



Equality and Diversity

Bournville Village Trust places great importance on equality and diversity, and ensuring fairness in everything we do.

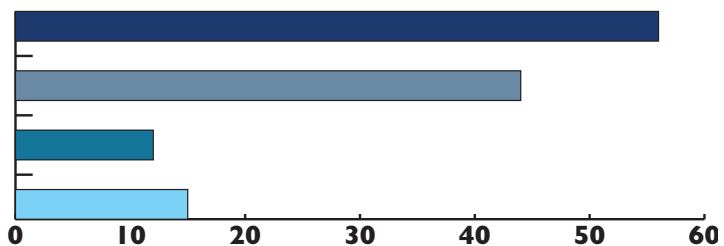
The Trust aims to be a supportive employer; we are proud to display the Investors in People award, which BVT has held since 1997. Our 300 dedicated staff are committed to providing the top-quality services which our residents have a right to expect.

The information below analyses the composition of the Trustees and staff of BVT, by group, ethnicity, gender and disability.

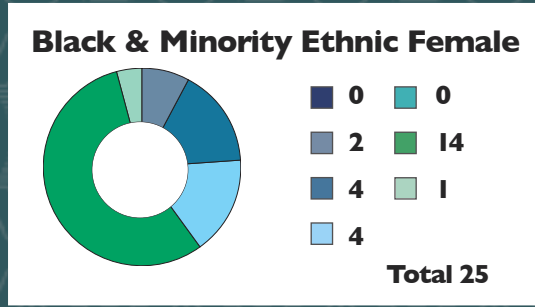
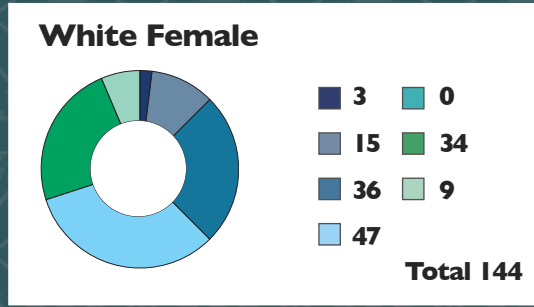
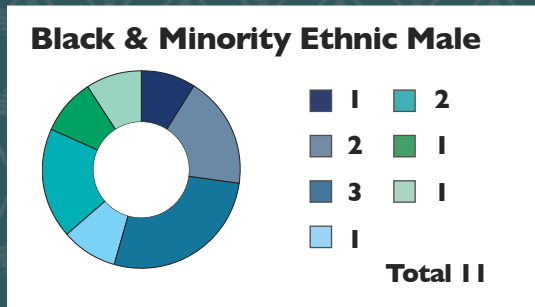
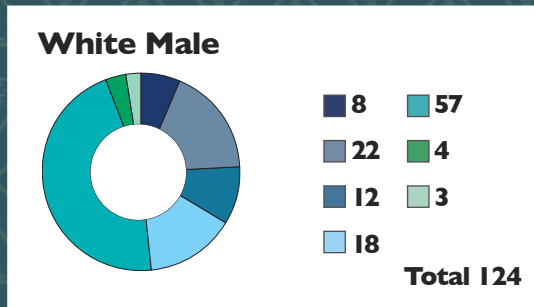
Equal Opportunities and Diversity

(Number of staff and Trustees as at 31 December 2008)

% of Total Staff



■ Female Staff **56%** ■ Black & Minority Ethnic **12%**
 ■ Male Staff **44%** ■ Disabled **15%**



Key

■ Trustees	■ Tradespeople/Gardeners
■ Executive & Senior Managers	■ Care Staff/Care Call
■ Specialist & Middle Management	■ Cleaners/Caretakers
■ Admin/Clerical/Senior Care	



Financial Statements



• Paul Haywood

Bournville Village Trust

The summarised accounts for 2008 reveal that BVT made a revenue surplus of £780,000. Like all businesses at present, BVT has been affected by the credit crunch, particularly by higher interest rates experienced during the first 9 months of 2008. However, we are better placed than most. Indeed we managed to put in place two new long-term loan facilities early in 2008,

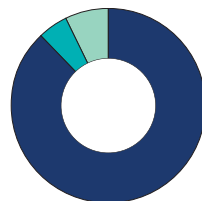
before the real impact of the credit crunch began to bite. These two facilities, one with Barclays and one with Lloyds TSB should help to finance our Business Plan needs for the next 5 years. We are therefore able to continue to progress our major development schemes at Lower Shenley, Lightmoor and Lawley which will see us develop or acquire 460 new properties by 2013. This provides a much-needed boost to the construction sector which has been one of the hardest hit by the economic downturn. We also continue to invest heavily in our current housing stock and last year we spent over £5 million on repairs and improvements for the direct benefit of our tenants.

Bournville Almshouse Trust

The summarised accounts for BAT show a small revenue deficit of £27,000. This is because almost £77,000 was spent last year on restoring the external appearance to the Almshouses. The stonework has been cleaned and the railings, which were removed during the Second World War, have been restored, in harmony with the original character of the Almshouses.

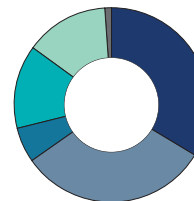
Analysis of Money In and Out

Income Every £1 came from...



- Rent & service charges **88p**
- Services to third parties **5p**
- Property sales & investments **7p**

Expenditure Every £1 was spent on...



- Property repairs & improvements **33p**
- Services to tenants **32p**
- Services to third parties **6p**
- Estate maintenance **14p**
- Interest on loans **14p**
- Bad debts **1p**

	Bournville Village Trust (£)000	Bournville Almshouse Trust (£)000
Balance Sheet		
What we own		
Cost of Houses	99,968	1,972
Cost of Land and Other Buildings	9,818	0
Cost of Computers and Equipment	439	0
Money owed to us	4,074	26
Total Assets	114,299	1,998
How we have funded this		
Money owed by us	5,716	37
Long Term Loans	52,083	2
Endowments	605	91
Grants received to build houses	22,534	923
Revenue Surpluses	35,334	935
Total Funding	116,272	1,988
Cash Left Over	1,973	(10)

	Bournville Village Trust (£)000	Bournville Almshouse Trust (£)000
Income		
Housing Rents	14,319	339
Property & Land Sales	1,136	0
Other Rents	1,545	0
Trading Income	906	0
Investment Income	72	3
Donations	0	0
Total Income	17,978	342
Expenditure		
Housing Property Maintenance	4,778	217
Housing Management	2,305	57
Care & Support Costs	2,867	0
Service Costs	360	85
Estate Maintenance	2,370	3
Interest Charges	2,509	1
Trading Expenses	973	0
Depreciation	759	7
Development Costs Written Off	183	0
Bad Debts Written Off	94	(1)
Total Expenditure	17,198	369
Net Revenue Surplus/(Deficit)	780	(27)
Capital Improvements Funded from Revenue	1,252	31
Net Surplus (Deficit)	(472)	(58)

Paul Haywood,
Director of Financial Services