bonus Payments	1.12
Location Allowance	1.14
Remuneration Package Value	1.16
EMPLOYMENT CONDITIONS	
Annual Leave	1.17
Notice Periods	1.17
Overtime	1.18
Working Week	1.18
Flexible Working Hours	1.18
Job Sharing	1.19
Home Working	1.19
Review Date	1.20
Allowances / Market Premiums	1.21
Performance Related Pay for "In House" Fundraisers	1.22
Union Recognition	1.22
BENEFITS	
Pension Scheme	1.23
Benefits above the Statutory Minimum	1.38
Company Cars and Car Allowance	1.39
Mobile Phones	1.30
Additional Benefits	1.30
Membership Fees	1.31
Family Friendly Benefits	1.31
Childcare facilities	1.31
GENDER	1.32
OTHER SECTOR COMPARISONS	1.33
TRENDS	
Number of Individuals	2.1
Number of Organisations	2.1
Movement in Earnings and Salaries	2.2
% Receiving Bonus Payments	2.2
Labour Turnover and Resignations	2.3
Recruitment and Retention Problems	2.3

## CONTENTS

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*continued*

		<u>Page No</u>
INDEX OF MAIN SURVEY INDICATORS		
Annual Income		2.4
Number of Employees		2.5
Location		2.6
Charity Sector		2.8
Function Group		2.10
Operating Area		2.12
Fundraised Income		2.13
SALARY TABLES	<u>Table No</u>	<u>Page No</u>
NATIONAL SAMPLE		
All Participants	1	3.1
Gender	2 - 3	3.2
TOTAL ANNUAL INCOME		
seven ranges	4 - 10	3.4
NUMBER of EMPLOYEES		
six ranges	11 - 16	3.11
LOCATION		
thirteen areas	17 - 29	3.17
by Total Annual Income	30 - 67	3.30
OPERATING AREA		
three areas	68 - 70	3.68
by Total Annual Income	71 - 79	3.71
CHARITY SECTOR		
fourteen sectors	80 - 94	3.80
FUNCTION		
seventy-four functions	95 - 176	3.95
by Total Annual Income	177 - 215	3.177
FUNDRAISERS by FUNDRAISED INCOME		
six income bands	216 - 221	3.216
BONUS PAYMENTS		
Whole Sample	222 - 223	3.222
by Total Annual Income	224 - 230	3.224
APPENDICES		
Terminology		4.1
Using the Survey		4.3
Job Levels and Functions		4.7
List of Participating Organisations		

**DISTRIBUTION of PARTICIPATING ORGANISATIONS**

	Organisations		Individuals	
	<u>No</u>	<u>%</u>	<u>No</u>	<u>%</u>
By ANNUAL INCOME				
Under £500,000	18	11.1	118	0.5
£500,000 to £1 million	13	8.0	131	0.5
£1 million to £5 million	56	34.6	1550	6.0
£5 million to £10 million	17	10.5	985	3.8
£10 million to £25 million	15	9.3	1806	6.9
£25 million to £50 million	17	10.5	3982	15.3
Over £50 million	26	16.0	17431	67.0
By NUMBER of EMPLOYEES				
1 to 14	45	27.8	359	1.4
15 to 50	40	24.7	966	3.7
51 to 100	13	8.0	567	2.2
101 to 250	22	13.6	2609	10.0
251 to 600	12	7.4	1402	5.4
Over 600	30	18.5	20100	77.3
By OPERATING AREA				
Local/Community	40	24.7	2344	9.0
Solely UK	87	53.7	18870	72.6
EU and International	35	21.6	4789	18.4
By CHARITY SECTOR				
Animals	-	-	-	-
Arts	5	3.1	42	0.2
Children/Family	16	9.9	4923	18.9
Conservation/Environment	8	4.9	2951	11.3
Disability (Mental/Physical)	25	15.4	6818	26.3
Education	4	2.5	42	0.1
Older People	5	3.1	727	2.8
Grant Making Trust/Organisation	8	4.9	131	0.5
Health Care	11	6.8	986	3.8
Homelessness	3	1.8	810	3.1
Hospices	3	1.9	327	1.3
Housing	14	8.6	1011	3.8
International Aid/Development	15	9.3	1575	6.1
Medical Research	8	4.9	2047	7.9
Religious/Missionary	12	7.4	768	2.9
Counselling & Other	25	15.4	2845	10.9
<b>TOTAL PARTICIPANTS</b>	<b>162</b>	<b>100.0</b>	<b>26003</b>	<b>100.0</b>

SALARY DATA IN THE SURVEY IS AS AT 1<sup>ST</sup> JULY 2008

**DISTRIBUTION of INDIVIDUALS**

	<u>No</u>	<u>%</u>	<u>Number of Organisations</u>
By LOCATION			
Inner London	4982	19.4	68
Outer London	1713	6.7	50
South East	3377	13.2	59
South West	3261	12.7	45
East	1978	7.7	39
West Midlands	1598	6.2	46
East Midlands	1433	5.6	40
North West	1833	7.2	46
Yorkshire	1538	5.9	37
North East	774	3.1	32
Wales	1000	3.9	28
Scotland	1627	6.3	35
Ireland	524	2.0	24
By GENDER (optional field)			
Male	6827	26.3	150
Female	15609	60.0	157
No data	3567	13.7	9
By LEVEL of RESPONSIBILITY			
Chief Executive (10)	161	0.6	142
Director (12)	465	1.8	122
Senior Function Head (13)	681	2.6	105
Functional Manager (14)	1236	4.8	118
Department Manager (15)	2471	9.5	121
Senior Specialist/Professional (16)	5031	19.3	133
Admin Supervisor/Jnr Professional (17)	4883	18.8	130
Admin Officer/Senior Care (18)	4155	16.0	123
Admin Assistant/Care Staff (19)	4634	17.8	102
Junior/Trainee Staff (20)	2286	8.8	86
<b>TOTAL INDIVIDUALS</b>	<b>26003</b>	<b>100.0</b>	<b>162</b>

**SALARY DATA IN THE SURVEY IS AS AT 1<sup>ST</sup> JULY 2008**

**Distribution of Individuals - continued**

By FUNCTION GROUP	<u>No</u>	<u>%</u>	<u>Number of Organisations</u>
General Management/Operations (000)	1138	4.4	153
Project Management - Non-IT (011)	403	1.5	43
Strategic Planning (012)	63	0.3	24
Management of Volunteers (013)	61	0.2	27
Legal Services (014)	72	0.3	25
Grantmaking (015)	32	0.1	13
Branch/Region Management (016)	300	1.2	32
International Projects Management (017)	71	0.2	10
Governance / Committee Services (018)	25	0.1	10
Direct Service Provision (External) (020)	4008	15.5	71
Animal Care/Training (021)	431	1.6	2
Specialist Animal Care incl. Vets (022)	10	0.1	2
Social Work (023) (New)	9	0.0	7
Care Provision (024)	2920	11.3	35
Child Protection (025)	34	0.1	4
Adult Protection (026)	-	-	-
Pastoral Care (027)	11	0.0	4
Nursing (028)	204	0.8	11
Specialist Health (029)	69	0.3	11
Medical Directors/Professionals (030)	3	0.0	3
Rehabilitation (031)	108	0.4	10
Physiotherapy (032)	11	0.1	6
Training (External) (033)	383	1.4	20
Indirect Service Provision (036)	6	0.0	4
Production (037)	200	0.8	2
Printing (038)	31	0.1	3
Public Policy/Research (040)	291	1.1	46
Press/PR/Media/Communications (041)	469	1.9	61
Policy (042)	229	0.8	35
Campaigns (043)	175	0.7	30
Parliamentary Liaison (044)	42	0.2	23
Internal Communications (045)	43	0.1	21
Publishing (046)	127	0.5	28
Education (047)	73	0.3	25
Research (049)	37	0.1	12

**Distribution of Individuals - continued**

By Function Group - <i>continued</i>	<u>No</u>	<u>%</u>	<u>Number of Organisations</u>
Information Provision/Advice (050)	225	0.9	34
Call Centre (051)	77	0.3	15
Information Services (052)	325	1.2	28
Customer Services (053)	162	0.7	21
Consultancy Services (054)	52	0.2	5
Retail/Trading (057)	596	2.3	28
Shop Management/Assistants (058)	1728	6.6	23
Fundraising (General) (060)	466	1.8	79
Government/Statutory (061)	36	0.1	9
Corporate Fundraising (062)	165	0.7	35
Community/Regional (063)	510	1.9	35
Events (064)	265	1.1	40
Trusts (065)	76	0.2	34
Legacies (066)	109	0.5	22
Direct Marketing (067)	422	1.6	22
Major Gifts/Major Donors (068)	120	0.4	28
Membership (069)	113	0.5	20
Marketing (070)	262	1.0	58
Internal Support Services (080)	394	1.5	41
Maintenance (Gardening/Plumbing/etc.) (081)	982	3.8	52
Catering (083)	589	2.3	22
Administration/Facilities Management (090)	2359	9.1	125
Property Manager (091)	-	-	-
Building Refurbishment (092)	1	0.0	1
Building Surveyors (093)	97	0.4	7
Property Acquisition (094)	3	0.0	2
Personal Assistant/PA (095)	316	1.2	72
General Financial (100)	863	3.3	130
Financial Accounting (101)	269	1.1	58
Management Accounting (102)	142	0.5	39
Payroll (103)	78	0.3	30
Internal Audit (104)	46	0.2	18
Legacy Management/Distribution (105)	14	0.0	5
HR/Personnel (110)	531	2.1	81
Staff Training (Internal) (111)	270	1.0	35
Compensation and Benefits (112)	23	0.1	13
Recruitment and Selection (113)	25	0.1	9

**Distribution of Individuals - continued**

<i>By Function Group - continued</i>	<u>No</u>	<u>%</u>	<u>Number of Organisations</u>
IT/Management/Computing (General) (120)	316	1.2	65
IT Development (122)	166	0.6	38
IT Technical Services (123)	207	0.8	36
IT Customer Support (124)	133	0.5	40
IT Administration (125)	45	0.2	14
IT Project Management (126)	35	0.1	13
IT Website Design (127)	53	0.2	27
Standards (130)	11	0.1	9
Compliance/Standards/Quality Assurance (131)	65	0.2	20
Health & Safety (132)	62	0.3	23
<b>TOTAL INDIVIDUALS</b>	<b>26003</b>	<b>100.0</b>	<b>162</b>

**SALARY DATA IN THE SURVEY IS AS AT 1<sup>ST</sup> JULY 2008**

Ten levels of responsibility are used in the survey. Some charities will be unable to identify all these levels. The small or medium-sized organisation, for example, may have only two or three identifiable levels between the CEO and the grade of Trainee or Assistant. Please remember to code positions according to the defined responsibility level – it is the job level we are looking for not the job title. Some examples have been provided, to show which job level some common positions would typically occupy.

Level Title			
<b>10</b>	<b>Chief Executive</b>	<p><b>Purpose</b></p> <p><b>Reports to Staff</b></p> <p><b>Examples</b></p>	<p>To have primary responsibility for the organisation as the undisputed Chief Executive. Always a full-time member of the Board or Executive Operations Committee.</p> <p>Board of Trustees.</p> <p>Has responsibility for staff across the whole organisation at a strategic rather than operational level.</p> <p>Executive Director (000), General Secretary (000), Director General (000), Chief Officer (000)</p>
<b>12</b>	<b>Director</b>	<p><b>Purpose</b></p> <p><b>Reports to Staff</b></p> <p><b>Examples</b></p>	<p>To have overall responsibility for matters across a function, region or defined activity. Sits on the Senior Management Team or Executive Operations Committee. Formulation and implementation of policy in a major functional area, such as fundraising, finance, regional or field operations or HR.</p> <p>Chief Executive, the Board or Executive Operations Committee.</p> <p>Has responsibility for staff across the whole organisation at a strategic rather than operational level.</p> <p>Director of HR (110), Director of Finance (100), Director of Marketing (070), Director of Operations (000), Regional Director (000), Development Director (000), Deputy CEO (000), Assistant Director (000)</p>
<b>13</b>	<b>Senior Function Head</b>	<p><b>Purpose</b></p> <p><b>Reports to Staff</b></p> <p><b>Examples</b></p>	<p>To have full responsibility for a complete function or activity below board level. Responsible for service delivery and the administration of a function – with some policy formulation. Top level professionals may be included here, but few in number and often without a department to manage. This level will be more common in larger organisations.</p> <p>Chief Executive (level 10), Director (level 12)</p> <p>Has responsibility for staff within the function or activity</p> <p>Head of HR (110), Head of IT Services (120), Head of Corporate/Fundraising (060)</p>
<b>14</b>	<b>Function Head</b>	<p><b>Purpose</b></p> <p><b>Reports to Staff</b></p> <p><b>Examples</b></p>	<p>Responsible to level 12 or level 13 post for the management of a complete function covering all the sub-functions. This level might apply in smaller charities to Managers who report directly to the Chief Executive but are mainly responsible for the administration of a function rather than policy formulation. Top level professional/technical staff can be coded here, depending on their expertise/impact on the organisation.</p> <p>Senior Function Head (Level 13); Director (Level 12); Chief Executive (in smaller charities)</p> <p>Responsible for staff within the unit or business area</p> <p>Fundraising Manager (060), Corporate Fundraising Manager (062), Chief Accountant (100), Financial Controller (100), HR Manager (110), Regional Manager (000), Development Manager (000), Head of Campaigns (043), Call Centre Manager (051)</p>
<b>15</b>	<b>Department or Section Manager/or Senior Technical Specialists</b>	<p><b>Purpose</b></p> <p><b>Reports to Staff</b></p> <p><b>Examples</b></p>	<p>Managers who are responsible for the management of a department or activity with specifically identified responsibilities. Senior Technical/Professional Staff with little or no management responsibilities (but may have a supervisory role) and high organisational impact can sit here, this includes top ranking specialists.</p> <p>Senior Functional Manager Level 13, Functional Head (Level 14)</p> <p>Responsible for staff within a department or section</p> <p>IT Development Manager (122), IT Customer Support Manager (124), Legacy Manager (066), Social Worker Managing (023), Centre Manager (091), HR Manager (110), Quality Manager (131), Care Home Manager (091), Learning and Development Manager (033), Training Manager (033/111), Technical Project Manager (126), Business Development Manager (126), Facilities Manager (090)</p>

Level Title			
<b>16</b>	<b>Senior Specialist/ Professional/ Technical Staff/Admin Manager</b>	<p><b>Purpose</b></p> <p><b>Reports to Staff</b></p> <p><b>Examples</b></p>	<p>Responsible to level 13 or level 14 post for specific functional specialism with specifically identified responsibilities. Administrative staff usually management supervisory duties. Technical Staff may have mentoring roles or supervise a small team, whilst professional roles are generally qualified.</p> <p>Function Head (Level 14), Senior Function Head (level 13)</p> <p>More senior technical/professional staff may have responsibility for a number/team of less senior staff on some projects whilst admin staff usually have a managerial role.</p> <p>HR Officer (110), Training Officer (024), Qualified Accountant (100), Social Worker (022), Vet (021), Press Officer (031), Corporate Fundraiser (062), Policy Officer (032), Development Officer (000), Communications Officer (031), Parliamentary Officer (034), Analyst Programmer (122), Developer (122), Technical Analyst (123), Web Developer (127), Payroll Manager (103), HR Admin Systems Manager (090), Health and Safety Officer (132)</p>
<b>17</b>	<b>Junior Professional Staff/Admin Supervisor</b>	<p><b>Purpose</b></p> <p><b>Reports to Staff</b></p> <p><b>Note:</b></p> <p><b>Examples</b></p>	<p>Responsible to level 15/16 post for the operation of a unit within a department or home e.g. assists Regional Manager with fundraising or Sister Reporting to a Manager, Graduate Trainees and Part-Qualified or Junior Professional Staff sit here.</p> <p>Specialist Staff (Level 16), Department or Section Manager (level 15)</p> <p>Admin staff likely to have responsibility for a team of less experienced staff. Technical/Professional unlikely to have responsibility for others.</p> <p>Generally PA's to Directors sit here rather than at level 19 as in the 2005 survey. Please be sure to code using the function '095'</p> <p>RGN (028), Legacy Officer (066 or 113), Shop Manager (058), Catering Manager (083), Office Manager (090), Information Officer (052), PA to Director (095), Policy Assistant (042), Development Officer (000), Communications Officer (041), Junior Analyst Programmer (122), Junior Developer (122), Junior Technical Analyst (123), Junior Web Developer (127), Database Assistant (123), Customer Services Advisor (053), Reception Services Officer (090)</p>
<b>18</b>	<b>Admin/ Trainee Professional or Senior Care Staff</b>	<p><b>Purpose</b></p> <p><b>Reports to Staff</b></p> <p><b>Examples</b></p>	<p>To operate as experienced staff within a single area of work with a minimum of supervision or trainee professional/technical staff.</p> <p>Specialist Staff (Level 16) or Administration Supervisor (Level 17)</p> <p>Admin staff likely to have responsibility for staff, Other Professional/Technical Staff - no staff responsibility.</p> <p>Senior Care Staff (024), Accounts Clerk/Administrator (100), Catering Supervisor (083), Admin Officer (090), Assistant Shop Manager (058), Trainee Management Accountant (102), Junior Customer Services Advisor (053), Accounts Technicians (100)</p>
<b>19</b>	<b>Admin Assistant/ Care Staff/ Trainee Professional</b>	<p><b>Purpose</b></p> <p><b>Reports to Staff</b></p> <p><b>Examples</b></p>	<p>An individual who provides administrative services to an office or department. More autonomy than level 20, determines own work priority within structured clear guidelines, there is scope for prioritisation but staff are still supervised. May include semi-skilled manual work or junior roles in care functions.</p> <p>Supervisor (Level 17) or Specialist Staff (Level 16) or the individual(s) they support. Unlikely to have responsibility for staff</p> <p>Executive Assistant (090), Secretary (090), Administration Assistant (090), Catering Staff (083), Finance Assistant (100), Care Staff (024), Drivers (090), Data Entry Clerk (120)</p>
<b>20</b>	<b>Junior/ Trainee Staff/Office Services</b>	<p><b>Purpose</b></p> <p><b>Reports to</b></p> <p><b>Examples</b></p>	<p>An individual who provides administrative services to an office or department. Staff operate in a tightly constrained environment with little scope for deviation, closely supervised.</p> <p>Junior Administration Officer, Care Staff, Cooking Staff (Level 18). May include some administration duties, or semi-skilled manual work.</p> <p>Receptionist (090), Cashier (100), Admin Assistant (090), Catering Assistant (083), Handyman (081), Gardener (081), Cleaner (081), Junior Care Staff (024)</p>

A job is defined by two elements – the **responsibility level** of the job holder (seniority) and by the **function** which is their main area of work.

GENERIC FUNCTION		SUB-FUNCTION	
<b>000</b>	<b>General Management/Operations</b> Overall control and direction of corporate objectives. Responsible for policy and/or co-ordination of two or more major functions; Involvement in the design and preparation of plans for the implementation of the organisation's strategic objectives.	<b>011</b>	Project Management - Non-IT
		<b>012</b>	Strategic Planning
		<b>013</b>	Management of Volunteers
		<b>014</b>	Legal Services
		<b>015</b>	Grantmaking
		<b>016</b>	Branch/Region Management
		<b>017</b>	International Projects Management
		<b>018</b>	Governance/Committee Services <b>(NEW)</b>
<b>020</b>	<b>Direct Service Provision (External)</b> Provision of core services to external clients – care/ nursing/ teaching/ training	<b>021</b>	Animal Care/Training
		<b>022</b>	Specialist Animal Care incl. Vets
		<b>023</b>	Social Work
		<b>024</b>	Care Provision
		<b>025</b>	Child Protection
		<b>026</b>	Adult Protection
		<b>027</b>	Pastoral Care
		<b>028</b>	Nursing
		<b>029</b>	Specialist Health
		<b>030</b>	Medical Directors/Professionals
		<b>031</b>	Rehabilitation
		<b>032</b>	Physiotherapy
		<b>033</b>	Training (External)
<b>036</b>	<b>Indirect Service Provision (NEW)</b>	<b>037</b>	Production <b>(NEW)</b>
		<b>038</b>	Printing <b>(NEW)</b>
<b>040</b>	<b>Public Policy/Research</b>	<b>041</b>	Press/PR/Media/Communications
		<b>042</b>	Policy
		<b>043</b>	Campaigns
		<b>044</b>	Parliamentary Liaison
		<b>045</b>	Internal Communications
		<b>046</b>	Publishing
		<b>047</b>	Education
		<b>049</b>	Research <b>(NEW)</b>
<b>050</b>	<b>Information Provision/Advice</b> Provision of information services &/or advice to the public, clients &/or donors	<b>051</b>	Call Centre
		<b>052</b>	Information Services
		<b>053</b>	Customer Services
		<b>054</b>	Consultancy Services
<b>057</b>	<b>Retail/Trading</b>	<b>058</b>	Shop Management/Assistants <b>(AMENDED)</b>
<b>060</b>	<b>Fundraising (General)</b> Generating income from fundraising streams.	<b>061</b>	Government/Statutory
		<b>062</b>	Corporate Fundraising
		<b>063</b>	Community/Regional
		<b>064</b>	Events
		<b>065</b>	Trusts
		<b>066</b>	Legacies
		<b>067</b>	Direct Marketing
		<b>068</b>	Major Gifts/Major Donors
		<b>069</b>	Membership
<b>070</b>	<b>Marketing</b>		
<b>080</b>	<b>Internal Support Services</b> Provision of internal support services	<b>081</b>	Maintenance (Gardening/Plumbing/ Cleaning etc.)
		<b>083</b>	Catering
<b>090</b>	<b>Administration/Facilities Management</b> Provision of general office services, typing, reception, secretarial, security, environmental services etc.	<b>091</b>	Property Manager
		<b>092</b>	Building Refurbishment <b>(NEW)</b>
		<b>093</b>	Building Surveyors
		<b>094</b>	Property Acquisition <b>(NEW)</b>
		<b>095</b>	Personal Assistant/PA
<b>100</b>	<b>General Financial</b>	<b>101</b>	Financial Accounting
		<b>102</b>	Management Accounting
		<b>103</b>	Payroll
		<b>104</b>	Internal Audit
		<b>105</b>	Legacy Management/Distribution
<b>110</b>	<b>HR/Personnel</b> <b>(NEW)</b>	<b>111</b>	Staff Training (internal)
		<b>112</b>	Compensation and Benefits
		<b>113</b>	Recruitment and Selection
<b>120</b>	<b>IT/Management/Computing (General)</b>	<b>122</b>	IT Development
		<b>123</b>	IT Technical Services
		<b>124</b>	IT Customer Support
		<b>125</b>	IT Administration
		<b>126</b>	IT Project Management
		<b>127</b>	IT Website Design
<b>130</b>	<b>Standards</b>	<b>131</b>	Compliance/Standards/Quality Assurance
		<b>132</b>	Health & Safety

## LIST of PARTICIPATING ORGANISATIONS

---

ABLE CHILD AFRICA	GOFAL CYMRU
ACTION FOR CHILDREN	GOODWIN DEVELOPMENT TRUST
ACTION MEDICAL RESEARCH	GUIDE DOGS FOR THE BLIND ASSOCIATION (GDBA)
ADVANCE HOUSING & SUPPORT LTD	H I T S (HOPE INCLUSION TIME SUCCESS)
ADVANCED LIFE SUPPORT GROUP	HEALTHLINK WORLDWIDE
AGE CONCERN ENGLAND	HELP THE AGED
AGE CONCERN NORFOLK (TRADING) LTD	HELP THE HOSPICES
ALZHEIMER'S RESEARCH TRUST	INCORPORATED CATHOLIC TRUTH SOCIETY
ANGLO GERMAN FOUNDATION	INSPIRE
APOSTLESHIP OF THE SEA	INSTITUTION OF OCCUPATIONAL SAFETY AND HEALTH
ASTHMA UK	INTERCONTINENTAL CHURCH SOCIETY
ASTON-MANSFIELD	JESUS HOUSE FOR ALL THE NATIONS
ATTEND	JEWISH CARE
BANKERS BENEVOLENT FUND	LEONARD CHESHIRE DISABILITY
BARNARDO'S	LEUKAEMIA BUSTERS
BASINGSTOKE & DISTRICT SPORTS TRUST	LEUKAEMIA RESEARCH FUND
BEAM	LINCS & NOTTS AIR AMBULANCE CHARITABLE TRUST
BETHANY CHRISTIAN TRUST	LIVING PAINTINGS TRUST
BIBLELANDS	LONG-TERM CONDITIONS ALLIANCE
BIG ISSUE FOUNDATION	LUTON CARNIVAL ARTS DEVELOPMENT FUND
BOTANIC GARDENS CONSERVATION INTERNATIONAL	M S TRUST
BRADFORD COMMUNITY ENVIRONMENT PROJECT	MACMILLAN CANCER SUPPORT
BREAST CANCER HAVEN	MARIE STOPES INTERNATIONAL
BRITISH ASSOCIATION FOR SHOOTING & CONSERVATION	MENCAP
BRITISH RED CROSS SOCIETY	MENCAP
BROMLEY MIND	MIND
CAMPING & CARAVANNING CLUB	MIND IN CROYDON
CANCER RESEARCH UK	MINORITY RIGHTS GROUP INTERNATIONAL
CANINE PARTNERS FOR INDEPENDENCE	MISSION AVIATION FELLOWSHIP INTERNATIONAL
CANTERBURY OAST TRUST	MOSELEY COMMUNITY DEVT TRUST
CEIS	MULTIPLE SCLEROSIS SOCIETY
CHARLESTON TRUST	N A A C E
CITY PAROCHIAL FOUNDATION	N S P C C
COMMUNITY ACTION NETWORK	NATIONAL CHILDMINDING ASSOCIATION
CONCERN UNIVERSAL	NATIONAL SCHIZOPHRENIA FELLOWSHIP(SCOTLAND)
COTTAGE & RURAL ENTERPRISES LTD	NATIONAL SPIRITUAL ASSEMBLY OF THE BAHA'IS
DEAFNESS RESEARCH UK	OXFAM GB
DERBY C V S	PEERS EARLY EDUCATION PARTNERSHIP
EDEN CVS	PEOPLE IN AID
EVERYCHILD	PITUITARY FOUNDATION THE PLAN
FARM-AFRICA	PRIMETIMERS
FOOTBALL FOUNDATION	PROSPECTS FOR PEOPLE WITH LEARNING DIFFICULTIES
FRIENDS OF THE EARTH	
FRIENDS OF THE LAKE DISTRICT	
GLOBAL WITNESS	

## LIST OF PARTICIPATING ORGANISATIONS

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RAF BENEVOLENT FUND	THE GUINNESS TRUST
RAINER	THE HEALTH FOUNDATION
REMPLOY LIMITED	THE MUSEUMS ASSOCIATION
RESPOND	THE NATIONAL AUTISTIC SOCIETY
RETHINK	THE NATIONAL TRUST
ROYAL NATIONAL INSTITUTE FOR DEAF PEOPLE (RNID)	THE NOT FORGOTTEN ASSOCIATION
ROYAL NATIONAL INSTITUTE OF THE BLIND (RNIB)	THE PRINCE'S TRUST
ROYAL NATIONAL LIFEBOAT INSTITUTION	THE RETREAT
ROYAL PARKS FOUNDATION	THE SALVATION ARMY
SAVE THE CHILDREN UK	THE SCOUT ASSOCIATION
SCANNAPPEAL	THE SICK CHILDREN'S TRUST
SCHOOL FOR SOCIAL ENTREPRENEURS	THE UNITED REFORMED CHURCH
SCOPE	THE YOUNG FOUNDATION
SCOTTISH BIBLE SOCIETY	TOMMYS THE BABY CHARITY
SCOTTISH SPINA BIFIDA ASSOCIATION	TREE AID
SCRIPTURE UNION	TRENT VINEYARD
SENDACOW	UNICEF UK
SHAW TRUST	UNLTD:
SHELTER	USPG: ANGLICANS IN WORLD MISSION
SHELTERBOX TRUST	V S A
SOCIETY FOR THE ASSISTANCE OF LADIES	VOICES FROM CARE (CYMRU)
ST PETER'S HOSPICE	W W F U K
ST PETER'S TRUST FOR KIDNEY, BLADDER & PROSTATE	WALES COUNCIL FOR VOLUNTARY ACTION
STREET CHILD AFRICA	WALTHAMSTOW ALMSHOUSE & GENERAL CHARITIES
STUDENTS PARTNERSHIP WORLDWIDE	WEBPLAY
SUTTON COLDFIELD MUNICIPAL CHARITIES	WHALE & DOLPHIN CONSERVATION SOCIETY
THE ALDINGBOURNE TRUST	WHEELPOWER BRITISH WHEELCHAIR SPORT
THE ANNE FRANK TRUST	WIMBLEDON GUILD OF SOCIAL WELFARE
THE BODY SHOP FOUNDATION	WOODLANDS HOSPICE
THE BRITISH HEART FOUNDATION	WORKING VENTURES UK
THE CHALLENGING BEHAVIOUR FOUNDATION	WORLD VISION UK
THE CHILDREN'S FAMILY TRUST	Y & H REGIONAL FORUM
THE CHILDREN'S SOCIETY	YOUTHLINK SCOTLAND
THE CRANFIELD TRUST	

Some participating organisations have advised us that as a matter of policy they do not wish to be in the above list and they have therefore not been included.