UNIVERSITY OF YORK GRADUATE STUDENTS' ASSOCIATION

(A Company Charity limited by guarantee)

Charity Number: 1142381 Registered Company Number: 07477516

Trustees' Annual Report & Financial Statements for the year ended 31st July 2023

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UNIVERSITY OF YORK GRADUATE STUDENTS' ASSOCIATION

Charity number 1142381

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(Charity Number 1142381)

Director's Report (incorporating the Trustees' Annual Report)

For the year ended: 31st July 2023

The Trustees, who are also Directors of the charity for the purpose of the Companies Act, present their annual report and financial statements for the year ended 31st July 2023.

Reference and administration details

Charity's full name

University of York Graduate Students'

Association

Other names the charity is known by GSA

Status A charitable organisation established as a

Company limited by guarantee.

Registered as a Company on 24 November 2010

Registered as a Charity on 13 June 2011

Company number 07477516

Charity number 1142381

Registered Office 120 Vanbrugh College

University of York Heslington York YO10 5DD

Bank CAF Bank Ltd.

25 Kings Hill Avenue, West Malling

Kent ME19 4JQ

Names of the trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not whole year
Ambar Shaikh		From 30th November 2022
Yuxin Viviane Cao		
Ali Chahine		
Dan Goulborn		To August 2022
Patrick Johnson		From 30th November 2022
Ekansh Kapoor		To August 2022
Mani Kaushik		From 12th January 2023
Xiajiao Lin		From 1st September 2022 to 5th June 2023
Sarah Lapacz		To August 2022
Paul Murtough		
Graham Briscoe		From 14 August 2023
Sinead Daly		From 14 August 2023
Amy Mitchell		From 17 October 2023
Dominic Smithies		From 14 August 2023

Trustee name Office (if any) Dates acted if not whole Name of person year entitled to appoint

trustee

Aakash Arvind Natesan From 12th January 2023

Simon Sandison Chair

Tiffany Sarfo To 30th November 2022

Lingshuai (Zhangteng)

Zhang

JiaYing Tan To 31st August 2022

Structure, governance and management

Description of the charity's trusts

Governing Document Memorandum and Articles of Association

How the charity is constituted A Company limited by guarantee

Trustee selection methods Appointments are made either via member election (Principal

Officers) or by Student Council (External/ Students)

From 1st September 2022

The company obtained charitable status on 13 June 2011. The trustees of the association (University of York Graduates Students' Association) were in agreement to transfer the assets, liabilities and charitable objects to the company. The company commenced activities on 1 August 2011. The charity is constituted as a company limited by guarantee and governed by its memorandum and articles of association.

The Trustees shall number not less than 9 or more than 15. The Board comprises all of the Principal Officers, a minimum of 3 Student Trustees and 4 External Trustees. The GSA is a member-run organisation, with annual elections dependent on the timings of the University of York's intake of Postgraduate students (the GSA's membership). These elections will decide who the Principal Officers and Student Trustee's will be for the forthcoming year. No Principal Officer may hold office for longer than 2 Academic Years and all Principal Officer and Student Trustee's must be a member of the organisation. The Principal Officers shall be entitled to attend and speak at General Meetings of the Company at meetings of the Association Council and the Board of Trustees. External Trustees serve for a term of three years from their date of appointment and may serve a maximum of two terms. External Trustees will be recruited and appointed by the trustee board based on desired skills. As a member run organisation, the GSA council, which is run by the members forms the policy making body of the organisation. The Principal Officers of the organisation sit on council as well as the Board of Trustees.



(Charity Number 1142381)

Director's Report (incorporating the Trustees' Annual Report)

Objects and Activities

Summary of the purposes of the charity set out in its governing document

The objects of the charity are:

- To promote and defend the educational and general interest of the members and be the recognised representative channel between them, the University and other external bodies; further the social interests of the members to promote the integration and social cohesion of members and nonmembers.
- To improve communication between graduates and undergraduates at the University by working in conjunction with representative bodies of undergraduate students.
- To establish contact with other graduate student bodies and facilitate the exchange of students and best practice between institutions.
- To raise the profile of postgraduate study at the University thereby supporting the advancement of education.
- To provide academic and welfare related services to members and non-members.
- To provide opportunities for all postgraduate students of the University to participate in sporting or social activities.
- To further such policies of the company as are from time to time determined by the members in accordance with the articles, and to provide any other services as considered necessary in pursuit of these objects.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives, and in planning future activities.

Summary of the main activities undertaken for the public benefit in relation to these objects

The University of York Graduate Students Association aims to provide public benefit by promoting and defending the educational and general interest of the members and be the recognised representative channel between them, the University and other external bodies; further the social interests of the members to promote the integration and social cohesion of the members and non-members. Our Trustees and staff work together to develop our strategic plan, from which priorities are set and specific work plans devised. Throughout this process the Trustees have regards to the Charity Commission's guidance on public benefit and ensure that our services meet these criteria.



(Charity Number 1142381)

Director's Report (incorporating the Trustees' Annual Report)

Achievements and Performance

Summary

2022/23 was a year in which the GSA supported postgraduate students after the pandemic and worked hard to encourage face to face activities whilst being mindful of some students who were still studying remotely and others who were still wary of mixing with a lot of other students. Throughout this period the GSA remained committed to responding to student needs and ensuring the best possible experience for postgraduates.

In summer 2022 we also began discussions with the University of York Students' Union (YUSU) to consider how we might be stronger and more effective as a single union. Extensive discussion and consultation took place throughout the year, and, after the creation of a business case, in June 2023 our boards took the decision to merge subject to due diligence. The completion date for the merger will be in summer 2024

2022/23 continued to be difficult for our international members, who make up almost 70% of our membership; some of these students were still unable to return to their families throughout this year, including during out of term time. In addition there were repeated strikes by University lecturers and a cost of living crisis to deal with. Accommodation issues continued to be an issue for many students due to lack of options and high costs.

The GSA ensured that students were supported in a number of ways:

- Comprehensive Welcome Week and Welcome Back weeks with a return to many face to face
 activities as well as some remote activities for those who were nervous or unable to attend in
 person.
- Continued representation by elected representatives on the emerging issues that were important to our members including
 - Exceptional circumstances affecting the Assessment policy and the Leave of Absence policy
 - The role of the GSA in the Student Voice Policy
 - PGR student policies (correction periods and extensions to writing up periods, continuation fees for disabled students)
 - Barriers faced by International Students (conference was held to discuss this, led by our VP Academic)
 - Winter Graduation issues
 - Safety and Crime Prevention
- Hardship Fund established (with funding from YuFund) to allow students who were really affected by the Cost of Living Crisis to apply for funding to attend social events and activities
- Continuation of free sport activities with a wider variety of sporting options for students to take part in
- Continuing to offer a wide variety of events and trips throughout the year many of which are free to attend.
- Increased advice support awareness and large number of advice cases handled (593 in total). We have used data collected through our advice service cases with relevant University departments in order to advocate further for our students and strengthen partnerships.

Main Achievements of the Charity

The GSA's purpose is to advance the Education of our members, namely postgraduate students at the University of York for the public benefit. We have done this in the following ways during this reporting year.

Representation

The GSA ran successful sabbatical officer elections during 2023 achieving a voter turnout of 24% which is a record turnout for the GSA. 20 Students nominated themselves to be a candidate, with 18 moving forward to fully run and finish the entire process giving us a retention of 90% (which is significantly above sector average). The split of International to Home was 16:2 with candidates identifying as Chinese, Indian, American, Nigerian and British.

This year the GSA offered 2 new types of support for candidates during the Officer Elections:

- Each Candidate was eligible for a £10 Travel Bursary to reduce costs when travelling to and from campus during voting week.
- Candidates had the opportunity to drop into the GSA Office to collect a Free Wellbeing Pack and return at any point during working hours during voting week to refill on any of the items available

We have also supported a strong system of academic representatives in order to ensure the voice of Postgraduate students is heard on issues of importance to them. 14 Part Time Officers were elected to cover positions including those designed to support underrepresented groups such as disabled students and LGBTQ+ students. Our course based academic representatives ensured strong local student voice campaigning on issues related. Over 141 Academic and Graduate Teaching Assistant reps were appointed and supported during the year. We also worked with YUSU to trial a pilot for paying academic reps a stiped to increase engagement in these roles.

Activities and Community

The GSA has continued to provide opportunities for students to form strong communities. We send a regular newsletter to share community news and opportunities and this has a good engagement of around 65% of PG students reading the newsletter each week.

In 2022/3 we also funded 12 social networks run by 24 volunteer network co-ordinators. We continued to run our Community Fund, awarding £4,500 for various student-led initiatives including Chinese Folklore month and Taekwondo.

We had 1,130 students sign up to our free casual sport programme, and ran at least 8 sessions per week throughout the year.

Working with YUSU, our VP Academic also helped lead this year's Middle Ground event focussing on the lived experiences of our international staff and student community

Welcome and Events

We ran 28 welcome events to orient new students, help them feel at home and make connections. We sent a series of welcome emails to new students and had a total of 6,151 unique visits to our welcome webpages.

The GSA has continued to provide an extensive range of events throughout the rest of the year including balls, speed-friending, craft activities, physical activities, York Races and Balls. We ran a total of 91 events during term time (excluding welcome events). We awarded over £1,600 in event hardship funding to help students with the greatest financial need to access these events.

There was increased focus on events centred around community building and welfare to help mitigate the effects of the pandemic. The number of trips was significantly increased and revenue was obtained to allow for even more activities to take place, many of which the students could attend for free. We allow students to give feedback after each of our events, and 88% of students rated our events as either good or excellent.

"The [medieval ball] event helped me make friends right at the beginning"

"The [yoga] event was a great way of getting out and having a peaceful session after my assessments."

Welfare and Advice

The GSA provides a free and independent advice service for all PG students. In total we had 593 cases during the year, the majority of whom were international students (74%). These numbers are a slight decrease compared to the 201/22year, but represent a slight increase as a proportion of total PGs. Looking at the longer term trend, cases remain high compared to our 2020/21 figures which were closer to 300. During the 2022/23 year, we saw a decrease in academic appeals by 35% but a rise in academic misconduct by 5% and formal complaints by 50%. The majority of overall cases were for academic appeals 74%. Student feedback shows 97% would recommend our service to a friend

"I very much appreciated the quick response and how clear the advice was. It's also a very approachable service."

"They are very responsive and you get the sense they really want to help you resolve your problem"

Governance

Some changes to governance have occurred during the year with the appointment of new student trustees. In addition an interim CEO was appointed in September 2022, who worked under a consultancy contract for two days a week, while the recruitment for a permanent CEO was undertaken. The new CEO started work on 1 April 2023. Changes to the staffing team also took place throughout the year with the new Student Voice and Campaigns Manager, and Digital Communications and Events Managers being appointed. Consultancy Advice support was used during July 2023 following the departure of the Advice Manager.

Financial systems and processes were reviewed and a digital tracking, auditing and approval process was established in February 2023.

Discussions began in summer 2022 to explore the creation of a single union. Extensive student consultation took place in Spring 2023 through focus groups and a members survey, which gained 1,501 responses. Working with the Academic Registrar and Secretary, YUSU and GSA CEO's created a rationale and governance timeline for the merger. This was approved by YUSU and GSA boards in June 2023, and endorsed by University Council in July 2023. Work has now begun in earnest with a target date of 1 August 2024. The services of a single union will be equal to or better than current provision.

Key benefits:

- Clarity derived from a single point of access for members.
- Greater strength and consistency of representation
- Enhanced inclusion and opportunities.
- Single pay, benefits and management structure for staff.
- Strengthening of activities / events / services.
- A stronger and more sustainable single union with combined resources.
- A single robust governance, audit and compliance approach
- Preserving and enhancing specialisms in postgraduate and international experience



(Charity Number 1142381)

Director's Report (incorporating the Trustees' Annual Report)

Financial Review

In the year the GSA saw a significant increase in income resulting from a large number of trips and events and some grant income. Interest was also generated on reserves.

The increase in income was matched by increased spending on charitable activities resulting in a planned deficit of £51,552. The planned deficit is in agreement with our primary funder as intended to make use of our reserves, which have been comparatively high for a number of years. The final year deficit figure is actually better than expected due to some careful planning; the consultancy contracts for staff to cover vacancies resulted in larger than budgeted staffing costs but reduced pension contributions. Additional expenditure on staff and sabbatical officer training occurred throughout the year.

The level of reserves remains within the agreed parameters set by the reserves policy. At the start of the financial year the policy required 6 months of operating costs to be kept as reserves, but after careful consideration this was amended to a 3 month policy in June 2023 in discussion with the University in order to align more closely with the University and YUSU.

Trustee Responsibilities in relation to Financial Statements

Company law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for the year. In preparing those financial statements, the directors are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The directors are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The directors also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities, as well as exercising proper financial controls.

Members of the Board of Trustees, who are Directors for the purpose of company law, and Trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 1.

Disclosure of Information

In accordance with company law, as the company's Directors, each of the Board of Trustees certify that so far as they are aware:

- There is no relevant information of which the Charity's Independent Examiner is unaware
- As Directors of the company, they have taken the necessary steps to be aware of the information, which would be relevant for independent examination purposes and have communicated them to the Independent Examiner.

Exemptions

The trustees have taken advantage of the exemption available to small companies, including the audit exemption (as detailed on the balance sheet)



(Charity Number 1142381)

Director's Report (incorporating the Trustees' Annual Report)

Declaration

The trustees declare that they have approved the trustees' report above

Signed on behalf of the charity's trustees

Signature

Signature

Simon Robert Sandison

Position

Chair of the Board of Trustees

Date February 16th 2024

(Charity Number 1142381)

Independent examiner's report to the trustees of University of York Graduate Students' Association

I report on the accounts of: University of York Graduate Students' Association

For the year ended: 31st July 2023 Which are set out on pages 10 to 16

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the Trust as required by section 130 of the Act;
 or
- 2. the accounts do not accord with those records
- 3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination

or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Censoal

15/02/2024

Karen Wood (ACMA)

Outsource independent examination service

The Hiscox Building

Peasholme Green

York YO1 7PR

Date

(Charity Number 1142381)

Statement of Financial Activities for the year ended

31st July 2023

		Unrestricted funds	Restricted funds	Total 2023	Total 2022
Income from:	Note	£	£	£	£
Donations and grants	3.1	303,542	8,050	311,592	330,329
Charitable activities	3.2	58,434		58,434	37,539
Investments	3.3	2,094		2,094	283
Other income	3.4	4,590		4,590	7,341
Total income	e .	368,660	8,050	376,710	375,492
Expenditure on:					
Charitable activities	4	425,352	2,910	428,262	431,886
Total expenditure	9	425,352	2,910	428,262	431,886
Net income/(expenditure)	(56,692)	5,140	(51,552)	(56,394)
Gross transfers between fund	s				
Net movement in fund	s	(56,692)	5,140	(51,552)	(56,394)
Total funds brought forward	ł	180,243	•	180,243	236,637
Total funds carried forward	ł	123,551	5,140	128,691	180,243

(Charity Number 1142381)

Balance Sheet as at			31st July 2023
Fixed assets	Note	2022	2023
Tangible assets	8	411	1,656
Total fixed assets			
Current assets			
Cash at bank and in hand		128,218	180,370
Debtors & prepayments	9	2,333	2,813
Total current assets		130,551	183,183
Current liabilities: amounts falling due			
within one year			
Creditors and accruals	10	(2,271)	(4,596)
Net current assets		128,280	178,587
Total assets less current liabilities		128,691	180,243
Funds of the Charity			
Unrestricted Funds		123,551	180,243
Restricted Funds		5,140	
Total Funds carried forward		128,691	180,243

The trustees are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act. The directors (trustees) acknowledge their responsibilities for:

- i) ensuring the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006; and
- ii) preparing financial statements which give a true and fair view of the state of affairs of the company at the end of each financial year and of its profit and loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

 The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Accounting and Reporting by Charities:

Companies Act 2006 relating to small companies and with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP (FRS 102)).

The financial statements were approved by the trustees on: February 16th 2024 and signed on their behalf by: SRS and SRS Print name: SRS Sandison

(Charity Number 1142381)

Notes to the accounts for the year ended:

31st July 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022	Restricted funds 2022	Total 2022 £
3.1	Donations and legacies						
	Donations and grants	303,542	8,050	311,592	330,329	<u> </u>	330,329
		303,542	8,050	311,592	330,329	<u> </u>	330,329
3.2	Charitable activities						
	Events & trips	58,434	_	58,434	37,539	<u>-</u>	37,539
		58,434		58,434	37,539		37,539
3.3	Investments						
	Interest received	2,094	<u>-</u>	2,094	283	<u>-</u>	283
		2,094	<u> </u>	2,094	283	-	283
3.4	Other income						
	Sponsorship - First Group	2,100		2,100	2,400		2,400
	Kickstart - DWP	2,170	-	2,170	4,941	<u>-</u>	4,941
	Sundry income	320		320	<u> </u>		
		4,590	<u> </u>	4,590	7,341		7,341
	Total income	368,660	8,050	376,710	375,492	-	375,492

	Unrestricted funds 2023 £	Restricted funds 2023	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022	Total 2022 £
.1 Charitable activities						
Staff & freelance costs	306,716		306,716	325,921		325,921
Staff & trustee training & expenses	7,359	-	7,359	6,149		6,149
Recruitment costs	2,519	100 to 10 4 00	2,519	2,940	1 3 3 3 3 3	2,940
Communications	9,898	1000	9,898	9,578		9,578
Projects, welfare & campaigns	1,984	1555 34-1	1,984	3,369	3-3-3-3-8-5-1	3,369
Graduate community	2,620	600 I II - I	2,620	2,658		2,658
Welcome & network week costs	15,359	51 51 31 31 40 1	15,359	15,371	\$15 10 0 - 11	15,371
Trips & events	50,148	2,910	53,058	39,927	110151012010	39,927
Sports sessions	10,717	100010403	10,717	9,115		9,115
Representation	4,528		4,528	6,730	160,000,200	6,730
Audit, accountancy & legal	1,653		1,653	2,675		2,675
Memberships & subs	2,185		2,185	460		460
Insurance	2,320		2,320	1,711		1,711
Office costs & equipment	1,848		1,848	1,769		1,769
Computing & IT including website	3,331		3,331	1,761		1,761
Bank charges	100		100	96	1	96
Depreciation	2,067		2,067	1,656	1 (1 (1 (1 1 (1 (1	1,656
	425,352	2,910	428,262	431,886		431,886
Total expenditure	425,352	2,910	428,262	431,886		431,886

(Charity Number 1142381)

Notes to the accounts for the year ended:	31s	t July 2023
	2023	2022
5.2 Fees for examination of the accounts	£	£
Independent Examiner's fees for reporting on the accounts	840	840
Other fees paid to the Independent Examiner	800	800
6 Staff costs and emoluments	2023 £	2022 £
Gross wages, salaries and benefits inkind Freelance staff Employers National Insurance Employers pension contributions	270,590 11,530 18,009 6,587	282,526 17,439 18,411 7,545
Zimpioyolo ponoion comalibuacino	306,716	325,921
Average number of employees (Full time equivalent)	10	11

7 Cash at bank and in hand

	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Current bank account	4,817		4,817	25,070
Deposit bank accounts	81,702		81,702	140,012
University bank account	36,559	5,140	41,699	15,288
	123,078	5,140	128,218	180,370

(Charity Number 1142381)

Notes to the accounts for the year ended:

31st July 2023

8 Fixed assets		
8.1 Tangible fixed assets	Computers £	Total £
Cost or valuation		
At 1st August 2022	3,312	3,312
Additions in year	822	822
Disposals in year	<u>-</u>	<u>.</u>
At 31st July 2023	4,134	4,134
Depreciation	£	£
At 1st August 2022	1,656	1,656
Charge for the year	2,067	2,067
Disposals	- ·	
At 31st July 2023	3,723	3,723
Net Book Value At 31st July 2023	£ 411	£ 411
At 31st July 2022	1,656	1,656
9 Debtors and prepayments		
o Donielo alla propagnionio	2023	2022
Amounts falling due within one year	£	£
Prepayments	2,333 2,333	2,813 2,813
		2,013
10 Creditors and accruals	2023	2022
Amounts falling due within one year	£	£
Accruals	631	2,956
Other creditors	1,640	1,640
	2,271	4,596

11 Movement of funds

11.1 Movement of major funds

2023

Fund Name	Balance b/fwd	Incoming resources	Outgoing resources	Transfers	Balance c/fwd
Unrestricted Funds	100.010		405.050		100.551
General funds	180,243	368,660	425,352	<u> </u>	123,551
Restricted Funds					
Digital equality	-	3,050	2,509	-	541
Hardship fund		5,000	401		4,599
Total Restricted		8,050	2,910		5,140
Total Funds	180,243	376,710	428,262		128,691
2022					
Fund Name	Balance b/fwd	Incoming resources	Outgoing resources	Transfers	Balance c/fwd
Unrestricted Funds					
General funds	236,637	375,492	431,886		180,243

11.2 Details of Funds Held

Unrestricted Funds General

The general fund is unrestricted and available for general purposes.

Restricted Funds

The restricted funds are only available for the purposes specified for each fund, which are:

Digital equality

Yufund funding to purchase digital equipment

Hardship fund

Yufund funding to allow students to apply for funding to attend social events and activities

12 Net assets between funds

Balances at 31st July 2023	Unrestricted Funds £	Restricted Funds £	Total 2023 £
Fixed assets Current assets Current liabilities	411 125,411 (2,271)	5,140 -	411 130,551 (2,271)
	123,551	5,140	128,691
	Funds	Funds	2022
Balances at 31st July 2022	Funds	Funds £	2022 £
Balances at 31st July 2022 Fixed assets			
•	£		£
Fixed assets	£ 1,656		£ 1,656