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# DEMAND

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**Design & Manufacture for Disability**

**ANNUAL REPORT 1989**



# DEMAND

**Principal Patron**  
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**Patrons**  
The Viscount Ingleby  
The Rt. Hon. Alfred Morris MP  
Miss Esther Rantzen  
The Lord Renton PC, KBE, QC

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Alan Spindler, Lecturer (LCF)  
Brian Greathead, Chief Executive  
Robert Sawyer, Appeals Consultant  
Eric Barnes, Operations Manager

**Hon. Medical Advisers**  
Dr. Peter Mills, FRCP  
Dr. Michael Swash, FRCP

## Design & Manufacture for Disability

Registered under the Charities Act 1960 No. 280618

Three Cedars  
Napsbury Hospital  
Shenley Lane, London Colney  
Herts. AL2 1AA

Telephone: (0727) 25506  
Fax: (0727) 23926

Dear Reader

This Annual Report is addressed to all of you interested in the work of DEMAND on behalf of disabled people — donors, beneficiaries, voluntary helpers, the staff and students of The London College of Furniture and our own design, workshop and administrative staff.

Regular readers of DEMAND's Annual Reports will know that for some time now we have expressed our intention to relocate the Charity from the cramped premises in Leman Street, E1 where the Charity was founded. I am delighted to report that in August 1989 following an extensive search and lengthy negotiations the Charity was relocated to its new home at Three Cedars within Napsbury Hospital, London Colney. I take this opportunity to thank the Management of the Barnet Health Authority for the initiative and co-operation which they showed in allowing us to lease premises which were surplus to their needs and entirely suitable for ours.

The spacious accommodation has been renovated and equipped to meet the long term needs of DEMAND's work. The new location is very accessible being only two miles from exit 22 on the M25. There is excellent car parking and the bungalow style building makes it easy for disabled clients to visit us. Due to the magnificent generosity of The Wolfson Foundation, The Percy Bilton Trust and The Lankelly Foundation we have been able to equip the 6,000 sq ft premises with a wide range of specialised equipment which will enable us to increase dramatically our output of new prototypes for disability. The new location also provides us with opportunities to work closely with physiotherapists and patients within Napsbury Hospital.

During the year Paul Lucas, Honorary Industrial Adviser, and Morris Serlin, Trustee, retired. We thank them for their wise counsel and advice since our foundation in 1980. Alec Chenery also retired and we thank him for his contribution. Michael Warr was appointed a Trustee and Chairman of The Project Management Committee and Nigel Alington was also appointed a Trustee.

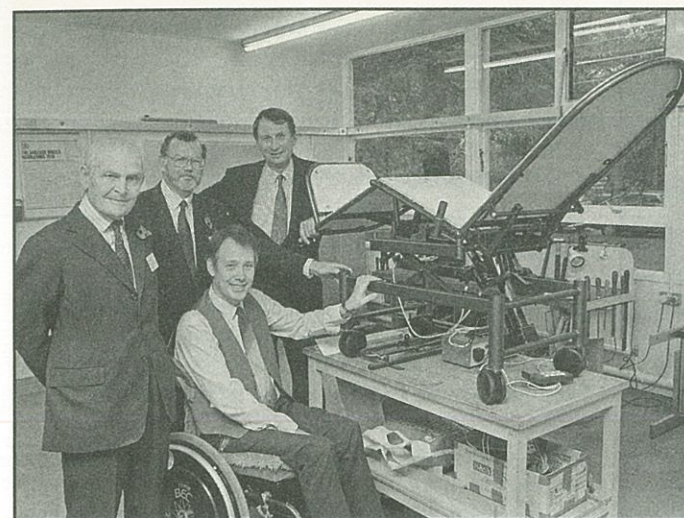
Finally, I would like to thank our many friends who have in the last year, so generously donated financial and voluntary support and to extend to them a warm invitation to visit DEMAND, to see the work we are now able to undertake on behalf of disabled people.

Yours sincerely

John Metcalfe

**Trustees** Baroness Darcy de Knayth, Nigel Alington, Maxwell Caplin OBE, FRCP, Andrew Cussins, John Metcalfe, Peter Metcalfe, Bernard North DFC, AFC, The Lord Swinfen, Michael Warr.

## The opening of DEMAND's new Design Studio and Workshop



DEMAND's new premises at Three Cedars, Napsbury Hospital, London Colney, were officially opened on Friday 10 November 1989. The Right Worshipful The Mayor of the City of St. Albans and the Mayoress, Councillor and Mrs. Kenneth Davis were greeted by Mr. John Metcalfe, Chairman of DEMAND, and Mr. Bernard North, Trustee, who escorted them around the Design Studio and Workshop and showed them some of the work carried out by DEMAND.

The Mayor welcomed DEMAND to their new home and wished them continuing success in their work on behalf of disabled people. The Lord Renton, PC, KBE, QC, thanked the Mayor for his good wishes and welcomed the guests who included representatives from Charitable Trusts and Foundations, public companies, management and staff of the Barnet Health Authority and lecturers and students of the London College of Furniture.

Lord Renton thanked the many friends of DEMAND who have donated so generously to the Charity in recent years and towards the move to Napsbury. He also expressed his thanks to the Barnet Health Authority for agreeing to lease premises to DEMAND within Napsbury Hospital and emphasised the importance of the relocation to the future development of the Charity's work. The Lord Renton then officially opened the Design Studio and Workshop.

The photograph shows Lord Renton, Patron, Michael Warr, Trustee, Brian Greathead, Chief Executive and Paul Smith, Finance Officer.

### "The Jumbo" – educational equipment for disabled adolescents

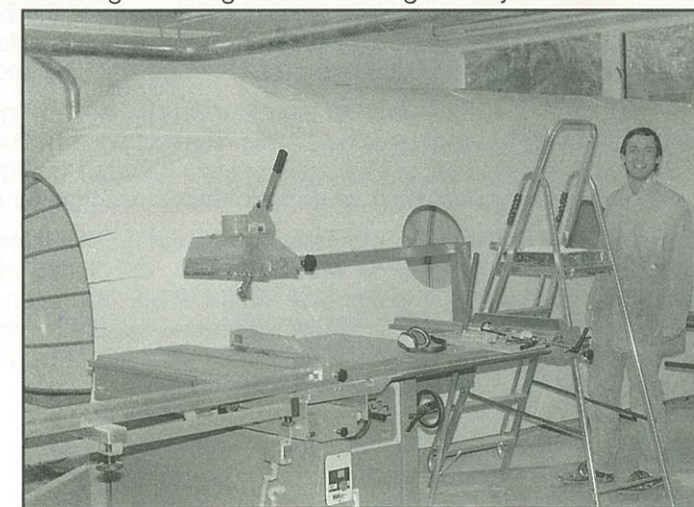
(also see front page)

Two years ago DEMAND built "Henry" a playship for young disabled children at the Franklin Delano Roosevelt School, Swiss Cottage. It was a great success. Last year the F.D.R. School asked us to provide educational equipment for use by teenage pupils who suffer from Cerebral Palsy, most of whom are in wheelchairs. The brief was to provide equipment which would enable these pupils to enjoy the simulated experience of flying an aircraft or driving a car. The DEMAND team studied the design and techniques used in a Flight Simulator at the R.A.F. Museum, Hendon, as a basis for the design of "The Jumbo" Simulator.

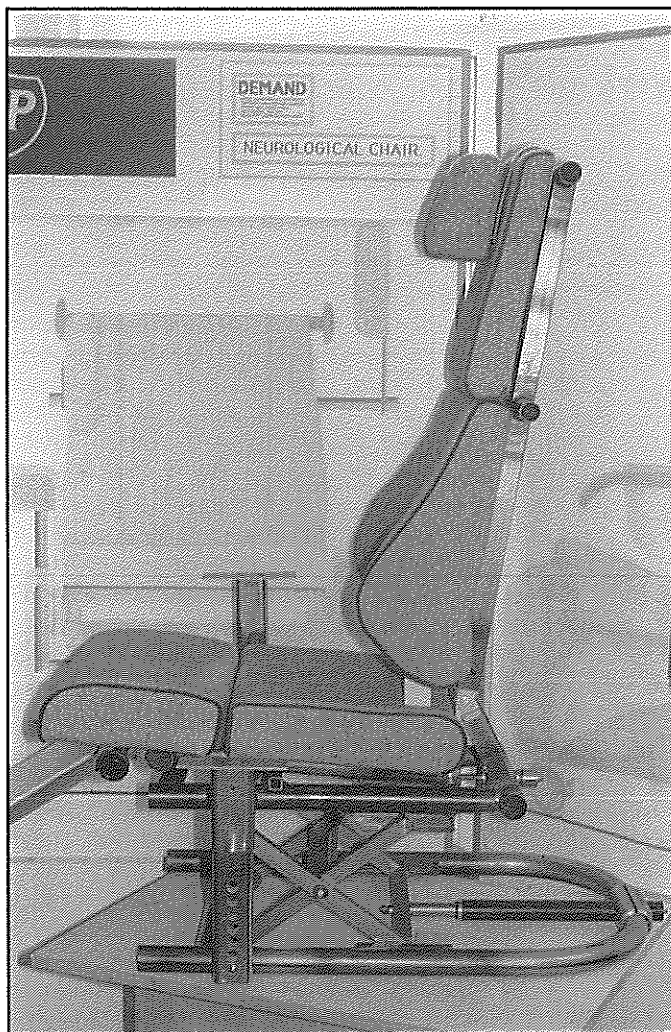
The Simulator has the realistic appearance of an aircraft and the dimensions are those of a Comet Flight Deck. It is made of a tubular steel frame clad with plywood and finished for outdoor use. It is built in sections so that it can be easily transported and assembled. There are porthole windows, a skylight and a large transparent dome at the front. Entrance to the Simulator is from the rear through two large doors which give easy access.

The "Jumbo" can accommodate up to six people in wheelchairs in an inviting, compact and realistic environment. Blinds can exclude all light to enable simulated flight to be experienced through a large back projected computer screen. The "crew" carry out a range of educational activities including pre-flight checks using authentic flight manuals, radio operating and flight engineering. The "Jumbo" may also be used for a range of other fly/drive experiences, e.g. flying a helicopter or driving a racing car.

After testing at the F.D.R. School the prototype will be modified as required. The "Jumbo" will be of interest to Airlines, the Travel Industry and other companies who may wish to donate educational equipment to the F.D.R. School and other schools for disabled children.







## Development of the B.P. Neurological Chair

From our investigations we concluded that there are many neurologically impaired adults who would greatly benefit from a seating system designed for their specific needs. The numbers of sufferers from these diseases in the UK is about 200,000. We also noted that sufferers from Parkinson's Disease, Muscular Sclerosis, Huntington's Chorea and Alzheimer's Disease often display symptoms which are similar.

The brief was to design a chair that provides support that could be easily adjusted to the individual user's needs. Discussions with physiotherapists confirmed that neurologically affected individuals, particularly patients who are kyphotic or hypertonic are not suited to an upright sitting position. These patients have a tendency to slump forward and an upright position does not provide them with good head control. Important requirements are that the chair should provide support for the back, shoulders, neck and pelvis. The B.P. Neurological Chair provides this support by using a fully adjustable frame coupled with shaped cushions and pads.

The benefits of DEMAND being relocated to Napsbury Hospital are well illustrated in this project. We are able to have discussions with a panel of physiotherapists drawn from the Barnet Health Authority who specialise in neurological illnesses and the treatment of brain damage after accidents. The availability of the physiotherapists for consultation at each stage will dramatically speed up the development programme.

Three prototype chairs are being built and these will be placed in hospitals and domestic situations for evaluation. Design modifications will then be implemented before the production of ten prototype chairs. Testing and evaluation of these will take place in hospital and domestic situations for three months. This important product for the relief of suffering will be marketed as the B.P. Neurological Chair in recognition of the substantial donations made by the Company for the development of the product.

## Development of a Seating Clinic at DEMAND

DEMAND has identified a significant need for a Modular Seating System for disabled people suffering from a wide range of disabilities. A Framing System has been designed which will accommodate all the seating systems currently available commercially. For example the System can accommodate asymmetry when used with Matrix Seating and will also accommodate manually adjustable reclining mechanisms. It is fully adjustable and there are four sizes, 0-6 years, 7-13 years, 14-18 years and adults.

The seat frame interfaces with all standard wheelchairs using existing locking brackets. There is a provision for tray attachment, footrests and headrests. The frame may be used in conjunction with upholstered units to create an Easy Chair appearance. The base unit can be fitted with glides to allow movement without causing damage to floor surfaces. Optionally it is fitted with locking castors for mobility and larger wheels for outdoor use.

Like all DEMAND products the Framing System incorporates good functional qualities, with "normal looking" appearance e.g. bright frames with contrasting upholstery will be available for younger users and more subtle colours for adult users. The modular "off the shelf" approach to assembly will enable patients to visit DEMAND and be provided with an immediate fitting and supply service. At the next stage of the development we will consider power bases which will have the capability of height adjustment to allow the user to complete a full range of activities, e.g. reaching high cupboards.

## Staff Associates

(also see front page)

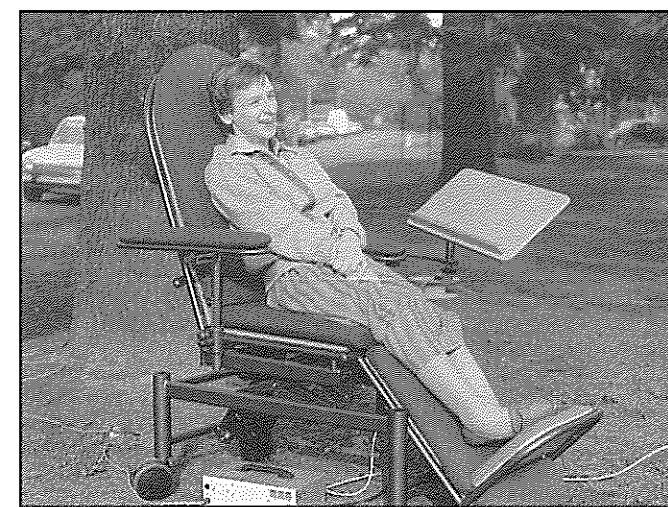
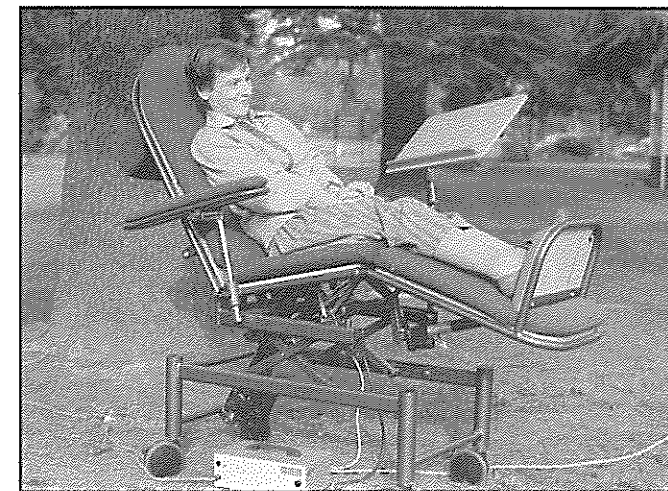
Brian Greathead, Chief Executive  
Eric Barnes, Operations Manager  
Robert Sawyer, Appeals Consultant  
Linda Daldry, Administration Secretary  
Paul Smith, Finance Officer

Maurice Shannon, Designer  
Will Codd, Designer/Craftsman  
Brian McGirr, Designer  
Graham Dawkins, Designer/Craftsman  
David Gold, Craftsman  
Frank Flanagan, Craftsman

## Motorised Reclining Chair for Miss B.B.

Miss B.B. is 36 years old and was the victim of a "hit and run" car accident several years ago. She can only stand up for short periods and needs to lie flat frequently. She has to re-position herself whilst lying to relieve the severe pains in her back. The nerves in her arms are also damaged and so she has little strength in her hands and arms. DEMAND has designed and made a motorised reclining chair which gives her considerable relief and enables her to work at home.

The chair has variable adjustable back, seat and leg supports so that combinations of fine adjustments can be made to reduce the pressure on her spinal column to relieve the considerable pain she experiences. The reclining mechanisms are linked by four independently operated actuators. The cushions are made of Thermofoam with a softer central area to the back to reduce pressure on the spinal column. A footrest is provided to enable the client to raise her body from time to time, as she uses this technique to gain immediate relief from her back pains. The back, seat and leg supports are individually motorised to enable the client to make a full range of independent adjustments to the reclining mechanism. The arms attached to the seat base are adjustable to allow easy side entry. A cantilevered tray is provided to hold a keyboard and a telephone. Miss B.B. will be able to again pursue her career in Public Relations as a direct consequence of this equipment.



## Forward Tilting Straddle Seat

DEMAND is designing a Straddle Seat for use by people with Cerebral Palsy, Multiple Sclerosis and Down's Syndrome to assist them with postural control. In our view most existing postural control seating systems function with limited success and tend to be applicable to younger children. We are designing a range of three chairs for age groups 2-7, 8-14 and Adult. The first two age groups will be covered by the same design but with changes of scale. The seats will help users to adopt a more stable and well balanced posture, that is conducive to active participation in work and play in the course of therapy.

All the supports will be fully adjustable and can be tilted or raised and lowered simultaneously with the patient in place. The shin and foot supports are independently adjustable and together with the chest support, will fold out of the way when patients are being placed in, and removed from the chair. All supports can easily be returned to pre-set positions. The padded plastic supports will have removable covers for easy cleaning. The chair will be on lockable castors and able to pass through standard doorways.

Three prototype seats will be tested at Harperbury Hospital, Leavesden Hospital and Meldreth Manor School. Design modifications will be implemented before the production of ten prototype chairs. Testing and evaluation will take place in hospital and domestic situations for three months. This major development will be known as the Nationwide Anglia Straddle Seat in recognition of the substantial donations made by them to DEMAND for the development of this product.





### Care Equipment for Christopher B.

Christopher is 3 years old and suffers from severe Cerebral Palsy. He cannot walk, has poor trunk control and is unable to talk. DEMAND was asked to provide help with his existing walking aid which was unsuitable for his needs. DEMAND modified his walking aid by fitting a padded central board which prevented Christopher's legs from twisting when he walked. This adaptation has proved very beneficial to him.

Although Christopher is 3 years old he was still being bottle fed. His mother had tried several special cups for him but they all had mouthpieces or rims that were either too hard or too thick for him to use. DEMAND designed and produced for Christopher a mug with two handles and a thin rim with small holes through which the liquid flows. The mug is made of slightly yielding polythene and is spillproof. The design was very successful and through practice Christopher can now drink from a normal mug.

### Chair for Mr. S

Mr. S is 34 years old and lives at Ravenwood Village and Centre for Special Education, Berkshire. He is extremely quadriplegic and suffers from severe extensor spasms. He also suffers from severe hip rotation although his spine is straight. He is blind and does not communicate.

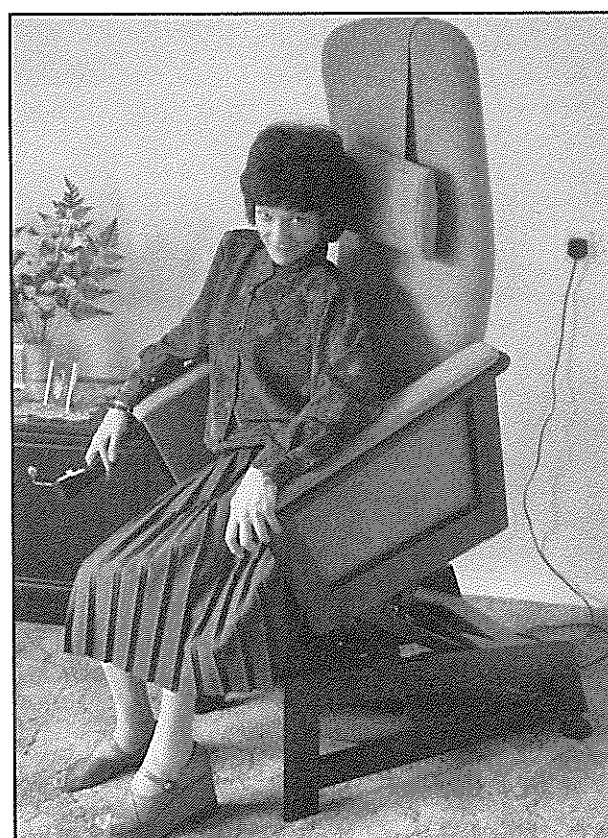
The chair Mr. S used did not hold him in a good sitting position and caused him to go into spasm. DEMAND was asked to design and make a customised chair which would improve his posture and give him greater comfort. His needs were diagnosed using the DEMAND Seating Test Rig. A seating position was determined which enabled him to sit comfortably without going into spasm and which also greatly reduced the need for strapping. As a product search failed to identify any existing chair that would satisfy his needs, DEMAND designed and built a customised chair for him.

The whole chair tilts backwards allowing Mr. S to recline in a comfortable resting position. The cushioning is specially shaped to fit his body and assists in preventing him from going into spasm. He also needs to be kept in a straight upright position and this was achieved by extra large side supports which double as arm rests, a head rest and a retractableommel.

### Adaption of a "Multi-Chair" for Miss M.

Miss M. is in her thirties and has suffered since childhood from Congenital Scoliosis and in recent years has also suffered from Ankylosing Spondylitis. Both conditions are severe and worsening. Miss M. required a comfortable chair for use at home which would accommodate her short stature and enable her to change position in order to obtain pressure relief. Easy access to the chair was also needed.

Following research a suitable chair was obtained from the Parker Care range which provides powered height adjustment with assisted entry and exit. It also has a powered reclining facility. DEMAND adapted the chair for Miss M.'s particular needs. The existing upholstery was removed and special seat cushioning was designed, manufactured and fitted to reduce pressure and allow for her hip deformity.



### A chair bed for Miss L.

Miss L. is an 85 yr old lady suffering from arthritis of the spine, emphysema and asthma. She is also overweight. Despite her problems she is cheerful and optimistic. She lives with and is attentively cared for by her sister who was having great difficulty in getting Miss L. upstairs to bed. This had become increasingly difficult and dangerous, and so Miss L. was sleeping in an unsuitable, uncomfortable chair in the kitchen. The chair did not give her proper support and badly affected her sleeping.

An adjustable Chair Bed was designed and manufactured for use by Miss L., for sitting during the day and for sleeping at night. The chair was customised to enable Miss L. to get in and out of it easily. The leg supports fold and rest at an angle underneath the chair to allow her to get her feet underneath her bodyweight to assist her in standing. A back cushion and an inflatable lumbar cushion provide additional comfort. As the chair is heavy and there is a need to move it away from the wall to adjust it into a bed, mobility was provided through castors with locking brakes.

The chair has a winding system energised through a cranked handle to allow Miss L.'s sister to convert the chair into a bed. The flat surface is large enough to enable Miss L. to rest and sleep comfortably. When used as a bed the spring loaded arms swing down and are positioned under the chair frame. Because of the additional width needed for sleeping, it was necessary for the arms to adjust inwards when the chair is used for sitting. The colour of the upholstery was selected by the client to harmonise with the decor of her home.

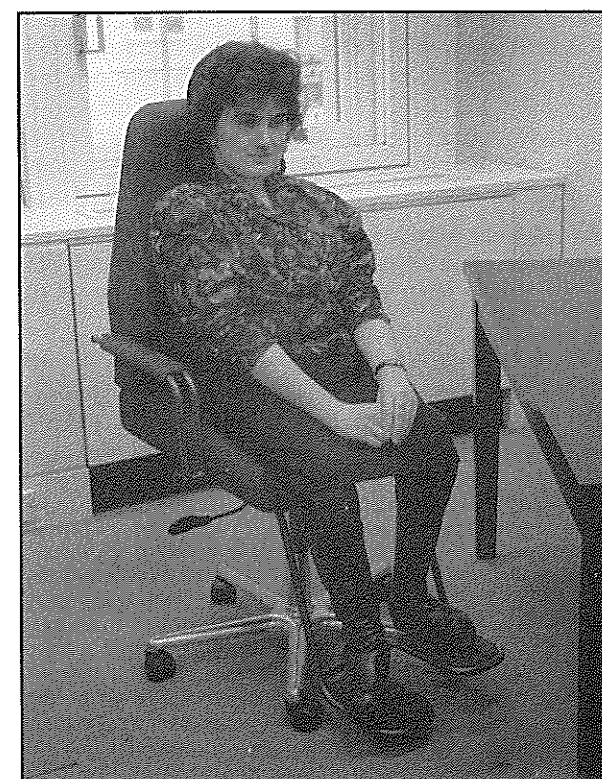


### Office chair for Miss P.

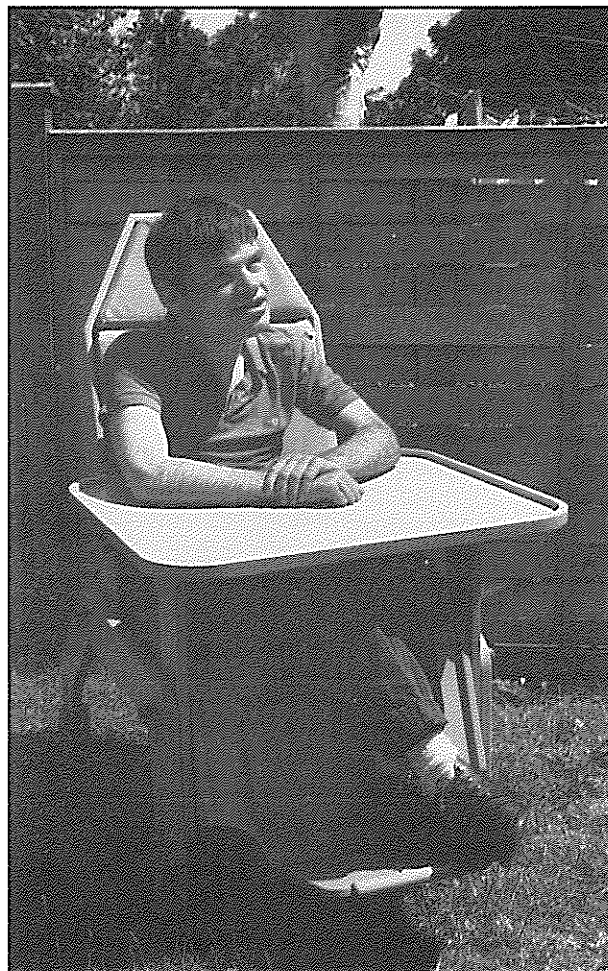
Miss P. who is 25 years old, suffers from Spina Bifida and is only able to walk with the aid of two crutches. She works as a clerk for a bank in central London and was experiencing serious discomfort sitting in her office chair because of her short stature, a leg length discrepancy, some back deformity and a stiff and painful right hip. She was only able to sit for a maximum of twenty minutes at a time so her work was seriously affected and she had been forced to take considerable sick leave.

Miss P. visited DEMAND and her problems were assessed on the DEMAND Seating Test Rig. After adjustments she was able to sit in it without experiencing pain for about two hours. A designer then visited Miss P.'s office to establish the work and environmental factors influencing her seating requirements. A product search failed to identify any chairs on the market which satisfied Miss P.'s needs.

DEMAND then designed and built for her an office chair which provides a comfortable and accessible working position. Some of the special aspects of the chair include: a normal looking backrest and seat, specially shaped cushions using grades of foam to give differing degrees of support. Footrests were fitted because of Miss Pollock's short stature and these slide under the chair when she enters and leaves the chair. A brake was fitted to provide additional stability and the chair was upholstered in similar fabric to the office furniture to give the impression of a normal office chair. As a direct consequence of this project Miss P. has been able to retain her job and carry out her work with much greater efficiency.







### Chair for Stephen W.

Stephen is 20 years old and has Cerebral Palsy. He developed severe epilepsy about three years ago and since then has been unable to walk. He also has a tendency towards Kyphosis. Stephen has a variable ability to control his posture although he has no apparent deformity. He does not communicate but seems to understand something of what is going on around him.

We visited Stephen at the Mencap residential home in Folkestone where he lives and assessed his requirements using the DEMAND Seating Test Rig. His special seating requirements revolve around two main problems; first he tries to eat everything within his reach and secondly his head and trunk tend to fall forward. Stephen did not have a special chair and our market research failed to find a product which would resolve his difficulties.

DEMAND designed and built a comfortable Reclining Chair which provides Stephen with good postural support. A special tray was designed and fitted to the chair which prevents him from falling forward and also deters him from eating everything around him. The chair has removable armrests to assist his entry and exit. Large castors were fitted to enable the chair to be used indoors and outdoors. The chair is upholstered with vinyl cushion covers which are removable and easy to clean.

## The London College of Furniture and DEMAND

With the abolition of the Inner London Education Authority on 1st April 1990, the college will be fully merged with the City of London Polytechnic. In preparations for this merger many staff have been involved in restructuring programmes and exploring new academic opportunities. The Disability Design Research Unit at the college is to continue and the strong links established with DEMAND will be maintained.

With permission to run a Masters Degree programme (Design Research for Disability) five students who graduated from our diploma course are now continuing their project work for submission to the external examiners in June 1990. These projects include engineered products associated with hand function and disability, toys and play environments for therapeutic use and research for cooker control knobs in relation to arthritic conditions. The results of this work will be on view at the College Summer Show from 25th-29th June 1990.

Of the students who graduated in 1989, two have gone into freelance practice, one has a senior post at the Nuffield Orthopaedic Hospital, Oxford, working in the Mary Marlborough Lodge. The fourth, a physiotherapist, has returned to Hong Kong where he will use his research findings to help with seating problems faced by children with cerebral palsy in the school in which he works.

During this busy year the staff too have been active. Late in 1988, Brian Boothby, the Disability Research Unit director, was given the opportunity to write a proposal to the Council for National Academic Awards to compete for Department of Trade and Industry funds. This funding was being made available to prepare teaching material under the heading: "Professional and Business Awareness in Design Courses". Based on experience of teaching, designing and developing products through Demand's workshops, a case was made to develop a teaching handbook accompanied with a video film. We were one of four Polytechnics to win a funding award and commenced the research at the beginning of the last academic year. Jean Collingsworth, a researcher on the staff was engaged to assemble our findings and edit the handbook. Anthony Nicholls, a film maker was engaged to make the video. The package was completed and delivered to the Council for National Academic Awards in September 1989. The document, which includes examples of DEMAND's work in the form of case studies, is already proving to be a valuable reference for those involved in design for disabled people.

Accompanying Government changes in the grant provision for students, we will continue to face particular problems finding financial support to enable postgraduate students to study design for disability. Currently we are exploring possibilities of sponsored research. Demand's help over the years has been invaluable and we look forward to their continuing support in this vital area of education.

## Council for National Academic Awards Design Research for Disability at the London College of Furniture

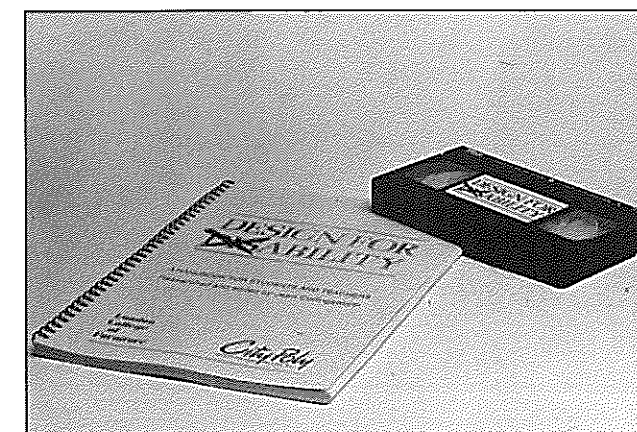
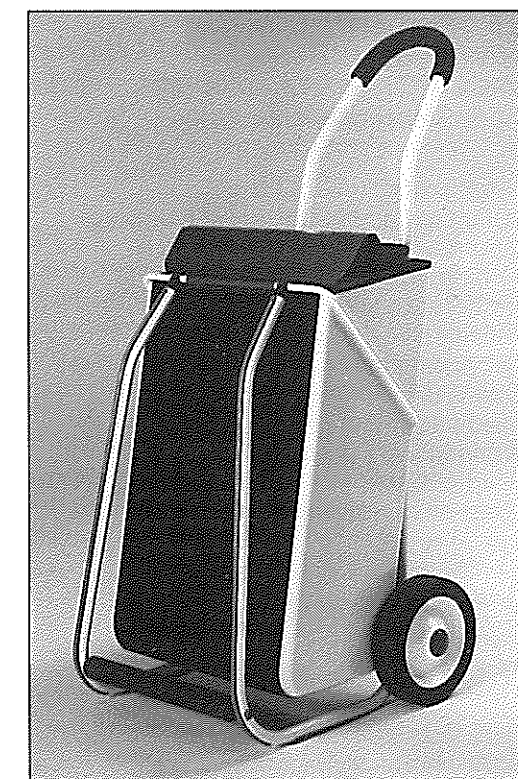


### Tandem pushchair

Designed by Richard Houghton. This double pushchair was designed in response to a need by parents of a disabled child who also have a younger baby. The adaptations were made to a standard McLaren buggy. The baby carrier at the front is easily fitted and being in tandem allows for access through narrow doorways and mobility along pavements.

### Luggage trolley

Designed by Fabio Castelblanco. The trolley may be used to carry shopping or luggage and was designed for use by elderly or disabled people. The runners on the bottom of the trolley make it particularly safe for use on stairs or escalators.



### Handbook and video for use by students and teachers

This package includes a fully researched handbook and a twenty minute video film entitled "DESIGN FOR DISABILITY". It was prepared for the Council for National Academic Awards to be used by teachers and students who may be involved in design projects for disabled people.



# DEMAND

## Design and Manufacture for Disability

### Income and Expenditure Account for the year ended 31 December 1989

	1989	1988
	£	£
<b>INCOME</b>		
Donations	132,463	112,377
Manpower Services Commission	—	7,910
DHSS Grant	6,750	10,500
Untaxed Interest	19,679	13,759
Taxed Interest	52	70
Royalties	11,422	3,883
Income Tax recoverable	3,429	1,657
	<u>173,795</u>	<u>150,156</u>
<b>Paddy Renton Fund</b>		
Donations and covenants	2,338	7,478
Income Tax recoverable	612	486
	<u>2,950</u>	<u>7,964</u>
Less: Expenses	7,195	12,355
Per Balance Sheet	<u>(4,245)</u>	<u>(4,391)</u>
<b>EXPENDITURE</b>		
Scholarships		
Fees	7,670	4,727
Subsistence allowance	3,536	3,466
	<u>11,206</u>	<u>8,193</u>
Staff costs	93,780	99,714
Grant to London College of Furniture	—	1,337
Manpower Services Commission		
Community Project	180	6,600
Prototypes and materials	—	1,462
Research expenses	6,391	—
Workshop expenses	41,392	31,006
Administration expenses	12,010	6,787
Audit fee	805	747
Irene Mould Prize Award	100	100
Depreciation	5,465	6,694
Loss on investment	4	—
	<u>171,333</u>	<u>162,640</u>
<b>SURPLUS/(DEFICIT)</b>	<u>2,462</u>	<u>(12,484)</u>

#### Note:

The fixed assets are being written off over their expected useful lives at the following rates.

Tools and equipment – 10% per annum on cost.

Leasehold property and leasehold property operations will be written off over the period of the lease.

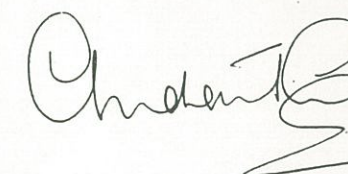
# DEMAND

## Design and Manufacture for Disability

### Balance Sheet 31 December 1989

	1989	1988
	£	£
<b>FIXED ASSETS (Net of depreciation)</b>		
Leasehold property alterations	41,084	—
Tools and equipment	30,548	31,517
Motor vehicles	—	—
	<u>71,632</u>	<u>31,517</u>
<b>QUOTED INVESTMENT – at cost</b>	—	1,004
<b>CURRENT ASSETS</b>		
Debtors and prepayments	10,524	9,311
Cash and bank balances	149,997	172,741
	<u>160,521</u>	<u>182,052</u>
<b>CURRENT LIABILITIES</b>		
Creditors	50,351	30,988
	<u>110,170</u>	<u>151,064</u>
	<u>£181,802</u>	<u>£183,585</u>
Represented by:		
<b>GENERAL FUND</b>		
Balance brought forward	157,406	169,890
Surplus/(Deficit) for the year	2,462	(12,484)
	<u>159,868</u>	<u>157,406</u>
<b>PADDY RENTON FUND</b>		
Balance brought forward	26,179	30,570
Deficit for the year	(4,245)	(4,391)
	<u>21,934</u>	<u>26,179</u>
	<u>£181,802</u>	<u>£183,585</u>

Hon. Treasurer/Trustee  
A. Cussins



#### REPORT OF THE AUDITORS TO THE TRUSTEES OF DEMAND

We have examined the annexed balance sheet and income and expenditure account which have been prepared under the historical cost convention. In our opinion, the accounts give a true and fair view of the state of the affairs of DEMAND at 31 December 1989 and of the income and expenditure for the year ended on that date.

2 South Audley Street,  
Mayfair, London W1Y 6AJ

HERBERT PEPPER & RUDLAND  
Chartered Accountants



## Principal Donors to DEMAND and the Paddy Renton Fund in 1989

Anonymous  
British Petroleum Company Plc  
BBC Children in Need Appeal  
The Betard Bequest  
The Christopher H. R. Reeves Charitable Trust  
The Clover Trust  
The Cripplegate Foundation  
J. G. Fogel Charitable Trust  
The Grand Charity  
The Hampstead Wells & Campden Trust  
The Beatrice Laing Trust  
The Lankelly and Hambland Foundations  
The London Hospital Clubs Union  
The Rt. Hon. The Lord Renton

Manpower Services Commission  
Marks & Spencer p.l.c.  
MEPC Plc  
The Ministering Children's League  
National Westminster Bank PLC  
The Peacock Trust  
The Pilgrim Trust  
The Robertson Trust  
Morris Serlin Esq.  
Thames London Weekend Telethon  
The TSB Foundation for England & Wales  
The James Weir Foundation  
Williams Lea Group

## Other Donors to DEMAND and the Paddy Renton Fund in 1989

Agfa Gevaert Ltd  
Alexander Howden Group Ltd  
Alfred Dunhill Ltd  
Alliance & Leicester Building Society  
Bankers Trust Company  
BET Public Limited Company  
The Sidney Black Charitable Trust  
Blue Circle Industries PLC  
British Gas plc  
Mrs. B. V. Burr  
Edward & Dorothy Cadbury Trust  
S. R. Callaghan Esq.  
Cazenove & Co  
City & Hackney Health Authority  
Courage Ltd  
Coutts & Co  
Councillor K. J. Davies  
Lily & Henry Davis Charitable Foundation  
Dawson International PLC  
Deloitte Haskins & Sells  
Drinkwater Sabey Ltd  
Druck Ltd  
Eaton Ltd  
The Gilbert Edgar Trust  
Ellis & Everard plc  
Ernst & Whinney  
First National Finance Corporation p.l.c.  
The Fitton Trust  
Foseco plc  
Friends of DEMAND  
Hammersmith Society of Friends  
The Glynwed Charitable Trust  
The Godinton Charitable Trust  
Grahame Charitable Trust  
Greycoat PLC  
Hartwell PLC  
Hogg Robinson Gardner Mountain  
Honeywell Control Systems  
The Hoover Foundation  
The Anthony Hornby Charitable Trust  
ICI Group  
Iron Trades  
Jephcott Charitable Trust  
Kellogg's  
Michael Kennedy Esq

C. M. Keyzers 1973 Time Charity  
Kuoni Travel Ltd  
Lady Colquhoun  
Land Securities Properties Ltd  
Laporte Industrial Holdings Plc  
The Edgar Lawley Foundation  
W. R. & E. M. Lee  
Sir Edward Lewis Foundation  
Lilly Industries Ltd  
Lithuanian Sports & Social Club  
Lloyds Bank Plc  
Lloyds Bowmaker Finance Ltd  
Lonrho Plc  
Lord Luke of Pavenham & Hon. Hugh de B. Lawson Johnston  
Mase Westpac Ltd  
McKecknie Charitable Trust  
Midland Bank plc  
Mitsubishi Electric U.K. Ltd  
A. Monk & Co Ltd  
Mr. F. V. Mould  
The James Neil Trust Fund  
Nestle Charitable Trust  
The New Court Charitable Trust  
News International plc  
North London Collegiate School  
Norwich Union Insurance Group  
P. F. Charitable Trust  
Peter Davis (Silks) Ltd  
Price Waterhouse  
Rev. and Mrs Ragget  
The Rayne Foundation  
Rowan Bentall Charity Foundation  
SD-Scicon PLC  
Bank of Scotland  
The Royal Bank of Scotland  
Tim and Clare Scott  
Sheerness Steel Company p.l.c.  
The Sobell Foundation  
Standard Chartered Bank  
The Bernard Sunley Charitable Trust  
Trinity International Holdings  
Unilever PLC  
The Vandervell Foundation  
Jacques Vert PLC  
Lois West Russell Charitable Trust