HALLÉ CONCERTS SOCIETY

(A Charitable Company Limited by Guarantee)

Annual Report and Summary Financial Statements for the year ended 31 March 2011

Company Number 62753 Charity Number 223882

The Hallé Concerts Society gratefully acknowledges the financial assistance of Arts Council England, Manchester City Council, the Association of Greater Manchester Authorities and Musicians Benevolent Fund.









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The full set of audited accounts of which these accounts are a summary version, was approved by the Board of Directors on 8 September 2011 and signed on their behalf by David McKeith and Bernard Knight CBE. The Independent Auditor's Statement was not qualified in any respect. Copies will be filed with the Charity Commissioners and the Registrar of Companies in due course. The full set is available on written request from the Company's registered office

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Office: The Bridgewa	ater Hall, Manchester M1 5HA
PATRON	HRH The Countess of Wessex
MUSIC DIRECTOR	Sir Mark Elder CBE
MEMBERS OF THE BOARD	Elected David McKeith Chairman # Martin McMillan Deputy Chairman * Richard Bailey # \$ Carole Baume # Jane Hampson Bernard Knight CBE # * Kathryn Stott David Wertheim * Mike Blackburn (appointed 8 September 2010) Kerry Wright (appointed 8 September 2010) Kerry Wright (appointed 8 September 2010) Lyn Barbour (appointed 22 April 2010, resigned 13 May 2011) Fran Toms (appointed 21 June 2011) Mominated by AGMA Councillor John Merry CBE Joyce Redfearn CBE (appointed 22 April 2010) * Member of the Audit Committee # Member of the Nominations & Remuneration Committee \$ Member of the Investment Committee
EXECUTIVE TEAM	John Summers Chief Executive and Company Secretary Valerie Hawkin Finance Director
ORCHESTRAL NOMINEE	Ronald Marlowe
PRESIDENT	Sebastian de Ferranti
VICE PRESIDENT	Edward Pysden
AUDITORS	KPMG LLP, Chartered Accountants, St James' Square, Manchester M2 6DS
SOLICITORS	George Davies and Co LLP, 68 Fountain Street, Manchester M2 2FB
BANKERS	The Royal Bank of Scotland plc, St Ann Street, Manchester M60 2SS
INVESTMENT ADVISERS	Cazenove Capital Management Limited, 12 Moorgate, London EC2R 6DA
COMPANY REGISTRATION NO	0. 62753

CHARITY REGISTRATION NO. 223882

CHAIRMAN'S REPORT

In writing my third Chairman's report I reflect that the Society is doing remarkably well in very challenging times. The UK economy has continued its slow and unsteady recovery. Although Manchester is coping better than most UK cities, people and businesses remain very cautious about spending money and the impact of the cuts in public spending is only now beginning to become apparent. Against this background, it is particularly pleasing that our audience continues to be loyal and enthusiastic. Over 100,000 people saw the Hallé in Manchester in the last year and another 90,000 throughout the rest of the UK and overseas. Recent concert tours in Spain and Hong Kong have been very well received.

We rely on generous support from individual donors, charitable foundations and corporate sponsors. Our long-standing relationship with principal sponsors, Manchester Airport Group, is a vital cornerstone and has focused in the last year on joint education projects with schools in Wythenshawe. Brother's sponsorship of the Hallé for over 22 years was recognised this year by Arts and Business with their Regional Sustained Partnership Award. This year we are delighted that both PZ Cussons and Siemens have joined them to become Major Sponsors and our work with Siemens also attracted a national Arts and Business People Development Award. It is very encouraging that four such important companies to the economy of the North West are committed to working with a key cultural organisation like the Hallé. We are truly grateful to them and all our other business and individual sponsors and supporters.

Following the Government's comprehensive spending review, the Arts Council undertook a fundamental review of its funding for the arts this year, reducing significantly the number of organisations it funds in its National Portfolio. The result for the Hallé was a reduction of 7% in cash terms (11% in real terms) for 2011/12. The grant will be frozen the following year and increase very slightly in the next two years to 2015. Our other major public sector funders are Manchester City Council and the Association of Greater Manchester Councils (AGMA). Both have frozen their support this year but the AGMA programme of support for voluntary organisations will be reviewed fundamentally over the coming months.

Against this background, the Hallé Board's planning for the next few years has to achieve a difficult balance between artistic ambition and prudent financial management to ensure the future of the Society's activities. We will continue to work hard and creatively to increase our income but have also had to take some difficult decisions to reduce costs.

It is vital that we retain a high level of ambition. This is reflected in:

- The launch of the new Hallé website (www.halle.co.uk) and its sister digital content channel (www.halleplay.co.uk), where you can see and hear previews of concerts and interviews with some of our musicians and guests.
- The inspiring outreach and education programme which has involved over 30,000 participants this year, mostly young people, ranging from those with no previous experience of music to young stars of the future.

- Our plans to establish a permanent rehearsal space for the orchestra and centre for our ensembles at St Peter's church in Ancoats, which are finally coming to fruition. I believe this is a vital building block in the Hallé's forward plans and will provide a great facility for the whole community.
- Our innovative contribution to this year's Manchester International Festival, the full concert version of Die Walküre by Wagner, which included The Madness of an Extraordinary Plan, a new dramatic prologue.
- Our collaboration with the Royal Exchange Theatre and the Lowry Centre to produce the musical Wonderful Town in summer 2012.
- The appointment of Helen Grime as our new Associate Composer.

This year has involved some wonderful concerts both at the Bridgewater Hall and in our visits to other concert venues in the UK and overseas. Some of the more unusual highlights for me have been seeing the Hallé Youth Choir performing with Elbow on BBC's Comic Relief, the Christmas concert at Thorn Cross Young Offenders Institution performed by the brass band trained as part of our education project there and hosting our patron, HRH the Countess of Wessex, when she attended one of our 'Come and Play with the Hallé' concerts in June.

As ever, thanks go to Sir Mark Elder, John Summers, the players, management and many volunteers for their part in making the last year a great success. On a personal level I would like to thank the Board and other trustees for their support and in particular Richard Bailey and David Wertheim, both of whom are standing down at this year's AGM after giving a huge contribution for many years.

We face a difficult year ahead, with a number of financial challenges, but I feel sure that with your continuing support the Hallé will flourish and produce more special moments for us all to remember.

David McKeith Chairman

Against the uncertain economic and funding background described by the Chairman in his report, there is still much to celebrate both artistically and organisationally.

Concerts, recordings and tours

It has been a wonderful and varied year of concerts in Manchester and elsewhere.

At the end of the 2009/10 season Mahler's Eighth Symphony formed the climax of the highly successful joint cycle with the BBC Philharmonic, later recognised in the inaugural South Bank Sky Arts award for classical music. The Ninth Symphony closed the Hallé's contribution to a project that captured the imagination of the public and profession alike, particularly through the combination of each symphony with a newly commissioned world premiere.

The end of the season was also memorable for non-musical reasons. A Europe-wide flight ban caused by the Icelandic ash cloud demonstrated amazing dedication of several musicians to their art. Stanislaw Skrowaczewski's 1100-mile journey in a family car, at the age of 86, represented a 28-hour effort of will and commitment few of us can have witnessed. He emerged, a day late, to conduct one three hour rehearsal and three inspired performances of Shostakovich's 10th Symphony.

Throughout the Year, the Hallé visited a wide range of familiar and unfamiliar venues in over 50 concerts outside Manchester. Some of the more noteworthy events were the Oxford performance of Mahler's Fourth Symphony in the Sheldonian Theatre, open air visits to Rudding, Wollaton and Tatton Parks, two concerts on board the newly commissioned Queen Victoria in Liverpool harbour and Buxton Opera House, where a sold-out concert promoted privately has now on two occasions raised more than £25,000 for a local hospice.

The Hallé opened the seasons in Derby, Sheffield, Bradford and Lincoln, appeared in places such as Warwick, Nottingham, Blackburn, Gateshead, Sheffield, Hanley and Bradford, as well as an annual visit to the BBC Proms in London.

A feature of the year was the appearance of outstanding young artists marketed under the banner of 'Ten2watch'. Expect to see a lot more of Sergio Tiempo, Viviane Hagner, Natalie Clein, Michael McHale, Jennifer Pike, Jonathan Scott, Polina Leshenko, Valery Sokolov, Simon Trpceski



and Alisa Weilerstein in future Hallé seasons, and on the world stage.

We were also delighted to welcome to Manchester other emerging artists and familiar friends such as Robin Ticciati, Nikolas Znaider, Edward Gardner, Rory MacDonald, Sunwook Kim, Lawrence Power, Paul Lewis, Alina Ibragimova, Oliver Knussen, Okko Kamu and Cristian Mandeal, plus many others. We also enjoyed regular visits from our distinguished Principal Guest Conductor, Marcus Stenz.

A Summer Pops concert in the Bridgewater Hall marked the debut of the new Hallé Assistant Conductor, Andrew Gourlay. Andrew's career with the Hallé started on a high; in addition to his new role with the Orchestra he also won the international Cadaques Conductors Competition in Spain.

The Hallé continues to record for its own label and elsewhere. Elgar's Violin Concerto and Wagner's *Götterdämmerung* both won Gramophone awards and there were also highly acclaimed new releases of Elgar's Kingdom and a CD of Bax, Bridge and Delius entitled 'English Spring'. The Hallé also made studio recordings of music by Sir Harrison Birtwistle for NMC and Tchaikovsky and Prokofiev violin concertos for Sony Classics. Given the financial constraints on the Hallé's own label this is a good way of keeping our name before the national and international public in a medium (new music) with which we do not have a strong association. As I write, I have been informed that The Kingdom, 'English Spring' and the Birtwistle recordings have all been shortlisted for Gramophone awards.

The BBC's support of the Hallé, as one of its partner orchestras, has continued through the year with nine broadcast concerts, all conducted by Mark Elder.

The orchestra has been very busy on the touring front, visiting the Hong-Kong Festival, Madrid and Valencia with Mark Elder and two concerts at the Cuenca Festival in Spain, conducted by Cristian Mandeal. The Madrid concert is in the most prestigious series in Spain, with our Mahler symphony being part of a cycle shared with, among others, the Lucerne Festival, Vienna Philharmonic and San Francisco orchestras, as well as the CBSO.

Hallé Choir

Yet again we are very grateful for all of the hard work and commitment of the members of the Hallé Choir – who rehearse throughout the





year to support the Orchestra in a series of memorable concerts in the Bridgewater Hall and elsewhere.

After a long search for a permanent Choral Director, the Hallé has appointed Frances Cooke as Director of the Hallé Choir through until August 2012. Frances has worked extensively with the Hallé Choir over the last decade, maintaining the high standards for which it is known. Whilst studying at Cambridge, Frances was a choral scholar under the then Director of Music John Rutter. After graduating, she went on to sing with many leading chamber choirs, including The Sixteen, Tallis Scholars and BBC Singers. Frances has had a long association with the St. Endellion Festival in Cornwall, where she has been Chorus Master for over 20 years, collaborating with Richard Hickox. She has also been Music Director of the Chester Festival Chorus since 1991, collaborating with a range of conductors, including Yan Pascal Tortelier, Vasily Petrenko, Harry Christophers and David Hill.

In May the Hallé and the BBC Philharmonic staged a momentous joint performance of Mahler's Eighth Symphony 'Symphony of a Thousand' in the Bridgewater Hall. Sir Mark Elder conducted the two orchestras and almost 400 singers including the Hallé Choir, City of Birmingham Symphony Chorus, Hallé Children's Choir and Girls of the Hallé Youth Choir. The Hallé Choir then travelled to Birmingham for the CBSO's two performances of Mahler's Eighth Symphony in Symphony Hall in September. Although the travelling made it an exhausting week, the experience gave Choir members a wonderful chance to sing the work again and learn a new interpretation under the direction of Andris Nelsons

At the end of the season a memorable performance of Delius' Sea Drift will be preserved for posterity through later release on the Hallé's own label.

Sing with the Hallé

The Sing with the Hallé day on Saturday 9th October was a great event,

with a real focus on participation in mass music-making with the Hallé family. Over 650 singers came from across the region and beyond to join the Hallé Choirs, making a total choir of approximately 850 singers! Sir Mark Elder and Gregory Batsleer led the assembled masses through a day of choral workshops which culminated in a 'concert performance' together with the orchestra. The concert audience had to be accommodated in the only remaining space - the Gallery of the Hall.

Hallé Youth Ensembles

Both the Youth Orchestra and Youth Choir toured to Italy in 2010. The Orchestra stayed and performed in Montecatini Terme, a spa town to the west of Florence, and travelled to see the sights of Lucca, Pisa, San Gimignano and Florence. The Youth Choir travelled via Strasbourg to Venice, where it performed two outstanding concerts in the church of SS Giovanni e Paulo and Santa Maria dei Miracoli. It also sang during a mass in St Mark's Basilica and enjoyed a little impromptu busking in St Mark's Square to a huge crowd.

This season the Youth Orchestra currently consists of over 65 members, all of whom play with passion and enthusiasm under their new Music Director (and Hallé Assistant Conductor), Andrew Gourlay. The HYO is working in partnership with the Royal Opera House in a three-year project called 'Stage Players' aimed at introducing young instrumentalists to the specific skills involved in playing for the stage. Following the exploration of ballet repertoire in the 2009-10 season, this season moved on to study opera with Royal Opera House singers and players.

The Youth Choir and Associate Youth Choir, numbering over 70 young singers, gave some memorable performances over the year, including an a cappella performance in a Hallé pre-concert event at the Bridgewater Hall, the Hallé's Christmas Carol Concerts and a full evening concert at Lancaster University. The Youth Choir is currently the largest it has ever been and it just keeps on growing! Following the Choir's performances with Elbow as part of the Hallé/Elbow collaboration for the Manchester

CHIEF EXECUTIVE'S REVIEW OF THE YEAR

International Festival in July 2009, the Youth Choir were delighted to be invited to work with Elbow once more, this time contributing to six tracks on 'build a rocket boys!' which led to some thrilling live performances during March and April: on BBC1 as part of Comic Relief, a concert performance for several thousand people at the Manchester Evening News arena and performances on Later... with Jools Holland on BBC2.

The Children's Choir has 96 members this year - more than ever before! Gradually working towards Britten's Spring Symphony in May 2011, the Children's Choir also delighted audiences at the carol concerts and through a semi-staged production of Lin Marsh's, 'How the Leopard got his Spots'.

In addition to running our own ensembles of talented amateur musicians the Hallé works closely with the Royal Northern College of Music and others to provide professional training experience for many talented young musicians and potential administrators. These experiences range from the young conductor position through professional playing attachments to work supporting pre concert talks and other peripheral activity. Much of this work is supported by corporate and individual sponsors, and we are enormously grateful for their help, which is acknowledged elsewhere in this Report and Accounts.

Education

2010/11 has been an excellent year for the Hallé's Education Programme with a core programme of regular work now firmly established into the Orchestra's schedule of events. These are the education projects that run across all ten Boroughs of Greater Manchester, which are organised on a strategic basis. They include the Hallé for Youth Concerts and associated projects, the Adopt a Player Programme and Come and Play with the Hallé. As a result we are pleased to announce that the numbers of participants and audience from Great Manchester have jumped from around 18K (2009/10) to 22K in 2010/11.

Come and Play with the Hallé continues to provide a marvellous

opportunity for thousands of children on the Wider Opportunities Scheme to perform with the Orchestra. For 2010/11 children from Bury, Oldham, Stockport, Trafford, Wigan, Cheshire East – at The Bridgewater Hall – from Sefton – at The Floral Hall in Southport – and from Nottingham and Nottinghamshire – at the Royal Concert Hall in Nottingham – have been involved. In total, over 16.5K children played and sang with the Hallé across the year.

In the community sector the Hallé has continued its cutting-edge work at Thorn Cross Young Offenders Institution. The HALLÉ4BRASS programme teaches inmates to play brass instruments, connecting the process of learning to play a musical instrument with acquiring essential life skills. This year has seen the introduction of a placement scheme which has seen a number of inmates being placed in local brass bands. In the 2010 Queen's New Year's honours list, project leader and Hallé Principal Tuba, Ewan Easton, was awarded an MBE for this work.

Following a pilot project in 2009/10 with Pendine Park Care Homes in Wrexham, the Hallé has now placed a musician in residence at the home. Working with both care workers and patients, the aim of the residency will be to raise the profile of music and arts in the sector. In collaboration with two local Universities, Glyndwr and Bangor, the project also aims to research the value of music as a tool for engaging dementia patients.

The Orchestra

My thanks as ever go to the players. They are at the heart of what we do and have once again given some truly outstanding performances throughout the year, both on stage and in our educational work.

Some very long serving members, who between them have over 118 years of service, will be leaving the orchestra this year. Peter Worrall, who joined the orchestra as Principal Cello in 1975 has already officially retired, but will continue to play with us from time to time. Anthony Gibbs, (appointed in 1971) retired in the Summer and Robert Taylor (joined in 1969, retiring this coming December) is the last remaining



player who was appointed in the time of John Barbirolli. All three players have made an enormous contribution to the Hallé, and we wish them great happiness in their retirement.

We also welcomed new players Julia Hanson (2nd violin), Rachel Meerloo (double bass) and Tom Osborne (trumpet) and said goodbye to Sarah Brandwood-Spencer (1st violin).

St Peter's, Ancoats

The Hallé has moved forward significantly with the acquisition of St Peter's as a permanent rehearsal space for the Orchestra and its ensembles, which will also offer a valuable facility to other Manchester musical organisations and community groups. It exists at the heart of the Ancoats regeneration area and will provide a real focus for it. The building is being acquired by the Hallé on a 999-year lease at very favourable terms and detailed business and fundraising plans have been developed. Considerable money has already been spent by the Regional Development agency and others to restore and preserve the fabric of the building making this a fantastic opportunity which is unlikely to arise again. The successful delivery of this project will mark a significant new phase in the Hallé's development and we believe it will put us on a firmer financial footing in the long term.

Sponsorship and Fundraising

Corporate sponsorship has enjoyed a good year following hard work by the Development Team, with income increasing by over £100k from the previous year. In addition to those mentioned in the Chairman's report, we welcomed new sponsors J Nichols Plc, Mint Hotel and Cargill plc. Lower level corporate membership has continued to prove more challenging but a recent re-vamp and re-launch of the Corporate Membership scheme run jointly with the Bridgewater Hall promises to deliver an improvement. Individual fundraising has remained steady and a telephone campaign to new supporters proved fruitful although the effects will not be seen until next year. There is some evidence of a fall-off in lower level donations as the effects of the recession and inflation have an impact on real incomes. Income from Trusts and Foundations has increased following a sustained and planned series of approaches by the Development Team.

Our thanks go to all our supporters at every level.

Our Funders

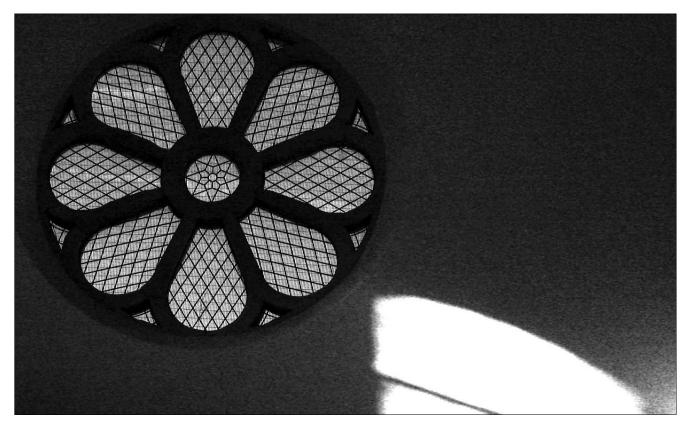
We are as ever indebted to our funders who are themselves facing great challenges with significant reductions in funding from central government. In his report David McKeith has outlined the impact on our funding which has already been announced. Despite this we look forward to the continued support of the Arts Council, AGMA and Manchester City Council.

The Administration, Board and Trustees

Once again I would like to thank the Board and the trustees of our associated trusts for their support, giving their time and expertise so generously. I would particularly like to thank the Chairman, David McKeith, for the work he undertakes tirelessly on our behalf and whose support and encouragement is so valuable to me and to all of the Administration. In these difficult and uncertain times their commitment and wise judgement is more critical than ever. My thanks also go to all the members of the Administration for their skill, hard work and professionalism behind the scenes.

John Simulen :-

John Summers Chief Executive



The trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report and the audited financial statements for the year ended 31 March 2011, in compliance with current statutory requirements, the governing documents and the Statement of Recommended Practice (SORP) - Accounting and Reporting by Charities issued in March 2005.

REFERENCE AND ADMINISTRATIVE DETAILS

Details of the registered office, trustees, principal officers and other relevant information are given on page 2.

The Hallé Concerts Society is a company limited by guarantee governed by its Articles of Association as amended and adopted by Special Resolution on 26 October 2009. It is registered as a charity with the Charity Commission.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Society's Board of Trustees is responsible for its affairs and the Chief Executive reports to the Board on behalf of the Management and Staff. The Board consists of a maximum of 13 members appointed as follows:

- Elected: Nominated by ten members of the Society, unless recommended by the Board
- Nominated: Nominated by Manchester City Council (1) and AGMA (2), appointed by the Board

The Board meets approximately 10 times a year to review strategy and operational performance and to set operating plans and budgets. Day to day management is delegated to the Chief Executive.

The Board has three standing committees with specific areas of responsibility and which make recommendations to the Board:

- Audit Committee responsible for overseeing the Society's financial reporting, external audit and reviewing the Society's internal control and risk management systems;
- Nominations & Remuneration Committee responsible for reviewing the structure, size and composition of the Board and the trustee bodies of the Society's related trusts, having regard to the balance and mix of skills required, and making recommendations to the Board about any adjustments deemed necessary. Also for setting procedure for recruitment of Board members and other senior appointments, for recommending appointments to the Board and setting the framework for remuneration of senior appointments; and
- Investment Committee responsible for overseeing the investment portfolio of the Society and its related entities.

Other ad hoc committees may also be formed to oversee special projects, including the St Peter's Steering Committee, and their terms of operation are agreed in advance by the Board.

The members of the three standing committees are

Audit Committee

Bernard Knight (Chairman) * Martin McMillan * David Wertheim * William Smith (co-optee)

Nominations and Remuneration Committee

Richard Bailey (Chairman) * Carole Baume * Bernard Knight * David McKeith *

Investment Committee

Richard Bailey (Chairman) *

Val Hawkin Christopher Hirst \$ Edward Pysden \$ Colin Smith \$ Stephen Wood \$

* Member of Hallé Board \$ Trustee of Hallé Endowment Trust

Full terms of reference for the standing committees and short CVs of Board Members are available on the Hallé website www.halle.co.uk

Trustees

All trustees are members of the Society, with the exception of the Nominated trustees, and all trustees have an equal vote and have the statutory duties and obligations of trustees.

All trustees who are members of the Society are guarantors of the Society with a maximum liability of $\pounds 5$.

At each Annual General Meeting the two longest-serving elected Trustees retire from office. If a trustee directly replaces another, that trustee retires at the meeting at which the outgoing trustee would have retired. In accordance with the Articles of Association the following trustees retire by rotation and being eligible offer themselves for re-election:

David McKeith

Kathryn Stott

In addition, two trustees, Richard Bailey and David Wertheim intend to retire at the AGM and will not offer themselves for re-election.

The Company Secretary ensures that appropriate induction and training is given to all Board members, for example updates on new charity regulations are provided at trustee meetings. Each new trustee is provided with a pack of information about the Hallé and their responsibilities as trustees and is given an opportunity for personal meetings with the Chairman and senior management of the Society.

Structure of the Group

The Hallé Concerts Society Group consists of the Hallé Concerts Society, its subsidiary Hallé Promotions Limited and three related trusts: the Hallé Endowment Trust; the Charles Hallé Foundation and the Hallé Concerts Society Sickness and Benevolent Fund, which are aggregated on the basis that they represent branches of the Society.

The Society also has a connected charity, the Terence Judd Trust Fund, which was set up in memory of the pianist, Terence Judd, by his family, who still have an active interest in its activities. The trust funds periodic piano competitions and recitals. This connected charity is not consolidated or aggregated, in accordance with SORP (2005).

Risk management and internal control

The trustees are responsible for ensuring that an effective system of internal financial control is maintained and operated by the Society.

The system can provide only reasonable, and not absolute, assurance that assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities are either prevented or detected within a timely period.

The system of internal financial control is based on a framework of regular management information; administrative procedures, including the segregation of duties; and a system of delegation and accountability.

In particular it includes:

- A comprehensive budgeting system, with a strategic plan and an annual budget, which is reviewed and agreed by the trustees;
- Regular reviews by the trustees of periodic and annual financial reports,

which indicate financial performance against approved budget and forecast;

- · Clearly defined capital expenditure control guidelines;
- A review by the Audit Committee of the comments made by the external auditors in their management letter and other reports; and
- Procedures for monitoring progress against the strategic plan.

As part of the monitoring process, the trustees have implemented a risk management strategy, which comprises:

- Regular review by Management and an annual review by the Board of the risks which the Society may face and actions taken to mitigate identified risks (last review completed in May 2011);
- The establishment of systems and procedures to mitigate those risks identified; and
- The implementation of procedures designed to minimise any potential impact on the charity should any of those risks materialise.

The trustees consider the major risks facing the Society are:

- Uncertainty created by the current economic climate;
- Pressure on public funding;
- An inability to maintain artistic momentum;
- The threat of reduced income from box office, engagements and donors;
- Underfunding of the Hallé Concerts Society Retirement Benefit Scheme, which was closed to future benefit accrual in July 2006; and
- Those related to the St Peter's project: failure to secure the opportunity, cost overruns, failure to raise sufficient funding and diversion of focus from core business. The Project Steering Committee will oversee the risk management of this major initiative.

OBJECTIVES AND ACTIVITIES OF THE SOCIETY

The object of the Society, as stated in its Articles, is to promote the study, practice and knowledge of the art of music in the United Kingdom and elsewhere by the giving and arrangement of concerts, and other such means as is thought fit including, without limitation, performances of the Hallé Orchestra at the Bridgewater Hall, Manchester for the benefit of the public generally. Its mission is to be one of the World's most important symphony orchestras and to make a distinctive contribution to promoting Manchester as a significant European cultural centre.

The Society's strategy to achieve its charitable objectives is to undertake the following major activities:

- Promoting concerts by the Orchestra and by other artists and ensembles in Manchester as the principal resident orchestra at the Bridgewater Hall, performing a wide range of music for diverse audiences including concerts for schools and family concerts;
- Performing concerts throughout the United Kingdom including residencies in Nottingham and Sheffield, appearances at major arts festivals such as the BBC Proms and Edinburgh together with regular engagements in Leeds, Bradford, Derby, Hanley, Lincoln and others;
- Concert performances overseas in association with local promoters, acting as a cultural ambassador for the Manchester City region;
- The production of highly acclaimed recordings issued on the Hallé's own label;
- Regular broadcasts for radio, television, the internet and other digital media;
- An extensive and award-winning education programme in Greater Manchester and elsewhere working with over 20,000 children and young people; and
- Running the Hallé Choir, an unpaid chorus of around 150 singers, together with the Hallé Youth Orchestra and Choir and Hallé Children's Choir which all perform both individually to combined audiences of around 20,000 people as well as with the Hallé Orchestra and other ensembles.

Public Benefit

In shaping the objectives for the year and planning the Society's activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance on public benefit and fee charging. The Society relies on grants, donations, sponsorship, engagement fees and income from sale of tickets to cover its operating costs. In setting the level of ticket prices and concessions, the trustees give careful consideration to the accessibility of the Hallé to those on low incomes and with special needs. A special scheme for students provides them with access to heavily discounted tickets.

Schemes are in place to encourage attendance from those who would not ordinarily have access to concerts. Over the past year the Hallé and AGMA have continued the scheme piloted last year which encourages people who would never otherwise be able to attend Hallé concert, to do so for the first time. The Hallé offers free tickets and programmes, as well as advice and support. Nearly 500 people have now attended from a number of different authorities, with more groups planned for future concerts.

Charges for Education and Outreach work also have regard to ensuring those activities are accessible to the widest possible community, whatever their means. Membership of the youth and children's ensembles is free and, with the generous aid of our supporters, bursaries are available to help the less well-off members. The extent of our outreach work is described in more detail in the Chief Executive's Review of the Year and on the Hallé website. The website also makes video and audio content available, free of charge, to users across the world.

ACHIEVEMENTS, PERFORMANCE AND FINANCIAL REVIEW

The Group's accounts have been prepared in accordance with Statement of Recommended Practice (SORP) issued in March 2005.

The Statements of Financial Activities for the Group and the Society are set out on pages 15 and 16 and the consolidated and aggregated summary income and expenditure of the Group is given on page 14. A full review of the Society's activities and achievements is set out in the Chairman's Statement and the Chief Executive's Review of the Year, which has been approved by the trustees.

Overall financial review

Despite the tough economic conditions, ticket sales at the Bridgewater Hall remained strong and engagements continued to be an important income generator. Income was boosted by a one-off refund of VAT of £1.1m as a result of the Society's claim for cultural exemption that was offset by a reduction in grants of £0.8m resulting from the one-off Sustain award in the previous year.

Expenditure on Education and Outreach projects has fallen by £0.3m as a number of special projects which attracted additional funding have drawn to a close.

A past service credit of £1.4m has arisen due to a change in statutory indexation from RPI to CPI for deferred pensions and clarification of the Scheme rules in respect of increases in pensions in payment. This has no cash impact for the Society.

Net income on all funds before non-recurring FRS 17 past service adjustments was £792,000 (2010: £217,000).

The deficit for the year before the one-off VAT refund and the pension scheme past service credit was £302,000 (2010: deficit of £612,000 before the Arts Council Stabilisation award of £800,000).

The balance on all the group's funds before the pension scheme liability stood at $\pm 5.5m$ (2010: $\pm 4.5m$).

TRUSTEES' REPORT

The Society's key financial objective is to ensure financial stability and continued solvency year on year so it can pursue its artistic aims and objectives. The Society's forecasts and projections show that, taking account of reasonably possible changes in income, the Society will be able to meet all its liabilities as they fall due and the deficit on unrestricted funds of the Society is not a cause for concern for the short to medium term. This situation is underpinned by the commitment of the Custodians of the Hallé 2058 Foundation, that while they have the assets to do so, they will endeavour to ensure the Society is a going concern.

After making enquiries, and having considered current cash resources and the availability of reserves within the Society, as well as modelling different potential future funding scenarios, the trustees have a reasonable expectation that the Society and the Group have adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and financial statements.

Income

Box office income at the Bridgewater Hall amounted to £1,595,000 (2010: £1,685,000). The Society's pricing policy reflects its commitment to make its work accessible to all members of the community, whatever their means, and offers concessions and discounts to appropriate groups. During the year a number of schemes have been run in conjunction with local authorities to offer free tickets to disadvantaged groups who would not normally attend concerts.

As reported last year, the Arts Council faced a £19m reduction in its budget for 2010/11 in addition to an earlier in year reduction of £4m. In common with all other regularly funded organisations, the Hallé's grant was reduced by half a percent from the original amounted awarded to £2,225,000 for the year. AGMA funding increased by inflation to £821,300 and Manchester City Council's grant was frozen at the same level as last year.

The Hallé continued to act as Area Leader for the Sing Up programme which finished in March 2011. Sing Up was a government-funded initiative co-ordinated through Youth Music to develop singing in primary schools.

Total incoming resources amounted to £8.8m (2010: £8.6m).

Expenditure

A full analysis of expenditure on charitable activity is given in note 6. Total resources expended before FRS 17 pension charges amounted to $\pounds78m$ (2010: $\pounds8.1m$).

Expenditure on the Sing Up project together with the Hallé Ensembles is included in Educational and Outreach activity.

Subsidiary and Branches

The Society's wholly owned subsidiary, Hallé Promotions Limited, did not trade during the year.

The Hallé Concerts Society Sickness and Benevolent Fund, which is a charity linked by a Charity Commission Uniting Direction, holds investments, which, at the discretion of the Society, may be applied to assist employees of the Society who are in temporary distress through poverty or sickness. The income from this fund has traditionally been used to meet the costs of physiotherapy treatment and similar expenses. In the year this Fund received investment income and bank interest of £16,000 (2010: £14,000) and paid beneficiaries £13,000 (2010: £12,000). Funds from the Sickness and Benevolent Fund are treated as restricted funds for the purposes of the aggregated Statement of Financial Activities.

Fundraising

A brief review of the activities of the Charles Hallé Foundation and the

Hallé Endowment Trust, which raise funds in support of the Society's activities, and which are both separately constituted charities with their own trustee bodies, is set out below.

The **Charles Hallé Foundation** holds funds raised from public donation and fundraising events. These funds are applied, at the discretion of the Foundation trustees, to fund projects by the Society, which would not otherwise be funded from core grant income. In the year the Charles Hallé Foundation received £230,000 in donations and legacies (2010: £221,000), raised £31,000 (2009: £29,000) net through fundraising events and received £1,000 (2010: £1,000) bank interest. Funds of £264,000 (2010: £248,000) were transferred to the Society to support educational and other projects. Total funds at 5 April 2011 were £40,000 (2010: £57,000).

The **Hallé Endowment Trust** holds long-term investments, the income from which is available to the Society, at the discretion of the Endowment trustees, to further the education of the general public in the study, appreciation and practice of music and the allied arts through supporting the activities of the Society.

During the year the Hallé Endowment Trust received restricted income of £176,000 (2010: £175,000), and £170,000 was transferred to the Society (2010: £170,000). In addition the Trust received donations and legacies of £5,000 (2010: £37,000), which were added to the capital of the Endowment which stood at £3,150,000 at 31 December 2010 (2009: £2,974,000).

The **Hallé 2058 Foundation** funds are administered by a panel of Custodians and are treated as restricted funds for the purposes of the Statement of Financial Activities. The fund includes monies raised by the **Hallé Appeal** and supplements the core funding of the Society by supporting the following objectives.

The fund will strive to support the Society's artistic and educational programmes and initiatives such as the Hallé's Youth and outreach activities including, inter alia, the Hallé Youth Orchestra, Hallé Youth and children's Choirs and the Hallé Assistant Conductor programmes together with any new initiatives and developments in this area.

It also aims to:

- support both the Hallé international touring and its recording programmes thus furthering the Hallé's worldwide reputation;
- commission the writing of new work;
- assist in the purchase of musical instruments or other specialist equipment; and
- support any collaborative projects with other artistic institutions in the field of promotion of education and music.

During the year the fund received donations of £234,000 (2009: £190,000) and total fund balances at 31 March 2011 were £1,132,000 (2010: £917,000).

Investment Policy

An Investment sub-committee reviews the investment strategy and performance of the Society and its related entities. The management of the group's investment portfolios is vested in Cazenove Capital Management Ltd. and the following investment policies and strategic asset allocations have been adopted by the trustees of the individual trusts. During the year, the Investment Committee agreed that Cazenove should be given discretion to act within certain benchmark ranges for asset allocation for all portfolios except the Hallé Endowment Trust.

The investment policy for the Hallé Endowment Trust is to maximise income. The policy of the other funds is to balance income with capital

growth. The following strategic asset allocations have been adopted.

Hallé Concerts Society: 40% UK bonds (30%-50%), 50% UK equities (40%-60%), 10% Hedge funds (0%-10%)

Hallé Concerts Society Sickness and Benevolent Fund: 40% UK bonds (30%-50%), 50% UK equities (40%-60%), 10% Hedge funds (0%-10%)

Hallé Endowment Trust: investments are predominantly in the Cazenove Income Trust for Charities (UK bonds), M & G Securities Charibond Income fund (UK bonds) and in permanent interest bearing securities. However, the trustees' gradual long-term objective is to achieve greater diversification across different asset classes. Upon receipt of new funds or proceeds/realisations from maturing bonds, advice will be sought from investment managers as to how this might be achieved, provided the income requirement remains predominant.

With the exception of the Endowment Trust, investments are predominantly in Common Investment Funds. Each asset class is measured against the appropriate market indices for performance purposes. In the case of UK bonds this is the FTSE All Stocks index, for equities, the FTSE All Share, for Property Funds the IPD Balanced PUT index and Hedge Funds are measured against 7 day LIBOR.

The Hedge funds referred to above are all investments in the Cazenove Absolute Return Trust for Charities.

There are no restrictions on the trustees' power to invest and the trustees have not adopted an ethical investment policy in order that their flexibility to invest is not restricted.

Reserves

The trustees have reviewed the reserves of the Group and of the Society, which are detailed in notes 9 to 11 and in the light of difficult economic circumstances and cuts in public funding agreed the following policy which is predicated on the basis that significant additional contributions are not required by the defined benefit pension scheme over the next four years.

It was acknowledged that the reserves held in the 2058 Foundation had been given for specific purposes to support developmental activity and were overseen by a panel of Custodians.

It was agreed that annual operating deficit before any investment from restricted reserves should be no more than £250k and the level of those restricted reserves should not fall below £1 million over the period of the plan, equivalent to 4 year's investment. On the basis of the current projections for reserves, that would leave a balance of £1.2m at the end of 2014/15. It was further agreed that provided outcomes were not worse than target, any surplus in excess of the minimum balance could be invested in artistic projects.

The policy will be in place for the period of the Society's current business plan and will be revisited at the end of that four-year period.

As reported in previous years, the recognition of the defined benefit scheme pension liability under FRS 17 clearly has a major impact on the reported unrestricted reserves of the Group and the Society. This liability is updated annually to reflect market conditions and other actuarial assumptions. The liability at 31 March 2011 was calculated as $\pounds 5,620,000$ (2010: $\pounds 5,656,000$). Although this is significant, it does not mean that an immediate liability for this amount crystallises, and does not have an immediate cash flow impact on the charity.

The most recent actuarial valuation was carried out as of 31 March 2008. Valuations are undertaken every three years and the next triennial

actuarial valuation will be as of 31 March 2011. Following the latest valuation, in negotiation with the trustees of the pension fund and following professional advice, the Society has agreed a recovery plan with the trustees to repay the Scheme deficit over a period of 24 years. This recovery plan aims to ensure that shortfall is eliminated by March 2033 and the benefits accrued by members of the Scheme are secure.

Unrestricted fund balances at 31 March 2011, excluding the pension liability, showed an accumulated surplus of £647,000 (2010: surplus of £27,000). The restricted funds of £1,664,000 (2010: £1,503,000) were given for specific purposes and are unable to contribute to the pension fund deficit. Although the trustees are content that taking account of the level of grants receivable and the requirement each year to match income and expenditure and avoid accumulating a deficit, the future cash flow projections enable the Group to meets its obligations as they fall due, the trustees consider it important that a higher level of free reserves be built up. The Sustain grant and VAT refund have been invaluable in helping the Society cope with income uncertainties arising from the current economic climate but the Trustees are resolved that the Society must balance its income and expenditure on an ongoing basis longer-term and cost cutting measures are being implemented, where possible without compromising artistic quality.

PLANS FOR FUTURE PERIODS

A major concern for the trustees is the Society's ongoing financial sustainability given the current uncertain economic climate and significant cuts to public funding. In May 2011 the trustees adopted a new four-year business plan to cover the period through to 2014/15. This sets out the key activities and priorities for the Society and the trustees will measure progress against this over the period. The AGMA grant scheme is currently under review and this therefore remains a major source of uncertainty for the Society.

The 2011/12 season is varied and ambitious while recognising the financial constraints under which the Hallé must operate. We have planned a Beethoven cycle with the symphonies programmed alongside 20th and 21st century masterpieces. A full programme of concerts is planned at the Bridgewater Hall and touring engagements in the UK and overseas including a visit to Bregenz Festival. We are also planning a major collaboration with the Royal Exchange Theatre and the Lowry of the musical ' Wonderful Town' in April 2012.

We are adding a residency involvement in Blackburn alongside existing relationships in Sheffield and Nottingham and are now in discussions with the RLPO and possibly Manchester Camerata and Lancashire Sinfonietta about a co-ordinated approach to supporting medium and large-scale concert and educational activity in Lancashire.

Having recently appointed a new Associate Composer, Helen Grime, we will cement the relationship both by programming Helen's works and by integrating her into the Hallé's artistic team.

Our education programme will continue to work closely with Greater Manchester's music services and with individual schools and community groups to reach children, young people and disadvantaged groups across the region. In addition we will further develop the Hallé youth and children's ensembles and the work of the Hallé Choir described in more detail in the Chief Executive's review of the year.

As reported elsewhere, St Peter's, Ancoats, will be a major ambition over the next eighteen months with delivery of the refurbished church for use for rehearsals, as a home for the Hallé ensembles and for use by community and other groups targeted for December 2012. The Board has set up a Steering Committee to oversee the project, negotiations

TRUSTEES' REPORT

with the current landlord, North West Regional Development Agency have concluded and fundraising has begun. The Board considers it vital that this project proceeds even in this time of uncertainty so that the Hallé can continue not just to develop artistically but also to deliver its benefits to the widest possible community.

We will continue to develop our use of new digital media to give wider access to our activities, develop deeper engagement with our current supporters and to reach new ones.

STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES OF THE HALLÉ CONCERTS SOCIETY IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND THE FINANCIAL STATEMENTS

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

Company law requires the trustees to prepare financial statements for each financial year. Under that law they are required to prepare the group and parent company financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and charitable company and of the group's excess of income over expenditure for that period. In preparing each of the group and charitable company 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;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and the charitable company will continue its activities.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that its financial statements comply with the Companies Act 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the group and to prevent and detect fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of information to independent auditors

The trustees who held office at the date of approval of this trustees' report confirm that, so far as they are each aware, there is no relevant audit information of which the Company's auditors are unaware; and each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Auditors

In accordance with Section 485 of the Companies Act 2006, a resolution for the reappointment of KPMG LLP as auditors of the Charitable Company will be proposed at the Annual General Meeting, together with a resolution empowering the trustees to fix their remuneration.

By Order of the Board David McKeith Chairman and Trustee

8 September 2011



St. James' Square Manchester M2 6DS

We have examined the summary financial statement of Hallé Concerts Society for the year ended 31 March 2011 set out on pages 14 to 24.

This statement is made solely to the charitable company's members, as a body, in accordance with section 427 of the Companies Act 2006. Our work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in such a statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our work, for this statement, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

The board of trustees, who are also the directors of Hallé Concerts Society for the purposes of company law, are responsible for preparing the Summary Financial Statements in accordance with applicable United Kingdom law.

Our responsibility is to report to you our opinion on the consistency of the summary financial statement within the Summary Financial Statements with the full annual financial statements and the trustees' annual report and its compliance with the relevant requirements of section 427 of the Companies Act 2006 and the regulations made there under. We also read the other information contained in the Summary Financial Statements and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summary financial statement.

Basis of opinion

We conducted our work in accordance with Bulletin 2008/3 The auditor's statement on the summary financial statement in the United Kingdom issued by the Auditing Practices Board. Our report on the charitable group's full annual financial statements describes the basis of our opinion on those financial statements and the trustees' annual report.

Opinion on summary financial statements

In our opinion the summary financial statement is consistent with the full annual financial statements and the trustees' annual report of Hallé Concerts Society for the year ended 31 March 2011 and complies with the applicable requirements of section 427 of the Companies Act 2006 and the regulations made there under.

Stephen Dunn for and on behalf of KPMG LLP, Statutory Auditor Chartered Accountants St James' Square Manchester M2 6DS

8 September 2011

CONSOLIDATED AND AGGREGATED SUMMARY INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2011

items	items		
2011 £'000	2011 £'000	2011 £'000	2010 £'000
7,695 - -	- 1,092 -	7,695 1,092 -	8,613 - 1
7,695 (7,769)	1,092 -	8,787 (7,769)	8,614 (8,083)
-	1,351	1,351	-
(74)	2,443	2,369	531
-	-	-	(2)
(74)	2,443	2,369	529
(231)	-	(231)	(349)
(305)	2,443	2,138	180
3	-	3	8
(302)	2,443	2,141	188
(283) (19)	2,443 - 2.443	2,160 (19) 2,141	189 (1) 188
	2011 £'000 7,695 - 7,695 (7,769) 2 (7,769) 2 (774) (231) (305) 3 (302) (283)	2011 2011 £'000 £'000 7,695 - 7,695 1,092 7,695 1,092 7,695 1,092 (7,769) - 7,695 1,351 (74) 2,443 (231) - (305) 2,443 3 - (302) 2,443 (283) 2,443 (19) -	2 2011 2011 2011 $\pounds'000$ $\pounds'000$ $\pounds'000$ 7,695 - 7,695 - - - 7,695 1,092 8,787 (7,695) 1,092 8,787 (7,769) - (7,769) 2 - 1,351 1,351 (74) 2,443 2,369 (231) - - (305) 2,443 2,138 3 - 3 (302) 2,443 2,141 (283) 2,443 2,160 (19) - (19)

• Total income comprises £8,263k for unrestricted funds and £523k for restricted funds. A detailed analysis of income and expenditure is provided in the Statement of Financial Activities on page 15.

- Income and expenditure totals are shown after eliminating inter-group transactions.
- Exceptional items comprise the VAT refund for overpaid VAT arising from the Society's claim for cultural exemption from VAT and the FRS 17 pension past service credit both of which are non-recurring items.
- A detailed analysis of expenditure is provided in the Statement of Financial Activities and notes 5 and 6.
- The increase in the total surplus is primarily due to non-recurring items in income and the defined benefit pension scheme.
- The Group had no recognised gains or losses other than the surplus in both the current and preceding years and the movements in other recognised gains and losses as shown in the Statement of Financial Activities.
- In both the current and preceding years the surplus calculated on an historical cost basis is not materially different from the reported results as above.
- The Summary Income and Expenditure Account is derived from the Statement of Financial Activities on page 15 which, together with the notes to the accounts on pages 19 to 24, provides full information on the movements during the year on all funds of the Group.
- During the year, the Group has neither discontinued any of its operations nor acquired any new ones.

The notes on pages 19 to 24 form part of these accounts.

CONSOLIDATED AND AGGREGATED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2011

	Note	Unrestricted Funds 2011 £'000	Restricted Funds 2011 £'000	Endowment Funds 2011 £'000	Total 2011 £'000	Total restated 2010 £'000
Incoming resources						
Incoming resources from generated funds: Voluntary income	2	3,834	314	5	4,153	4,858
Activities for generating funds Investment income	3	459 8	11 198	-	470 206	346 198
Incoming resources from charitable activities:		Ũ	170		200	170
Orchestral activity and education VAT refund	4	2,870 1,092	-	-	2,870 1,092	3,260
Total incoming resources		8,263	523	5	8,791	8,662
Resources expended Costs of generating funds:						
Costs of generating voluntary income	5	361	-	-	361	324
Fundraising Trading: costs of goods sold and other costs		-	-	-	-	11
Investment management expenses		-	7	-	7	7
Charitable activities	6	7,017	195	-	7,212	7,697
Governance costs		184	4	-	188	57
Other resources expended Pension finance costs Pension past service credit	12	231 (1,351)		-	231 (1,351)	349
Total resources expended		6,442	206	-	6,648	8,445
Net incoming resources before transfers		1,821	317	5	2,143	217
Transfers between funds	10	170	(167)	(3)	-	-
Net incoming resources before other recognised gains and losses		1,991	150	2	2,143	217
Other recognised gains and losses						
Gains on revaluation of fixed assets		-	-	65	65	-
Gains on investment assets		2	11	112	125	8
Actuarial loss on defined benefit pension scheme		(1,337)	-	-	(1,337)	(1,371)
Net movement of funds		656	161	179	996	(1,146)
Reconciliation of funds						
Total funds brought forward at 1 April		(5,629)	1,503	2,997	(1,129)	17
Total funds carried forward at 31 March		(4,973)	1,664	3,176	(133)	(1,129)

All incoming and outgoing resources derive from continuing operations. The Group has no gains and losses other than those recognised in this Statement of Financial Activities.

The accompanying notes form part of these financial statements.

CHARITABLE COMPANY STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2011

	Note	Unrestricted Funds 2011 £'000	Restricted funds 2011 £'000	Endowment Funds 2011 £'000	Total 2011 £'000	Total restated 2010 £'000
Incoming resources						
Incoming resources from generated funds: Voluntary income	2	4,019	332	-	4,351	5,018
Activities for generating funds	3	394	11	-	405	270
Investment income		8	6	-	14	7
Incoming resources from charitable activities:						
Orchestral activity and education	4	2,870	-	-	2,870	3,260
VAT refund		1,092	-	-	1,092	-
Total incoming resources		8,383	349	-	8,732	8,555
Resources expended Costs of generating funds:						
Costs of generating funds. Costs of generating voluntary income	5	315	-	-	315	288
Charitable activities	6	7,013	176	-	7,189	7,674
Governance costs		184	1	-	185	55
Other resources expended						
Pension finance costs	10	231	-	-	231	349
Pension past service credit	12	(1,351)	-	-	(1,351)	-
Total resources expended		6,392	177	-	6,569	8,366
Net incoming resources before other recognised gains and losses		1,991	172	-	2,163	189
Other recognised gains and losses						
Gains on investment assets		2	-	-	2	10
Actuarial loss on defined benefit pension scheme		(1,337)	-	-	(1,337)	(1,371)
Net movement of funds		656	172	-	828	(1,172)
Reconciliation of funds Total funds brought forward at 1 April		(5,669)	1,146	42	(4,481)	(3,309)
Total funds carried forward at 31 March		(5,013)	1,318	42	(3,653)	(4,481)

All incoming and outgoing resources derive from continuing operations. The charitable company has no gains and losses other than those recognised in this Statement of Financial Activities.

The accompanying notes form part of these financial statements.

CONSOLIDATED AND AGGREGATED AND CHARITABLE COMPANY BALANCE SHEETS AT 31 MARCH 2011

	Notes	Group 2011 £'000	Group 2010 £'000	Company 2011 £'000	Company 2010 £'000
Fixed assets Tangible assets		391	240	209	120
Investments		3,369	3,196	71	65
		3,760	3,436	280	185
Current assets					
Stocks		3	3	3	3
Debtors Cash at bank and in hand		835	1,277	1,514	1,622
Cash at bank and in hand		2,219	1,240	1,490	786
		3,057	2,520	3,007	2,411
Liabilities: Creditors: amounts falling due within one year		(1,330)	(1,428)	(1,320)	(1,420)
Net current assets		1,727	1,092	1,687	991
Total assets less current liabilities		5,487	4,528	1,967	1,176
Creditors: amounts falling due after more than one year		-	(1)	-	(1)
Total assets less liabilities excluding pension liability		5,487	4,527	1,967	1,175
Pension liability	11	(5,620)	(5,656)	(5,620)	(5,656)
Total assets less liabilities including pension liability		(133)	(1,129)	(3,653)	(4,481)
Capital funds Endowments	9	3,176	2,997	42	42
Income funds Restricted funds	10	1,664	1,503	1,318	1,146
Unrestricted funds:			_		
Non-charitable funds Other charitable funds		5 642	5 22	-	-
Pension reserve		(5,620)	(5,656)	607 (5,620)	(13) (5,656)
	11	(4,973)	(5,629)	(5,013)	(5,669)
Total Funds		(133)	(1,129)	(3,653)	(4,481)

These financial statements were approved by the Board of Trustees on 8 September 2011 and signed on its behalf by

David McKeith Chairman

Bernard Knight Chairman of Audit Committee

CONSOLIDATED AND AGGREGATED CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2011

	2011 £'000		2010 £'000
Cash inflow from operating activities	943		288
Return on investments and servicing of finance	206		198
Capital expenditure and financial investment	(170)		(63)
Increase in cash in the year	979		423
			2010
Notes to the group cash flow statement	2011 £'000		2010 £'000
Reconciliation of net incoming resources to net cash inflow from operating activities	£ 000		£ 000
Net incoming resources	2,143		217
Depreciation charge	37		37
Decrease/(increase) in debtors	442		(21)
(Decrease)/increase in creditors	(98)		154
(Decrease)/increase in pension fund liability	(1,375)		99
Interest received	(8)		(5)
Investment income	(198)		(193)
Net cash inflow from operating activities	943		288
Return on investments and servicing of finance			
Interest received	8		5
Dividends received	198		193
Net cash inflow from returns on investments	206		198
Capital expenditure and financial investment			
Payments to acquire tangible fixed assets	(122)		(6)
Payments to acquire fixed asset investments	(48)		(417)
Receipts from sales of fixed asset investments	-		360
Net cash outflow from capital expenditure and financial investment	(170)		(63)
Reconciliation of net cash flows to movement in net funds			
Increase in cash in the year	979		423
Net funds at 1 April	1,240		817
Net funds at 31 March	2,219		1,240
Analysis of changes in net funds	At 1 April	Cash flow	At 31 March
	2010		2011
	£'000	£'000	£'000
Cash in hand and at bank	1,240	979	2,219

NOTES TO THE ACCOUNTS

(forming part of the financial statements)

1 Voluntary income

Comparative figures are restated to reflect the re-allocation of FRS17 pension finance costs within resources expended.

2 Voluntary income	Group	Group	Company	Company
	2011 £'000	2010 £'000	2011 £'000	2010 £'000
Grants receivable	2 000	2 000	2000	2000
Revenue grants receivable: Arts Council England	2,225	2,178	2,225	2,178
Association of Greater Manchester Authorities Manchester City Council	821 394	813 394	821 394	813 394
	3,440	3,385	3,440	3,385
Project grants receivable North West Music Partnership	-	15	-	15
Sing Up Area Leader Sing Up Flagship	58	53 25	58	53 25
Harmony Youth Orchestra	-	26	-	26
Other grants receivable: Arts Council England Learning Revolution		12		12
Arts Council England Sustain award	-	800	-	800
Total grants receivable	3,498	4,316	3,498	4,316
Donations and similar income Hallé Endowment Trust	5	37	170	170
Charles Hallé Foundation	230	221	263	170 248
Terence Judd Trust Fund Fundraising donations and legacies	3 123	3 43	3 123	3 43
Hallé Appeal/2058 Foundation	234	190	234	190
Membership subscriptions	60	48	60	48
Total donations and similar income	655	542	854	702
Total voluntary income	4,153	4,858	4,351	5,018

3 Activities for generating funds

5 Activities for generating funds	Group 2011 £'000	Group 2010 £'000	Company 2011 £'000	Company 2010 £'000
Sponsorship and other income				
Corporate sponsorship	323	180	323	180
Fundraising events	65	64	-	-
Other income	82	90	82	90
	470	334	405	270
Commercial trading operations	-	12	-	-
Total activities for generating funds	470	346	405	270

NOTES TO THE ACCOUNTS

(forming part of the financial statements)

4 Incoming resources from charitable activities

	Group and	Group and
	Company	Company
	2011	2010
	£'000	£'000
Orchestral concerts and related work		
Box office income (Manchester promotions)	1,595	1,685
Engagement income	764	968
Overseas touring	83	180
Broadcasts, recordings and other income	233	173
	2,675	3,006
Education and Outreach	195	254
	2,870	3,260

5 Costs of generating voluntary income - fundraising

S obses of generating voluntary moone runaraising	Group 2011 £'000	Group Restated 2010 £'000	Company 2011 £'000	Company Restated 2010 £'000
Fundraising salary & administration costs	262	241	262	241
Campaign & event costs	45	35	-	-
Allocated support costs	54	48	53	47
	361	324	315	288

6 Costs of charitable activity

Group	Unrestricted Funds 2011 £'000	Restricted funds 2011 £'000	Endowment Funds 2011 £'000	Total 2011 £'000	Total Restated 2010 £'000
Orchestral concerts and related work					
Orchestra, related staff and other costs	3,853	-	-	3,853	3,904
Conductors and soloists	682	-	-	682	762
Augmenting extra players	118	-	-	118	167
Overseas tours	66	-	-	66	170
Travel and subsistence	133	-	-	133	170
Hall hire	615	-	-	615	561
Sundry concert costs	72	-	-	72	105
Music and instrument hire	52	-	-	52	47
Recording costs	38	-	-	38	26
Marketing	386	24	-	410	372
Box office charges	142	-	-	142	148
Programme costs	57	-	-	57	58
Depreciation	15	22	-	37	37
Support costs	406	-	-	406	357
	6,635	46	-	6,681	6,884
Education and Outreach					
Direct Education costs	210	5	-	215	234
Special projects	-	74	-	74	240
Choir, Youth Orchestra, Youth Choir and Children's Choir	118	29	-	147	181
Harmony Youth Orchestra	-	28	-	28	98
Support costs	54	-	-	54	48
	382	136	-	518	801
Payments to beneficiaries	-	13	-	13	12
Total charitable expenditure	7,017	195		7,212	7,697

Special Education and Outreach projects comprise Sing Up projects funded by Youth Music through Sing Up, which finished at the end of March 2011.

Charitable expenditure for the Company is the same as that for the Group with the exception of depreciation of £33,000 (2010: £35,000), payments to beneficiaries and support costs, which are analysed in note 7.

7 Analysis of support costs

	Orchestral work	Education	Fundraising	Governance	Total	Total Restated
	2011	2011	2011	2011	2011	2010
	£'000	£'000	£'000	£'000	£'000	£'000
Group						
Management and Finance	220	29	29	15	293	294
Office and sundry operational costs	186	25	25	12	248	181
Professional and consultancy fees	-	-	-	161	161	35
	406	54	54	188	702	510
Company						
Management and Finance	220	29	29	15	293	294
Office and sundry operational costs	183	24	24	12	243	177
Professional and consultancy fees	-	-	-	158	158	32
	403	53	53	185	694	502

Professional and consultancy fees include fees in connection with the one-off VAT refund.

8 (a) Staff numbers and costs

The average number of full-time equivalent employees during the year, analysed by category, was as follows:

	Group and	Group and
	Company	Company
	2011	2010
	Number	Number
Orchestral musicians	76	76
Administrative and other non-playing personnel	31	31
	107	107

.

Group and

Company

The aggregate payroll costs of these persons were as follows:

	2011 £'000	2010 £'000
Salaries and fees Employers' National Insurance contributions Employers' stakeholder pension contributions	3,356 341 212	3,334 341 210
	3,909	3,885

Group and

Compony

NOTES TO THE ACCOUNTS

(forming part of the financial statements)

8 (b) Remuneration of trustees and employees

The Trustees receive no remuneration nor reimbursement of expenses and derive no financial benefit from their services to the Society.

The number of employees whose emoluments (salaries, benefits in kind and pension contributions) amounted to more than £60,000 during the year was as follows:

	2011 Number	2010 Number
£60,000-£70,000	1	1
£90,000-£100,000	1	1

The employers' contribution to the Hallé stakeholder pension plan for the above employees was £9,000 (2010: £9,000).

9 Analysis of Endowment Funds

	Group £'000	Company £'000
As at 1 April 2010	2,997	42
Incoming resources	5	-
Gain on revaluation of fixed assets	65	-
Net gain on investments	112	-
Transfers to restricted funds	(3)	-
As at 31 March 2011	3,176	42

Endowments amounting to £42,000 (2010: £42,000) represent the amounts received from members under Article 10 of the Articles of Association. Funds held in the Hallé Endowment Trust are in respect of public donations received. All endowment funds are in respect of permanent endowments.

10 Analysis of restricted funds

	At 31 March 2010	Income	Expenditure	Investment gains	Transfers	At 31 March 2011
	£'000	£'000	£'000	£'000	£'000	£'000
Group						
Fixed asset reserves	67	-	(18)	-	130	179
Sustain re van	130	-	-	-	(130)	-
Sing Up Area Leader	16	58	(74)	-	-	
Harmony Youth Orchestra	17	11	(28)	-	-	-
Education and outreach	-	5	-	-	-	5
Hallé 2058 Foundation	917	240	(25)	-	-	1,132
Sickness & Benevolent Fund	313	16	(14)	10	-	325
Charles Hallé Restricted Funds	23	16	(34)	1	-	6
Hallé Endowment Trust	20	177	(13)	-	(167)	17
	1,503	523	(206)	11	(167)	1,664
Company						
Fixed asset reserves	69	-	(18)	-	130	181
Sustain re van	130	-	-	-	(130)	-
Sing Up Area Leader	16	58	(74)	-	-	-
Harmony Youth Orchestra	14	12	(26)	-	-	-
Education & outreach	-	39	(34)	-	-	5
Hallé 2058 Foundation	917	240	(25)	-	-	1,132
	1,146	349	(177)	-	-	1,318

All restricted funds are used in line with the original restrictions imposed by the donors.

The fixed asset reserves represent monies provided for capital expenditure which are transferred to the income and expenditure account over the useful life of the assets purchased.

The Sustain fund was received from Arts Council England to fund the purchase of a new instrument van and has been transferred to fixed asset reserves during the year.

Sing Up funds represent monies received from Youth Music in support of the Sing Up programme administered by the Hallé on behalf its project partners.

The Sickness and Benevolent Fund and Hallé Endowment Trust funds represents donations and investments held for the restricted distributable purposes of those trusts.

The Hallé 2058 Foundation Funds represent monies received in support of the fundraising effort for the Hallé's 150th birthday combined with the funds raised by the earlier Hallé Public Appeal. The funds are administered by an independent panel of Custodians and support was given to a number of education and outreach initiatives during the year.

The Education and outreach funds represent funds received in support of specific educational and outreach projects.

The Charles Hallé Foundation restricted funds represent funds received from a variety of donors for specific educational and outreach projects. Funds include gifts of shares in companies listed on the Alternative Investment Market. Those funds are disclosed in the accounts of the Charles Hallé Foundation.

The following transfers were made in the year to/(from) restricted funds:

	£'000
Transfer to Society from Hallé Endowment Trust	(170)
Transfer to restricted funds from the capital of the Hallé Endowment Trust	3
	(167)

11 Analysis of unrestricted funds		
	Group	Company
	£'000	£'000
General funds (excluding pension liability)		
At 1 April 2010 Income pre VAT refund	27 7,171	(13) 7,291
Expenditure before FRS 17 pension charges	(7,562)	(7,512)
Deficit on ordinary activity	(391)	 (221)
VAT refund	1,092	1,092
Surplus on unrestricted reserves pre FRS 17 pension charges	701	871
Transfer from restricted funds plus gains	172	2
Pension deficit contribution	(253)	(253)
Movement for the year	620	620
General funds at 31 March 2011	647	607
Pension Liability		
At 1 April 2010	(5,656)	(5,656)
Pension deficit contribution	253	253
FRS 17 pension finance cost	(231)	(231)
FRS 17 past service credit	1,351	1,351
Actuarial losses	(1,337)	 (1,337)
Movement for the year	36	36
At 31 March 2011	(5,620)	(5,620)
Total unrestricted funds		
At 1 April 2010	(5,629)	(5,669)
Surplus for the year	656	656
At 31 March 2011	(4,973)	(5,013)

NOTES TO THE ACCOUNTS

(forming part of the financial statements)

12 Pensions

During the year the Society contributed to a contributory defined contribution (Stakeholder) scheme for its employees which is operated by Standard Life. Employees joining the stakeholder pension contract directly with Standard Life. The Society makes an employer contribution of 7% of salary to this scheme and just acts as agent in collecting and paying over employee pension contributions. The pension cost charge for the current year was $\pounds 212,000$ (2010: $\pounds 210,000$).

The Company also paid deficit removal contributions to the closed defined benefit pension scheme detailed below. The following information relates to the group and the company.

Defined benefit pension scheme

The Society's defined benefit pension scheme (the Hallé Concerts Society Retirement Benefits Scheme) which provided benefits based on final pensionable salary, was closed to future accrual of benefits from 1 July 2006. The assets of the Scheme are held separately from those of the Society in a trustee-administered fund. The full actuarial valuation at 31 March 2008 showed a deficit of £5.3m on the Trustees' funding basis. The 2008 actuarial valuation is updated each year on an approximate basis by a qualified independent actuary.

From 1 April 2009, following detailed negotiations with the trustees of the pension scheme, the Society is paying contributions of £250,000 a year increasing annually by the increase in the Average Weekly Earnings Index. The shortfall is planned to be eliminated by 31 March 2033. The Society expects to contribute £263,000 to the Scheme in the 2011/12 financial year.

The past service credit has arisen due to a change in statutory indexation from RPI to CPI for deferred pensions and clarification of the Scheme rules in respect of increases in pensions in payment.

13 Post Balance Sheet Event

In early September 2011, the Society entered into a contract with North West Regional Development Agency, to convert the church of St Peter's Ancoats into a rehearsal space for the Orchestra and home for its Ensembles and Education and community work. On completion of the building works, scheduled for December 2012, the Society will be granted a 999 year lease on the Church building and a short term lease over the adjacent land in order to develop further plans to create a dedicated Education and Community centre.

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Mr. and Mrs. Kenneth Taylor Mr M Taylor Mrs M Taylor Mr Roger C Taylor Miss W A Taylor Dr John E Tebbett Mr Arthur Tennant Dr C E Terrell-Nield Mr. and Mrs. B H Tetlow Mr C J W Thickett Mrs Alison Thomas Dr. E H Thomas Mr Edward J R Thomas Rev. and Mrs. J E Thompson Mr John Thompson Mrs. P F. Thompson Mrs P Thompson Mr Terence R Thompson Ms Patricia M Thornhill Mr G D Thornton Mr Terence P Thornton Mrs. Jackie Thorp Mrs Enid Thorpe Mr John M Throup Mr D Tickle Mr A G P Timmins Mr E J Toft Mrs Margaret G Toft Mr Brian G Tomkins Mr Robert Tonge Mrs Sheila Tonge Mrs S Torr Sir Simon Towneley Mr Alan Trappe Mr T Tsubaki Mrs Susan Tully Mrs N'gaire Tupling Mr J Turner Mr. John H. Turner Prof. and Mrs. John D Turner Mr Michael Turner Mrs C E Turpie Miss Vivien Tweddell Mr James Tweddle Mr J M Tyson Mr T Uprichard Mrs M Vaughan Mrs Barbara E Vercambre Mr Adrian M Vessey Mr G V Von Arx Mrs. M A. Wadsworth Mrs Carol Anne Wafer Mr. Donald E Wagstaff Mr John Wagstaff Dr Basil J Wakefield Mr. J L Wales Mr. David G. Walker Mrs Elizabeth Walker Mr Ian Wallace Mrs V E Wallworth Mr John James Walsh

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PLAYERS AND ORCHESTRAL CHAIR ENDOWMENTS AT SEPTEMBER 2011

FIRST VIOLINS

Lyn Fletcher *Leader* Paul Barritt *Permanent Guest Leader* Sarah Ewins *Associate Leader* Tiberiu Buta Sarah Brandwood-Spencer Zoë Colman Alison Hunt † Helen Bridges Nicola Clark John Gralak Victor Hayes Michelle Marsh Anya Muston Peter Liang

SECOND VIOLINS

Catherine Yates Section Leader Philippa Heys Paulette Bayley Julia Hanson Caroline Abbott † Robert Taylor † Christine Davey † Grania Royce † Anthony Gibbs † Elizabeth Bosworth John Purton Hannah Smith

VIOLAS

Timothy Pooley † *Section Leader* Julian Mottram † Tom Beer Piero Gasparini † Robert Criswell † Sue Voysey † Gemma Dunne Susan Hodgson Christopher Emerson Anna Smith

CELLOS

Nicholas Trygstad Section Leader Simon Turner Dale Culliford David Petri † Jane Hallett Clare Rowe Julie-Anne Manning Rebecca Harney #

DOUBLE BASSES

Roberto Carrillo-Garcia Section Leader Daniel Storer Yi Xin Han † Beatrice Schirmer Natasha Armstrong Rachel Meerloo

FLUTES

Katherine Baker Section Leader Joanne Boddington

PICCOLO

Ronald Marlowe †

0B0ES

Stéphane Rancourt Section Leader Hugh McKenna † Virginia Shaw

COR ANGLAIS Thomas Davey †

CLARINETS Lynsey Marsh Section Leader Rosa Campos-Fernandez

BASS CLARINET James Muirhead †

BASSOONS Graham Salvage † Section Leader

CONTRABASSOON Steven Magee

HORNS

Laurence Rogers *Section Leader* Tom Redmond Julian Plummer † Richard Bourn Andrew Maher

TRUMPETS

Gareth Small *Section Leader* Kenneth Brown † Tom Osborne

TROMBONE Roz Davies

BASS TROMBONE Adrian Morris

TUBA Ewan Easton MBE

TIMPANI John Abendstern

PERCUSSION

David Hext † *Section Leader* Riccardo Lorenzo Parmigiani Erika Öhman

HARP Marie Leenhardt

KEYBOARD Janet Simpson †

= Associate Member
+ = 20 years' Service Medal

MUSIC DIRECTOR Sir Mark Elder CBE *Mr and Mrs Martin McMillan*

LEADER

Lyn Fletcher *Terry and Penny Moore* PRINCIPAL GUEST

CONDUCTOR Markus Stenz Martin and Jacqueline West

ASSISTANT CONDUCTOR Andrew Gourlay Musicians Benevolent Fund PZ Cussons Sir Mark and Lady Elder

FIRST VIOLINS Alison Hunt *Mrs Vivienne Blackburn for Michael* Helen Bridges *Dr Chris Klingenberg* Nicola Clark *Elaine & Neville Blond Charitable Trust* Michelle Marsh *Sebastian de Ferranti Esq* Zoe Colman *Mr John Geddes* Victor Hayes *Mr M F Sheppard*

SECOND VIOLINS Catherine Yates Lynne and Bob Spencer Caroline Abbott A.T. Anonymous Paulette Bayley Anonymous on behalf of The Manchester Grammar School Elizabeth Bosworth Mr Peter Copping Robert Taylor Wistaston Opus Group Grania Royce Mr Peter Fairclough Christine Davey Lois and Sidney Rislev John Purton In loving memory of Michael Hall VIOLAS Robert Criswell Mrs Ann McLoughlin Piero Gasparini Mrs Jane Fairclough Susan Voysey Bolton Opus One Group Chris Emerson Lisa Sherlock Tom Beer Mrs B J Chartres CELLOS

Nicholas Trygstad Martin and Sandra Stone Simon Turner In memory of Mrs G.E. Whitehead David Petri In Memory of Ken Lowe Clare Rowe In loving memory of Dorothy Hall Julie-Anne Manning Anonymous on behalf of The Manchester Grammar School

DOUBLE BASSES Roberto Carrillo-Garcia Edmundson Electrical Ltd Beatrice Schirmer In memory of Joyce Tennant Yi Xin Han Stella & the late Harold Millington Natasha Armstrong John and Pat Garside

FLUTES

Katherine Baker *Mr Peter Heath* Joanne Boddington *Michael and Joyce Kennedy* OBOE Hugh McKenna *Endowed by the late Lady Evelyn Barbirolli to commemorate the career of her husband Sir John Barbirolli*

COR ANGLAIS Thomas Davey In loving memory of Douglas Crawford

CLARINETS Lynsey Marsh Zig Zag (GB) PLC Rosa Campos-Fernandez Miss Carol Jackson

BASS CLARINET James Muirhead Anonymous

BASSOON No.2 Bassoon – position vacant *Anonymous*

CONTRA BASSOON Steven Magee Anonymous on behalf of The Manchester Grammar School

HORNS Laurence Rogers *C K Andrews Esq* Tom Redmond *Ian Simpson and Jo Farrell* Julian Plummer *Sir John Manduell CBE*

Richard Bourn Shared Trust

TRUMPET Gareth Small Shared Trust

TENOR TROMBONE Roz Davies A Dean-Smith Esq

BASS TROMBONE Adrian Morris Dr. Leo Caprio

TUBA Ewan Easton MBE Anonymous on behalf of The Manchester Grammar School

TIMPANI

John Abendstern In memory of Alan Glass

PERCUSSION David Hext *Rosemary Whitesman* Riccardo Lorenzo Parmigiani *Hallé Choir*

Erika Öhman Mrs R. Russell in loving memory of her husband, Jim Russell RBA

HARP Marie Leenhardt *Martin and Jacqueline West*

KEYBOARD Janet Simpson *The Gladys Jones Charitable Trust*

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SOPRANOS

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ALTOS

Elizabeth Alberti 20 Felicity Allen Victoria Bache Laurie Bailey Kate Booth Pauline Broome 20 Joanna Brown Rachel Brown Kathy Buckley 30 Rowena Cockerham Gill Faragher 20 Gillian Gibson Marjory Gray Sue-Ann Harding Lindsay Harford 20 Sally Haywood **Claire Holmes** Sara Holroyd 20 Rachel Hopper Chris Hughes 30 Liz Jacobs Rosemary Jones Jocelyn Lavin Eileen Lee Harriet Leech Jane Lewis Virginia Lloyd Jess Lloyd Fiona McAvoy Sue McKinlay 30 Amy Miles Cath Monument Liz Murray Judith Newton Susan Oates 20 Barbara Oxley Judy Paskell 20 Alison Playfoot Jean Plowright 20 Tessa Quayle Maureen Rammell 20 Libby Reeve Madeleine Reeves Kathleen Renfrew 40 Marion Ridd Clare Scott 30 Philippa Shooter **Caroline Summers** Elizabeth Threlfall Gillian Wakeley Wendy Walker Rowena Ward

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Paul Brennan Andy Cutler John Elliott 20 David Evans Peter Farrimond Michael Faulkner Len Fishenden Tom Guest Phil Hilton Chris Hopper Phil Howarth Ian Jones Ronan Keaney Graham Keen Greg O'Connor Stephen Parker Tom Parnell Laurence Price Frank Rammell 40 Graham Rogers Joshua Stutter **Richard Watson** Graham Worden

BASSES

Peter Aldred 20 Vin Allerton 30 Rob Carson Paul Collins Alistair Cowley Philip Dobson Michael Donmall Graham Eagland Michael Edwards Alan Gee Ken Greaves Chris Green Chris Holroyd 20 Steve Hopwood Robert Kerr Andrew Kesiak Sammy Matthewson David Metcalfe Graham Monument Andrew Paterson Stuart Perkins Ralston Pierce 40 Duncan Roberts Colin Scales **Richard Scott** Nigel Spooner Martin Steward Nigel Stones Cliff Tinker John Ward 20 Clive Weake David Whitley Ian Wood

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ARTISTIC PLANNING Geoffrey Owen *

Andrea Stafford

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Andy Ryans * Peter Naish [PT] Harriet Shering Elizabeth Robinson

NEW MEDIA Joseph Harrison

ARCHIVE Eleanor Roberts [PT] Stuart Robinson † [PT]

* = Head of Department † = 20 years' Service Medal PT = Part time

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