

ENGINEERS AGAINST POVERTY
(Company limited by guarantee no. 3613056
registered charity no. 1071974)

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2008

ENGINEERS AGAINST POVERTY

(Company limited by guarantee no. 3613056, registered charity no. 1071974)

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 December 2008

CONTENTS

	Page
Legal and administrative information	1
Trustees' report	2
Auditors' report	8
Statement of financial activities	9
Balance sheet	10
Notes to the financial statements	11

ENGINEERS AGAINST POVERTY

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS

For the year ended 31 December 2008

Trustees	Douglas Oakervee OBE FREng	Chairman
	Robert Howard - Jones	Treasurer
	Neil Bruce	
	Professor Paul Jowitt	
	Tony Marshall	(appointed July 2008)
	Tim Sharp	
	Ian Smith	(resigned July 2008)

Ronald Watermeyer

Vice Presidents John Hodges CMG

Company Secretary Tendai Nyoka

Executive Director Petter Matthews

Company reg. no. 3613056

Charity reg. no. 1071974

Registered office 2nd Floor Weston House
246 High Holborn
London WC1V 7EX

Auditors Gotham Erskine LLP
Chartered Accountants & Registered Auditors
Friendly House
52 - 58 Tabernacle Street
London EC2A 4NJ

Bankers National Westminster Bank Plc
Charing Cross Branch
PO Box 113, Cavell House
2a Charing Cross Road
London WC2H 0NN

ENGINEERS AGAINST POVERTY

TRUSTEES' REPORT

For the year ended 31 December 2008

The Trustees, who act as directors of the Company for the purposes of the Companies Act, and trustees for charity law purposes, submit their annual report and the financial statements of Engineers Against Poverty (EAP) for the year ended 31 December 2008. The Trustees confirm that the annual report and financial statements of the Company comply with current statutory requirements, the requirements of the 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

Governing Document

Engineers Against Poverty is a Company limited by guarantee, (company number 3613056), and a registered Charity, (Charity number 1071974). It was known as The Telford Challenge until 17 October 2003. The power and limits of the Charity are set out in its Memorandum and Articles of Association.

There are no transactions with the Trustees that require disclosure under FRS 8 'Related Party Disclosures'.

Appointment of Trustees

At the Annual General Meeting in July 2008, Ian Smith resigned as Trustee and Tony Marshall was appointed by the members. Douglas Oakervee and Robert Howard-Jones resigned by rotation and were re-elected.

Principal Officers

The following people were employed by EAP during 2008:

- Petter Matthews (Executive Director),
- Matthew Lynch (Programme Officer, was promoted to Programme Manager),
- Ian Neal (Programme Officer - resigned July 2008),
- Jill Wells (Programme Officer),
- Hongjie Wang (Finance and Administration Officer - resigned November 2008).

Management of major risks

The Trustees retain responsibility for a system of internal controls that are designed to manage major risks. These systems provide reasonable but not absolute assurance against inappropriate or ineffective use of resources and against the risk of errors or fraud.

The Trustees delegate authority to the Executive Director to conduct an annual review of the major strategic and operational risks that EAP faces and the ways in which they are being monitored, managed and mitigated. The outcomes of this review are reported to the Trustees by the Executive Director and changes in policy are made where necessary. The Trustees are satisfied with the systems in place to monitor, manage and mitigate EAP's exposure to major risks.

OBJECTIVES AND ACTIVITIES

Objects

The objects of the Charity are for the relief of poverty in particular by assisting in the provision of engineering support for projects and programmes for the relief of poverty anywhere in the world.

ENGINEERS AGAINST POVERTY

TRUSTEES' REPORT

For the year ended 31 December 2008

Mission

Engineers Against Poverty works with industry, government and civil society to fight poverty and promote sustainable development.

Policies

The Trustees are responsible for establishing the policies that guide the work of the Charity. These policies are designed to make the most effective and efficient use of the resources at its disposal. They are also designed to ensure that EAP meets its obligations to its project partners, corporate and individual supporters and staff. Responsibility for implementing these policies on a day-to-day basis is delegated to the Executive Director who reports to the Trustees on a regular basis.

Restrictions

There are no restrictions in the governing documents as to how Engineers Against Poverty may operate.

Investment Powers

There are no powers to make investments other than in bank accounts and there is no intention to build up an investment fund.

Charitable Contributions

All programme expenditure is for charitable purposes, but no direct contributions for charitable purposes have been made.

Liability Insurance

£420 has been expended on Charity Trustees' Liability Insurance.

ACHIEVEMENTS AND PERFORMANCE

EAP's programme remains oriented towards influencing corporate and public policy in ways that help to create jobs, promote enterprise development and improve education and training. Pioneering and imaginative approaches were applied across our programme in 2008 resulting in some groundbreaking initiatives, new recognition and real progress.

Improving transparency in construction

Construction is one of the most corrupt business sectors costing an estimated \$400 billion annually. This has an impact on poor people through reducing the quality of services, distorting decision making and weakening democratic institutions.

EAP is part of the International Secretariat of the Construction Sector Transparency Initiative (CoST) that is tackling this problem head on. Launched by DFID in 2008 and coordinated by PwC, CoST is developing systems and procedures to enable the public disclosure of material project information. Improving transparency in the construction industry in this way will help to reduce corruption and boost growth and development.

Seven pilot countries - Tanzania, Botswana, Zambia, Ethiopia, Philippines, Vietnam and the UK - are participating in the pilot phase. EAP is providing policy and technical advice to CoST and helping to ensure that a pro-poor perspective is integrated into decision making.

ENGINEERS AGAINST POVERTY

TRUSTEES' REPORT

For the year ended 31 December 2008

Improving health and safety in the Tanzanian construction industry

The construction industry provides one of the main sources of waged employment opportunities for poor people in Tanzania. Most workers are engaged as 'casuals' on low wages and they are routinely exposed to a high risk of injury, ill health, infectious disease and death.

EAP has been working with the Institution of Engineers Tanzania to train a team of 35 Tanzanian men and women to international standards in construction health and safety and training delivery. We are also working with them to develop a training programme that is specific to the Tanzanian context and which when finished, will be recognised as a new national standard. The Tanzanian trainers will be running courses with government, industry and trade unions throughout the country in 2009.

Creating jobs and promoting local enterprise development

Only a small proportion of the resources invested in infrastructure in developing countries benefits contractors, workers and suppliers from those countries. Increasing 'local content' (i.e. the proportion of goods, services and labour sourced locally) in the delivery of infrastructure would help create jobs, promote enterprise development and accelerate progress towards the Millennium Development Goals.

EAP has been working in partnership with the Institution of Civil Engineers to demonstrate how procurement can be used to increase local content in public sector infrastructure projects. Together we conducted extensive research that culminated in the publication of a report that was launched in Tanzania in December 2008. A range of international agencies have made use of the knowledge contained in the report including the African Development Bank, OECD and the European Commission.

Integrating poverty and sustainability appraisal on infrastructure projects

ASPIRE is a software based tool for planning, monitoring and evaluating the sustainability and poverty reduction performance of infrastructure projects in developing countries. It is the result of an innovative collaboration between EAP and Arup a global consultant firm. The tool is used to identify gaps in project planning and to help project managers and other stakeholders maximise the positive social, economic and environmental benefits.

The primary users of ASPIRE are project clients and funders (and the engineering consultants and contractors acting on their behalf) who need to set and subsequently monitor and evaluate sustainability and poverty reduction targets. ASPIRE also contributes to the strategic and commercial objectives of this user group by providing a richer understanding of the risks and opportunities associated with their investments.

ASPIRE is due to be launched in 2009. The software will be freely available to users and EAP and Arup will offer a range of support services alongside it.

Incorporating global issues into engineering education

Engineering and technology are an integral part of efforts to tackle global challenges such as poverty, climate change and insecurity. But engineering education does not always equip undergraduates with the skills, knowledge and attitudes that are necessary in this rapidly changing global environment.

EAP has been working with the Institute of Education (IoE) to explore the extent to which global issues are incorporated into the engineering curricula of UK universities. Our joint report 'The Global Engineer' captures the learning from a series of high-level roundtable meetings held in UK universities. It also makes a series of practical recommendations aimed at enabling UK universities to build on past success, overcome barriers and integrate the 'global dimension' into teaching.

ENGINEERS AGAINST POVERTY

TRUSTEES' REPORT

For the year ended 31 December 2008

Support of Organisations

The work of EAP in 2008 would not have been possible without the tremendous support of a range of organisations. Particular thanks to the Engineering and Technology Board which contributed the equivalent of £36,150 in in-kind support. Other organisations include:

- AMEC
- Anglo American
- ARUP
- Atkins
- Balfour Beatty
- BHP Billiton
- BT
- Chartered Institution of Water and Environmental Management
- Department for International Development
- Engineering Technology Board
- Fluor
- Gifford
- Institution of Civil Engineers
- Institution of Diesel and Gas Turbine Engineers
- Institution of Engineers Tanzania
- Institution of Highways and Transportation Foundation
- Institution of Mechanical Engineers
- Institution of Structural Engineers
- Jacobs Engineering Group
- Nichols Group
- Society of Operating Engineers
- South African Institution of Civil Engineering
- Thames Water
- Wardell Armstrong

Support of Individuals

The Trustees offer sincere thanks to all the individuals who have supported the Charity's work in 2008.

FINANCIAL REVIEW

Accounts

The accounts for the year ended 31 December 2008 are shown in this annual report. The Trustees consider that the reserves are sufficient to meet its needs and obligations. All funds are held on short term deposit.

ENGINEERS AGAINST POVERTY

TRUSTEES' REPORT

For the year ended 31 December 2008

Unrestricted Funds

Expenditure exceeded income by £11,531. The balance on unrestricted funds at 31 December 2008 stood at £88,677.

Reserves

The Trustees have established a Reserves Policy that considers the level of 'free reserves' sufficient to protect the organisation and its charitable programme by providing time to adjust to changing financial circumstances. This limits the risk of disruption to the programme in the event of a shortfall in any of EAP's various sources of income, or an unexpected need for additional expenditure. At the year end the Reserves were £88,677 which the Trustees consider to be acceptable.

PLANS FOR FUTURE PERIODS

EAP's programme will continue to be structured around three key points of intervention - public sector infrastructure, the extractive industries and engineering education. It will work to strengthen the links between these areas and to demonstrate more effectively the links between the overall programme and key emerging global issues such as climate change, fragile states and post-conflict reconstruction. EAP's mode of operation will continue to involve working in strategic partnerships.

The Charity's work in public sector infrastructure will move into a third phase in 2009. It will explore various options including the development of metrics to measure and demonstrating the impact of the approaches that we have been advocating. In the extractive industries, it is hoped to build a strategic partnership with an International Oil Company to consolidate the knowledge generated to date into a comprehensive 'value chain approach'. And finally in engineering education, we will implement a second phase in partnership with the Institute of Education, Engineering Council UK, Engineering Subject Centre and the Engineering Professors' Council. This will involve working directly with seven universities to implement some of the recommendations that emerged from the first phase.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company and charity law applicable to charities in England/Wales requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the Company and of the surplus or deficit of the Company for that period. In preparing those financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently,
- make judgements and estimates that are reasonable and prudent,
- prepare the financial statements on the going concern basis (unless it is inappropriate to presume that the Company will continue in operation).

ENGINEERS AGAINST POVERTY

TRUSTEES' REPORT

For the year ended 31 December 2008

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the detection and prevention of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

We, as the directors of the Company who held office at the date of approval of these financial statements as set out on page 1 each confirm, so far as we are aware, that:

- there is no relevant audit information of which the Company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as directors in order to make ourselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

PREPARATION OF THE REPORT

This report has been prepared in accordance with the provisions of Part VII of the Companies Act 1985 relating to small companies.

AUDITORS

The auditors, Gotham Erskine LLP have indicated their willingness to accept re-appointment under Section 385(2) of the Companies Act 1985.

This report was approved and authorised for issue by the Trustees on 14 July 2009 and signed on its behalf by:

Douglas Oakervee OBE FREng
Chairman

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ENGINEERS AGAINST POVERTY

We have audited the financial statements of Engineers Against Poverty for the year ended 31 December 2008 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. These financial statements have been prepared under the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities (effective January 2007).

This report is made solely to the Company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Trustees and auditors

The responsibilities of the Trustees (who are also the directors of Engineers Against Poverty for the purposes of company law) for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of the Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Trustees' Annual Report is consistent with the financial statements.

In addition we report to you if, in our opinion, the Company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding Trustees' remuneration and other transactions is not disclosed.

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

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

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

Opinion

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the Company's affairs as at 31 December 2008, and of its incoming resources and application of resources, including its income and expenditure, in the year then ended;
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Trustees' Annual Report is consistent with the financial statements.

ENGINEERS AGAINST POVERTY

STATEMENT OF FINANCIAL ACTIVITIES

(incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses) For the year ended 31 December 2008

	Unrestricted Funds	Restricted Funds	Total Funds	<i>Total Funds</i>	
Note	2008 £	2008 £	2008 £	2007 £	
INCOMING RESOURCES					
Incoming resources from generated funds:					
Voluntary income	2	147,125	75,711	222,836	251,335
Bank interest receivable		3,418	-	3,418	3,846
Incoming resources from charitable activities	3	29,566	53,400	82,966	32,085
TOTAL INCOMING RESOURCES		180,109	129,111	309,220	287,266
RESOURCES EXPENDED					
Costs of generating funds		38,421	-	38,421	14,387
Charitable programmes	4	138,144	129,111	267,255	235,207
Governance costs		15,075	-	15,075	11,407
TOTAL RESOURCES EXPENDED	5	191,640	129,111	320,751	261,001
Net income/(expenditure)		(11,531)	-	(11,531)	26,265
TOTAL FUNDS AT 1 JANUARY 2008		100,208	-	100,208	73,943
TOTAL FUNDS AT 31 DECEMBER 2008		£ 88,677	£ Nil	£ 88,677	£ 100,208

The annexed notes form part of these financial statements

ENGINEERS AGAINST POVERTY (company limited by guarantee)

BALANCE SHEET
As at 31 December 2008

	Notes	£	2008 £	£	2007 £
FIXED ASSETS					
Tangible assets	9		250		490
CURRENT ASSETS					
Debtors	10	52,003		41,513	
Cash at bank and in hand		64,509		63,662	
		<u>116,512</u>		<u>105,175</u>	
CREDITORS: amounts falling due within one year	11	(28,085)		(5,457)	
NET CURRENT ASSETS			<u>88,427</u>	<u>99,718</u>	
NET ASSETS			<u>£ 88,677</u>	<u>£ 100,208</u>	
FUNDS					
Unrestricted funds:					
General fund	12		88,677		100,208
			<u>£ 88,677</u>	<u>£ 100,208</u>	

The financial statements have been prepared in accordance with the provisions of Part VII of the Companies Act 1985 relating to small companies and the Financial Reporting Standard for Smaller Entities (effective January 2007). They were approved, and authorised for issue, by the Trustees on 14 July 2009 and signed on their behalf by:-

OAKEVEE OBE FREng, Chairman

ROBERT HOWARD-JONES, Treasurer

The annexed notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

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 Companies Act 1985, applicable accounting standards, the Charities SORP (Statement of Recommended Practice: "Accounting and Reporting by Charities" published in March 2005) and the Financial Reporting Standard for Smaller Entities (effective January 2007).

The effects of events relating to the year ended 31 December 2008 which occurred before the date of approval of the financial statements by the Trustees 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 December 2008 and the results for the year ended on that date.

Company status

Engineers Against Poverty 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 which have been raised by the Charity for particular purposes. The cost of raising and 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.

In-kind support is valued at the estimated market value of the services provided to the Charity.

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 expense categories that aggregate all costs for allocation to activities. Support costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities. Governance costs include the costs of servicing Trustees' meetings, audit and strategic planning.

ENGINEERS AGAINST POVERTY

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

Tangible fixed assets and depreciation

Assets with a cost of more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office equipment - over 3 years

Pensions

The Charity contributes to the Director's defined contribution pension scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

2. VOLUNTARY INCOME

	Unrestricted Funds 2008 £	Restricted Funds 2008 £	Total Funds 2008 £	<i>Total Funds 2007 £</i>
Department for International Development				
- Core funding AG 3487	-	-	-	144,331
- Core funding AG 4635	24,835	-	24,835	-
- Development Awareness Fund	-	16,559	16,559	32,118
- Civil Society Development Fund	-	59,152	59,152	26,434
Donations	35,551	-	35,551	21,844
Sponsored fundraising event	46,137	-	46,137	-
Appeals	4,452	-	4,452	12,253
In-kind support - office services	36,150	-	36,150	14,355
	£ 147,125	£ 75,711	£ 222,836	£ 251,335

The value placed by the Board of Trustees on office services and space provided by The Engineering and Technology Board also provided office space and meeting facilities valued by the Board of Trustees £ 36,150 (2007-£14,355). The value of the in-kind office space has increased as a result of the Charity moving to larger premises in October 2007.

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2008 £	Restricted Funds 2008 £	Total Funds 2008 £	<i>Total Funds 2007 £</i>
Institution of Civil Engineers	-	53,400	53,400	20,000
University of Nottingham - consultancy	-	-	-	5,000
Other consultancy income	29,566	-	29,566	7,085
	£ 29,566	£ 53,400	£ 82,966	£ 32,085

ENGINEERS AGAINST POVERTY

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

The Institution of Civil Engineers provided funding to the Charity to assist with its research projects. Other consultancy income included fees from training courses.

4. CHARITABLE PROGRAMMES EXPENDITURE

	Unrestricted Funds 2008 £	Restricted Funds 2008 £	Total Funds 2008 £	Total Funds 2007 £
Consultancy	1,850	9,971	11,821	4,689
Publications	2,421	2,259	4,680	3,636
Conferences & seminars	159	293	452	850
Conferences & events	-	2,000	2,000	2,013
Programme travel & subsistence	6,037	63	6,100	8,166
UK Travel	-	-	-	1,706
Training and overseas programme costs	-	61,824	61,824	26,716
Allocation of salary costs	71,744	52,268	124,012	140,685
Allocation of support costs	55,933	433	56,366	46,746
	£ 138,144	£ 129,111	£ 267,255	£ 235,207

Training and overseas programme costs includes £23,716 of grants payable to The Institute of Engineers Tanzania to cover local programme related costs for the project entitled Strengthening Workers' Rights in the Construction Industry in Tanzania (2007: £8,277)

5. RESOURCES EXPENDED

	Staff costs £	Activities under-taken directly £	Support costs £	Total 2008 £	Total 2007 £
Costs of generating funds	7,502	27,509	3,410	38,421	14,387
Charitable programmes	124,012	86,877	56,366	267,255	235,207
Governance costs	7,502	4,163	3,410	15,075	11,407
Support costs	18,726	44,460	(63,186)	-	-
	£ 157,742	£ 163,009	£ Nil	£ 320,751	£ 261,001

Costs of generating funds includes the cost of a sponsored trek up Mount Kilimanjaro. The event raised £46,137 (see Note 2).

Resources expended include:

	2008 £	2007 £
Auditors' remuneration:		
Audit fee	4,163	3,701
Depreciation - on owned assets	240	973

ENGINEERS AGAINST POVERTY

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

Details of staff costs are given in Note 7.

6. SUPPORT COSTS

	2008	2007
	£	£
Staff support costs	18,726	22,607
Minor equipment/ furniture	-	849
Stationery	199	1,302
Insurance	890	686
Subscriptions	1,236	1,465
IT & communications	814	2,995
Advertising and Promotion	1,787	-
Meetings	372	-
Other office expenses	1,478	253
Depreciation	240	973
Bank charges	381	286
Professional fees	913	975
In kind support - Office services (see Note 2)	36,150	14,355
	<u>£ 63,186</u>	<u>£ 46,746</u>

Support costs have been allocated to the Charity's activities on the basis of staff costs.

7. STAFF NUMBERS AND COSTS

	2008	2007
	£	£
Salaries	139,640	156,835
Social security costs	15,070	16,763
Pension costs	2,967	3,535
	<u>157,677</u>	<u>177,133</u>
Other staff costs	65	1,571
Total staff costs	<u>£ 157,742</u>	<u>£ 178,704</u>

The staff members employed during the year, calculated as full time equivalents, were employed as follows:

	Number	Number
Administration and directorate	2.0	2.0
Project Programme Officers	3.0	3.5
	<u>5.0</u>	<u>5.5</u>

All staff worked on direct charitable activities with the exception of 10% of the Executive director's salary being allocated to governance and 10% to cost of generating funds. The finance and administration officer's salary is also allocated 10% to governance and 10% to the cost of generating funds with the remaining 80% being allocated as the support cost element of staff costs. Other staff costs are shown as support cost element of staff costs in note 5.

No employee received remuneration of more than £60,000.

ENGINEERS AGAINST POVERTY

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

8. TRUSTEES

Trustees do not receive remuneration. No Trustee received reimbursement of expenses (2007 - £Nil).

9. TANGIBLE FIXED ASSETS - Office equipment

	£
Cost	
At 1 January 2008 and 31 December 2008	<u>7,753</u>
Depreciation	
At 1 January 2008	7,263
Charge for the year	240
At 31 December 2008	<u>7,503</u>
Net book value	
At 31 December 2008	£ 250
At 31 December 2007	<u>£ 490</u>

10. DEBTORS

	2008	2007
	£	£
Due within one year		
Grants and contracts receivable	49,503	36,767
Bank interest receivable	-	1,147
Prepayments	431	1,250
Receivable from Institution of Civil Engineers	837	435
Gift Aid tax recoverable	1,232	1,914
	<u>£ 52,003</u>	<u>£ 41,513</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2008	2007
	£	£
Trade creditors	22,128	450
Company credit cards	-	1,306
Accruals	5,957	3,701
	<u>£ 28,085</u>	<u>£ 5,457</u>

ENGINEERS AGAINST POVERTY

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2008

12. STATEMENT OF FUNDS

	Brought Forward	Incoming Resources	Resources Expended	Carried Forward
	£	£	£	£
RESTRICTED FUNDS				
Research fund	-	53,400	(53,400)	-
Civil Society Challenge Fund	-	59,152	(59,152)	-
Development Awareness Fund	-	16,559	(16,559)	-
Total restricted funds	-	129,111	(129,111)	-
UNRESTRICTED FUNDS				
General Fund	100,208	180,109	(191,640)	88,677
	<u>£ 100,208</u>	<u>£ 309,220</u>	<u>£ (320,751)</u>	<u>£ 88,677</u>

The Research Fund represents funding from the Institution of Civil Engineers towards specific research projects. In particular, research into a sustainability project model and a study into promoting local content in infrastructure procurement.

The Civil Society Challenge Fund represents grant funding from the Department for International Development for a project titled "Strengthening Workers' Rights in the Construction Industry in Tanzania".

The Development Awareness Fund represents grant funding from the Department for International Development for a project titled "Promoting Development Awareness through dialogue and partnership exploration: UK Engineering Higher Education".

All assets and liabilities held at the year end were for unrestricted purposes.