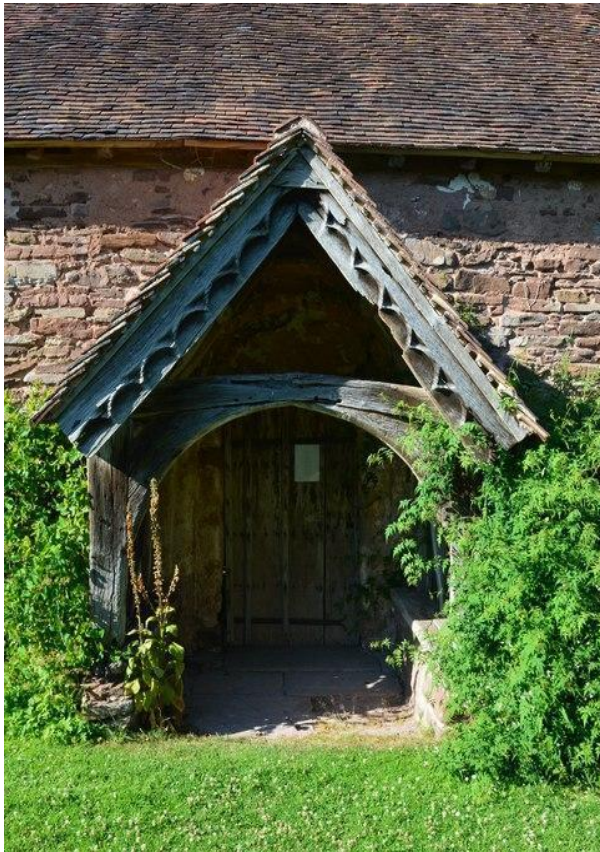


ST BARTHOLEMEW' S CHURCH

LOWER SAPEY

CHURCH PLAN



Introduction

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Introduction

The Churches Conservations Trust's strategy is to empower and support communities to care for historic places of worship, for the benefit of all. A sustainable CCT church is well used by its communities, generates sufficient funds for the maintenance that keeps it in a good state of repair and is able to raise funds for specific repair and improvement projects. Local Community Officers facilitate this through their work with the community to co-create Church Plans.

Church plans are a living document which combines information on the church's history, significance, maintenance and repair needs and the current use of the church, with feedback and recommendations from the community, and concludes with an action plan setting out agreed short, medium and long term actions to support the sustainable use and care of the church.

Part A - Current Report

Church Introduction & Statement of Significance

The church dates from the late part of the 11th century. It is likely that an earlier church existed on the site because the Domesday Book records the presence of a priest, but no trace of that church has survived. In the 14th century the south porch was built and a window was added to the south wall of the chancel. During the 19th century further alterations were made, including widening of windows, re-seating the church, and installing a west gallery. It is likely that the chancel arch was removed at this time. The functions of the church were replaced in 1877 by St Bartholomew's Church, Harpley. It was then neglected and was used for a time as a farm building. Since 1990 repairs and restoration have been carried out. This has been assisted by the formation of a local trust known as The Friends of Old St. Bartholomew's. The work included reinstating the west gallery. The intention of the restorers was "to make it appear as though we had never been on the site". The church was vested in the Churches Conservation Trust on 21/01/94.

St Bartholemew's is constructed in sandstone rubble with tile roofs. The exterior of the church is partly rendered. Its plan is simple and consists of a nave, chancel and south porch. The nave measures 34 feet 4 inches (10.5 m) by 19 feet (5.8 m), and the chancel 19 feet 8 inches (6.0 m) by 15 feet (4.6 m). There are two windows on the south wall of the nave, one original 11th century arrow slit window and the original east window which was widened downward in later years. The east window consists of a single light under a pointed arch. On the south wall of the chancel is a window of two trefoiled lights under a square head, to the west of which is a blocked priest's door. On the north wall of the chancel is a narrow round-headed window. The south porch is built in timber on a rubble plinth. It has a gabled roof over curved wind braces. Its walls are weatherboarded, and its bargeboard is decorated with moulding. The doorway is Norman and consists of a single order with a tympanum. In the west wall is a large square-headed 19th-century window over which is a small 12th-century opening. The north wall contains a blocked doorway and a 19th-century window.

The interior of the church is plastered. In the north wall of the chancel are two square aumbries, and in the south wall is a piscina and another square aumbry. Over the east window is a blocked 12th-century window. At the west end of the church is a gallery. Also in the church are the remnants of a circular font base. The Norman bowl of the font has been removed to the new church. On the north wall of the nave are traces of medieval paintings.

Current use (bookings) & voluntary activity

St. Bartholemew' s currently enjoys permission from The Church of England for six Sunday services each year and four additional services on an occasional basis, however at present the local incumbent does not permit more than two services per year. In 2019 there was one service. During this time the church also hosted a local historical society tour. The church is popular with local volunteers, though visitors struggle to access due to a lack of parking in the vicinity of the church.

Voluntary activity undertaken by two local residents includes:-

- **Cleaning days annually**
- **Remittance of wall safe and service funds**
- **Planning and delivery of all bookings including services**
- **Ad hoc reporting of building change**
- **Churchyard maintenance**

Church Information

General Information:	
Open Churches Policy status:	Open
Local Community Officer:	Tracy Genever
Current projects:	Not at present
Parking:	None – private road
Building services:	N/A
Churchyard:	Owned by CCT, maintained by volunteers
Ring-able bells:	None
Organ:	No
Volunteering:	
Key holder role:	Fulfilled
Key representative role:	Fulfilled (CCT liaison, remittances)
Fundraising roles:	Vacant and necessary
Stewardship/events roles:	Vacant and necessary
Research, interp. & talks role:	Vacant and necessary
Cleaning schedule:	Regularly led by volunteers in accordance with CCT guideline
CCT Items:	
CCT silver plaque:	Installed but now blank
CCT information board:	Not installed, needed
Oak post:	Not installed, not required
CCT freestanding board:	Installed
Wall safe poster:	Installed, current
CCT A board:	Not installed
Gift Aid envelopes:	Provided
Visitor book:	Installed
Welcome table:	Maintains stock of current leaflets
Children' s explorer cart:	Not at present

Children' s trail:	Not at present
Tourism/Marketing:	
Nearby attractions:	Bromyard attractions
Social media presence:	Not at present
Images on CCT website:	One of four
Regular feature parish news:	Not at present
Events/Activity:	
Services per year:	Occasional
Christmas memory tree:	Yes, unsponsored
Heritage Open Days:	Not currently
Ride & Stride:	Not currently
Champing:	Not currently
Retail:	Not currently
Health & Safety:	
Fire rated capacity:	40
Seating capacity:	40
Site plan:	Available
Roof alarm:	Not installed
CCTV:	Not installed
Individual item security measures:	None
Accessibility details:	Provided via website
Risk assessment general:	Current
Risk assessment fire:	Current
COSHH listing:	Current
Portable appliance listing:	Current
Security Audit:	Current
Pews:	None

Conservation reports

Annualised maintenance costs (Exclusive of VAT): Annualised maintenance costs express the total costs of church maintenance divided by 25 years. Every forecasted cost which relates to the maintenance of this church over a period of 25 years is included. Any anticipated repairs are excluded. A list of typical maintenance tasks for any historic church, forecast over the period, is available to view at appendix 2.	£2,273.44
Routine maintenance costs (Per annum and exclusive of VAT): These are included in the annualised maintenance costs and are the total cost of two maintenance visits per year. A list of the typical maintenance tasks for any historic church included in the twice-annual maintenance visits is available to view at appendix 3.	£552.00
Other maintenance costs total (Exclusive of VAT): Additional maintenance needs discovered during twice-yearly maintenance visits, costed and listed individually below.	£3,500.00
- Steps leading to the church are beginning to collapse	£3,500.00
Total short term repairs: Small scale items of limited cost which could be fulfilled with minimal fundraising.	£20,700.00
- Minor roof repairs as 2010 report	£6,700.00
- Renew the French drain	£8,000.00
- Render patch repairs	£6,000.00
Total medium term repairs: More expensive needs such as roof repairs and tower repairs which may require more involved fundraising and grant applications.	£26,500.00
- Mortar repairs and pointing	£19,000.00
- Repairs to porch	£12,500.00
- Minor internal plaster repairs	£5,000.00
Total long term repairs: Items which are known to require works in the longer term but which are not essential in the near future.	£0.00
Total desirable repairs: Repairs which are not essential to the conservation health of the church but which might improve aesthetics or usability of the building.	£0.00
All cost figures are estimates, exclusive of VAT and professional fees. VAT is charged at 20% of the total costs and can sometimes be recovered. Professional fees vary, but are either charged at an hourly rate or as a percentage of the total project cost. These are usually charged only on larger or more complex projects.	

Income, Expenditure & Balances

Income

	Wall Safe	Service Collection	Services Fees	Events	Donations	Third Party Hire	Total Income
2023/24	£161.00	£126.00			£126.00		£412.00
2022/23	£115.00				£262.00		£377.00
2021/22	£152.00						£152.00
2020/21	£0.00						£0.00
2019/20	£203.00				£757.00		£960.00
2018/19	£120.00				£398.00		£518.00
2017/18	£107.00				£178.00		£285.00

Visitors

		Wall safe income per visitor
2023-24	1,635	£0.10
2022-23	1,358	£0.08
2021-22	399	£0.38
2020-21	Data not collected	£0.00
2019-20	1,135	£0.18
2018-19	1,748	£0.07
2017-18	1,408	£0.08
2016-17	1,595	£0.16
2015-16	1,477	£0.17

Expenditure

Total spend since vesting (non-maintenance): £119,781.00

	Conservation (repair) expenditure	Maintenance expenditure
2023-24	£0.00	£690.00
2022-23	£0.00	£345.00
2021-22	£0.00	£6,506.00
2020-21	£780.00	£306.00
2019-20	£0.00	£597.00
2018-19	£0.00	£642.00
2017-18	£0.00	£486.00
2016-17	£0.00	£792.00

Income less expenditure 2023/24 **-£278.00**
(Income from all sources, minus maintenance, and conservation expenditure)

Income less annualised maintenance 2023/24 **-£1,861.00**

(Income from all sources, minus the annualised maintenance cost, as shown in the Conservation Report section above)

Balances

The restricted balance is the amount of money which has been covenanted or restricted for expenditure at the church. Any expenditure needs to match the terms of the covenant under which the money was donated, for example, a term expressing that a donation is intended for roof repairs only.-

Restricted Balance Report 2023/24 £6,092

Local Community Officer' s Summary

This Worcestershire churches benefits from very generous support from a small number of regularly active community participants from Lower Sapey. This is a popular area for walkers and this is reflected in the visitor book.

The annual service in August presents an opportunity to review the level of contribution from congregants' collections, given they may be currently unaware of our annualised maintenance liability. This message could be amplified through regular updates to the parish newsletter and inclusion of church reports at parish council meetings.

Hire of the church for alternative uses is difficult due to the lack of parking for the church. Any large events would require permission from local landowners for use of the field for parking. Voluntary effort towards research and interpretation products could facilitate encouragement of these bookings at the same time as enriching the visitor experience further.

The acoustics in the church and the gallery make this a great music venue. It is also a very quiet and spiritual place which could make it a good stop for pilgrims.

The voluntary team deserves considerable recognition for having adopted the requisites of support for a CCT site since vesting in 1994.

The Community may need to review some of the options detailed in this summary towards the shortfall against annualised maintenance costs, addressing the risk of necessary repairs wanting for funds in future seasons.

Part B - Survey

Summary of consultation responses received by end August 2020

Following distribution of fifteen questions through our standard church plan questionnaire in summer 2020 to existing Churches Conservation Trust correspondents, (together with an invitation for correspondents to share the survey and associated Church Plan Part A), no response was received for **St. Bartholomew's Church, Lower Sapey**, by the deadline of August 30th. An example of the survey is in appendix 1.

Part C - Community Recommendations

Lower Sapey Church Planning Meeting held August 2024. Attending TG (Local Community Officer and M & P volunteers.

Volunteers & Maintenance

The church and churchyard are kept in beautifully by the volunteers who live next door and keep an eye on the place. They also empty the wall-safe. There is no need for additional volunteers at present as this is a very quiet location.

The volunteers pointed out some issues with the building which were noted.

Update on the font at Harpley church and its potential return to Lower Sapey: Harpley church are still sorting out the interior of their church and raising funds for this. Also the church warden, Candy, is no longer in post. Harpley church would need to apply for a faculty to relocate the font and it was not known if this had happened. Volunteers will find out if a faculty has been granted. A position for the font has been decided in Lower Sapey church. No further action has happened since the last meeting.

If the volunteers are still interested in an archeological dig at the West end of the church yard to see if rubble was the floor of a previous church, then CCT has told the volunteers that they can explore whether anyone would like to do this but there are no CCT funds for this.

Events

The volunteers work very hard to put on a splendid annual service around St Bartholemew's day in August along with a picnic. They felt that fewer attended this year as the week before there was a private hire for music which they felt drew people away from their event. Try to avoid this in future. The collection was split between general CCT funds and the upkeep of Lower Sapey church.

A family baptism is planned for October.

Parking is a problem for visitors as the lane directly outside the church is privately owned and the public road is very narrow with no space to park.

We will aim to increase footfall through walkers and pilgrims through marketing of the church to locals and tourists. LCO will contact the Small Pilgrim Places Network and volunteers were happy to facilitate visitors.

Lower Sapey Church Planning Meeting Held - December 2022, Attending GS (Local Community Officer), Historic England, et al.

Volunteers & Maintenance

The church is very well maintained inside and outside by lead volunteers P and M, who live next door to the church, they have very generously done this for the past 30 years.

Events

A possible project is having walking groups visiting local places of interest including the church, needs to be progressed with local walking groups.

Font Movement

Historic England representative also present at the meeting and main discussion was relocation of the Font from the church in Harpley, it was agreed that the Font was originally located at Lower Sapey at around 1880.

Discussion held about whether to move the Font with or without the pedestal, plinth also discussed. It was agreed the wood section needs to be left at Harpley.

The community had obtained drawings from an Architect. Worcester Diocese also requested drawings.

The location of the font will be at the same spot as previously agreed with CCT.

The community have arranged for the stone mason to visit to make a Method Statement and are currently waiting for this to arrive and this will be passed to CCT.



Part D - Action Plan

Community Actions

Short term actions (to end December 2024)

- Find out whether a faculty has been granted to move the font from Harpley church.
- Flagstone to be fitted in the porch where one is missing – Estates have given permission for M to do this.

Medium term actions (to end December 2025)

- **MP** can possibly help with drawings as required for the font.
- Scheduled Movement consent will need to be obtained by **CC** from Historic England.
- Historic England would like to see evidence of the font being originally located at Lower Sapey.
- **PP** to explore archaeological dig at the Western end of the churchyard, to ascertain whether the rubble floor found when reintering the skeleton is that of a free standing bell tower, or the floor of the previous church.

Long term actions (to end August 2027)

Actions complete (to end August 2024)

- Another successful annual service organised by **PP**.

Local Community Officer Actions

Short term actions (to end December 2024)

- Contact Small Pilgrim Places about this location
- Look at tourist and walking website to promote the church

Medium term actions (to end June 2024)

- Historic England requested that the application be carried out by CCT as they will be the owners of the Font – waiting to see if a faculty has been granted in Harpley.
- Organise regular meetings with the community.
- Engage in regular and on-going communications with the community, also support them as required.

Long term actions (to end December 2025)

- Identify and approach contacts who may wish to use the church for exhibitions, use as gallery space or for other events.
- Consider means for increasing footfall and consequent donations.

Actions complete (to end August 2024)

- Provided information to the CCT Estates team and sought their views about the latest updates concerning the relocation of the font.
- An event has been organised at Croome by **GS** to bring together the communities associated with the various CCT churches in Worcestershire, Warwickshire and Herefordshire.

Appendix 1: Summer 2020 Questionnaire

This is the first of fourteen questions in the survey - thank you in advance for working through each one. First of all, we need to know if you're completing the survey on behalf of an organisation or writing in a personal capacity (If you're writing on behalf of an organisation, please use the text box to let us know which one. Thank you!)

Which church are you writing about? (Don't worry, you can complete additional questionnaires for other sites if you like!) Please state the location and dedication, as in 'Sapperton, St. Kenelm's'. Thank you.

People are involved with our sites in so many different ways. In your own words, please describe your relationship with the church building.

Some people are actively involved at the churches we look after together. If you're part of this group, tell us about your involvement. Cleaning, attending services and fundraising are just a few of the most frequent activities we share, but we'd appreciate as much detail as you might be happy to provide.

In your own words, and having reviewed 'Part A' of our church plan (sent to you by email with the invitation to this questionnaire), please describe a perfect outcome for our work together at the church. What would you like to see happen in terms of community involvement and other use of the building?

Bearing in mind the repair liabilities and running costs described in the report you've read, what challenges do you anticipate for a sustainable future at your church?

Thinking about local life away from the church, which other community projects or activities are you aware of that could combine with our work to protect the church for the future?

Here are two questions together... Could increased use of the church benefit the community? How would this increased use benefit the church itself?

What do you think are the most important conservation priorities at your church? For each or all of these priorities, please also let us know about any ideas you have for addressing them.

Income and expenditure for the church is detailed in 'Part A' of the report we sent you. Addressing conservation priorities will entail finding new ways to raise funds. Tell us about any ideas or opportunities you have identified for raising additional income at the church.

What do you think might be the best ways to get started with any fundraising activities you have suggested?

If you don't already, would you be interested and available to take part in future fundraising activity?

Almost done! We'd like to invite you to join us in a group discussion about the church later this year, either in person or through 'phone / video conference. Would you be willing to join the discussion?

Last question! Is there anything else you'd like to share about your interest in the church which we haven't asked you already? Otherwise, thank you again so much for reflecting on the future of the church through your answers.

Appendix 2: Typical Maintenance Tasks Forecast For A CCT Church Over 25 Years

The list below gives examples of items that CCT needs to maintain in its churches. Some items on this list will not relate to this church but give guidance as to the typical items we cover. These estimations are based on the cost in 2020, please note we are not able to predict inflation costs and therefore these are not included.

A specific report is created for each church every nine years by an experienced and trained building inspector. This details the repair needs of the building and lists the repairs required according to their priority. Please contact your Local Community Officer if you wish to see this report.

Item	Method & Purpose	Cycle/ Yrs	Estimated Cost per visit (present day levels)	Cumulative Estimated Total Cost After 25 Years (2020 values)
Drains, rodding	Below-ground drains can be blocked by debris which stops the rain water dispersing properly and potentially leading to water backing up and overflowing. To prevent this they require rodding and cleaning even ten years.	1	£ 39.00	£ 975.00
Soakaways, inspection and clearance of silt build- up	Soakaways consist of a large pit filled with gravel of varying sizes which act as a filter to allow rainwater to slowly seep into the surrounding ground. Over time material carried into the soakaway in the rain water fills in the gaps and slows the rate of dispersal which can lead to water backing up and potentially damaging or even flooding the church	10	£ 600.00	£ 1,500.00
Mansafe hatchway system	Man safe systems are steel cables or anchor points which are fixed to the roofs of churches to allow people to safely access and work on the roof. As these systems are used for safety it is a legal requirement that they are tested every year for loose fittings or damaged cables.	1	£ 360.00	£ 9,000.00
Lightning conductor testing	Lightning conductors are required to be checked every three years to make sure that they are still performing correctly and will be able to disperse a lightning strike effectively. Metal thefts have often targeted lightning conductors and they may need replacing.	3	£ 480.00	£ 4,000.00

Organ maintenance	Organs are complex machines built using numerous natural materials which can be damaged by moisture, heat and animal attack. It is recommended that organs are checked every year to carry out minor repairs and to be re-tuned as required. Regular servicing can also reduce the likelihood of large unexpected repair bills.	1	£ 140.00	£ 3,500.00
Fire extinguisher inspection	Fire extinguishers servicing checks that the fire extinguishers are functional and maintaining adequate pressure for use in an emergency. Note the CCT only provides fire extinguisher in churches which are either stewarded, used for Champing™ or have significant timber items.	1	£ 166.00	£ 4,150.00
Electrical periodic inspection testing	Electrical tests ensure that the electrical system of the church is both safe and fully functioning. The test will check all elements of the system and highlight any concerns.	5	£ 350.00	£ 1,750.00
Replacement of electrical fittings	As items are highlighted as faulty through periodic testing and maintenance visits they will need to be replaced.	15	£ 1,500.00	£ 2,500.00
Replacement of lamps	General wear and tear - Bulbs require regular replacement. Note LED bulbs will be used where possible	2	£ 250.00	£ 3,125.00
Heating installation, servicing	Annual servicing of the heating system to ensure the efficiency and safe working order of the boiler etc.	1	£ 384.00	£ 9,600.00
Roof alarm, servicing	Roof alarms require annual servicing to check that the system is in good working order and to replace minor parts such as the batteries in sensors.	1	£ 316.80	£ 7,920.00
Rainwater goods, redecoration	All external rainwater Goods (RWG) require redecoration as they are in exposed locations and are exposed to significant amounts of water. The redecoration significantly extends the lifespan of the RWGs and ensures that they are working correctly and are securely fixed in position.	7	£ 1,560.00	£ 5,571.43
Internal & external ironwork redecoration	Redecorating the ironwork prolongs the life of the item and improves the aesthetic of the church. The redecoration of ironwork also provides a good opportunity to inspect the item for damage.	7	£ 1,500.00	£ 5,357.14

External joinery, redecoration	Redecorating external joinery prolongs the life of the item and improves the aesthetic of the church. The redecoration of ironwork also provides a very good opportunity to inspect the item for damage.	7	£ 1,875.00	£ 6,696.43
Window repairs	Minor repairs to the windows such as broken panes of glass, replacement of glazing bars, mortar repairs or lead work repairs are important to exclude the weather and birds and other animals.	5	£ 350.00	£ 1,750.00
Bell maintenance	Bells require ad hoc inspection and minor maintenance to fixtures and fittings	5	£ 235.00	£ 1,175.00
Condition inspection report, all specialists	We have a 9 yearly architect or surveyors inspection plan. When the survey is undertaken all elements of the church will be inspected and a prioritised plan for all required repairs will be created.	9	£ 450.00	£ 1,250.00
Roof overhaul	Roofs require constant minor maintenance with a major overhaul every seven years	7	£ 2,500.00	£ 8,928.57
Clock maintenance	An annual service of the clock with minor repairs and checks to ensure good timekeeping	1	£ 140.00	£ 3,500.00
Tree inspection	A five yearly inspection of all the trees in the churchyards we are responsible for to check for defects and enable us to plan for any required works.	5	£ 225.00	£ 1,125.00
Churchyard maintenance	Grass cutting and minor trimming of plants and bushes etc.	0.5	£ 200.00	£ 10,000.00
Overheads	Office costs to support maintenance planning etc.	1	£ 20.00	£ 500.00
Staff Costs	Staff costs incurred in preparing the required inspections and reports	1	£ 97.00	£ 2,425.00

The total cost over 25 years for this example of a typical church is £107,598.57 (exc. VAT)

The average yearly cost for this example of a typical church is £4,303.94 (exc. VAT)

Appendix 3: Typical Maintenance Tasks Forecast - (Twice-Annual Maintenance Visits)

Item	Method & Purpose
Gutters, downpipes and gully clearance	Gutters, hoppers and downpipes are easily blocked by leaves and debris both windborne and dropped by birds which can lead to overflowing and water damage to the building.
Roof, inspection & replacing slipped/missing slates/tiles	Over time some slates/tiles or the pegs/nails which hold them will reach the end of their useful lifespan. When this happens it will allow slates to move from their correct position which can let rain in to the building and potentially poses a risk to visitors as the slate/tiles can fall.
Vegetation, control of growth	Overgrown vegetation against walls and buildings can hold moisture against the building potentially causing damage and some plant species are invasive. Vegetation can also obscure the building hiding potential damage and can provide shelter for vermin such as mice.
Tower stairs & boiler room steps, sweeping	Leaves and other debris can build up on steps which could lead to accidents if people slip. Regular sweeping reduces the risk for potential accidents.
Principal steps and paths, clearance	Leaves and other debris can build up on steps which could lead to accidents if people slip. This is especially the case for churches with trees in the area. Regular sweeping of the steps reduces the risk for potential accidents.
Wall Safe, servicing	Servicing of the wall safe helps to ensure that the donations can be easily collected and also checks to ensure that there hasn't been an attempt to steal from the safe.

Appendix 4: Typical Champing™ Arrangements and Related Income

Champing™ is the exclusive overnight hire of a church to visitors. Camp beds and chairs are set up inside the church, along with tea making provisions, battery lighting, and cushions and blankets to give guests a cosy stay.

Guests book online through the Champing™ website www.champing.co.uk and these bookings are related to local contacts so everyone knows when visitors are staying. A local member of staff sets out equipment for the night and removes all gear each morning. Guests have exclusive access to the church between 6.00 p.m. until 10.00 a.m. so visitors can enjoy the church during the day.

Champers don't expect much in the way of facilities and understand that these are ancient buildings. For most churches we've installed eco-loos either inside or outside in wooden cabins. We don't allow candles but provide battery lanterns and fairy lights. As most of our churches don't have heating we only operate Champing™ between the end of March and the end of October, and we recommend Champers bring warm sleeping bags and extra blankets. We also supply bedding and breakfasts but this option isn't available at all churches. Most Champers will eat out locally or may bring their own picnic.

For those churches without electricity we provide a gas camping stove and we also provide amply bottled water for Champers and all visitors to use.

Typically Champers are couples and families. Some of our churches are large enough to welcome groups of up to 16 people. We are dog-friendly, and child-friendly. Many Champers appreciate the history, architecture, and unique features of their surroundings, and come to learn about the building and its locale through this unique accommodation. We offer those staying for the first time a free CCT membership so they can learn more about our work and consider support for The Trust after their visit.

You can evaluate typical income which derives from Champing™ in the table below.

Church	2017	2018	2019	2020	2021	2022
Langport, Somerset	£10,47	£2,766	£3,810	£3,128	£7,748	£4,938
Emborough, Somerset	/	£2,024	£1,378	£2,625	£5,270	/
Chiselhampton, Oxfordshire	£10,156	£2,696	£5,864	£1,705	/	/
Wolfhamcote, Warwickshire	/	£3,001	£2,214	£1,624	£4,763	£5,924
Holme Lacy, Herefordshire	/	£4,369	£4,759	£1,004	£7,501	£4,144
TOTAL	£20,628	£14,856	£18,025	£10,086	£25,282	£15,006