

MOVING FORWARD

01

ANNUAL REVIEW



MOVING FORWARD... IN THE INFORMATION SOCIETY

## Abbreviations List

AACR	Anglo American Cataloguing Rules	ICLG	Industrial and Commercial Librarians Group
ABF	Association des Bibliothèques Français	ICT	Information and Communication Technology
ACE	Arts Council of England	IFLA	International Federation of Library Associations and Institutions
ADLG	Aerospace and Defence Libraries Group	IPA	International Publishers' Association
ALP	Advancement of Librarianship Programme (IFLA)	JAA	Joint Accreditation Administration
ASCEL	Association of Senior Children's and Educational Librarians	JISC	Joint Information Systems Committee
BIALL	British and Irish Association of Law Librarians	KM	Knowledge management
BL	British Library	LA	Library Association
BSI	British Standards Institution	LACA	Library Association Copyright Alliance
CEE	Central and Eastern Europe	LAP	Library Association Publishing
CIIG	Construction Industry Information Group	LISU	Library and Information Statistics Unit
CILIP	Chartered Institute of Library and Information Professionals	NESTA	National Endowment for Science, Technology and the Arts
CLM	Committee on Copyright and Other Legal Matters (IFLA)	NIP	National Information Policy
CoFHE	Colleges of Further and Higher Education	NOF	New Opportunities Fund
COMLA	Commonwealth Library Association	Ofsted	Office for Standards in Education
CPD	Continuing Professional Development	PAG	Policy Advisory Group (LA)
DCMS	Department of Culture, Media and Sport	PLR	Public Lending Right
DfES	Department for Education and Skills	QAA	Quality Assurance Agency
DTI	Department of Trade and Industry	QCA	Qualifications and Curriculum Authority
EBLIDA	European Bureau of Library, Information and Documentation Associations	SLIC	Special Libraries in Cambridge
EEVL	Enhanced and Evaluated Virtual Library	SPICE	Specialist Provision in Community Languages and English
FAIFE	Freedom of Access to Information and Freedom of Expression (IFLA)	SPRIG	[Organisation which promotes information sources in leisure, tourism and sport.]
FENTO	Further Education National Training Organisation	TIG	Theatre Information Group
		UC&R	Universities, Colleges & Research
		ULISO	[Library Association of Bulgaria]
		UNESCO	United National Educational, Scientific and Cultural Organisation



## From the President, Bernard Naylor MA DipLib ALA FRSA

A President's time has to be divided. There is Council and Committee business at Headquarters which needs attention. Out in the country at large, branches and groups are holding meetings and extending their hospitality to the President. There is a whole range of functions and events through which the library and information world engages with a wider world - of publishers, library suppliers, book users and book lovers and opinion formers. And there is an international stage on which our Association is a major player. The essential leitmotif of this year has been the need to make the transition from LA to CILIP, but the different audiences to which the President needs to play have very different perceptions of that defining process.

In the Councils and Committees of the Association there has been a growing sense of winding up, especially following the decisive vote of the 2001 Annual General Meeting in favour of the proposed merger with the Institute of Information Scientists and the foundation of the Chartered Institute for Library and Information Professionals (CILIP). "Winding up" has meant bringing the affairs of the Library Association to an orderly conclusion. Since the AGM vote, it has been particularly noticeable how the agendas of the major committees of the Association have reflected this theme. Business has tended to dwindle, and some committees have been particularly well aware that their business would be conducted in another way by the new Institute. "Winding up" has also meant ensuring that machinery is prepared and primed so that the essential functions of the new body and of our profession are fulfilled from vesting day at the beginning of April 2002. So the "Implementation Working Party" which was working to effect the merger gave way to a "Shadow Executive Board" once it was certain that our future lay with CILIP.

In the country at large, by contrast, the feeling has been much more one of "business as usual". The interests of the members, whether of the LA or of CILIP, are not going to change substantially because of the merger. There has, of course, been interest and, at times, concern as to what the full implications of CILIP are. But two strong impressions have come across to me which are of a relatively timeless nature. One favourable impression is of the outstanding commitment shown by those members who serve on the committees of our branches and groups or support their activities. I know that many of them get a great deal of personal satisfaction out of the parts they play in our Association's affairs, but that is no reason not to commend the energy and personal sacrifice which often lie behind what they do. The other less favourable impression is that this important structure of branches and groups depends entirely on a relatively small

proportion of our members. There are good reasons in these hectic times, and reasons one has to respect, why many people find it hard to commit time to the Association's affairs. But if there is one major benefit I could wish for CILIP in its formative years, it is an increase in the numbers of members taking an active part in its business.

That wider world has also had some important lessons for me. One is the importance of our Association. The world of children's and young people's literature is one in which our profession engages most dynamically with those writers, agents and publishers who make it the rich and fascinating environment it is. In our prisons, colleagues of ours are helping to remedy the inadequacies of some of our most disadvantaged people; offenders, yes, certainly, but also, in many instances, human beings of real potential. And if we can help to unlock that potential, we can also help to turn their destructive tendencies into forces for good in our society. In these and so many other respects, it has been a privilege for me to get a few glimpses of the contribution our profession can and does make. But I also derived another most chastening lesson from the number of occasions when people, all too often people in high places, showed scant appreciation of what our profession is really about. They could see the need - for a better knowledge base for our society and for improved social inclusion for some social groups, for example - but CILIP has a lot of work to do before we can be confident that our own professional skills will be automatically invoked where we know they can be very effective.

Contacts with the international world of our profession have been almost universally heartening. Throughout the world, the Library Association and the UK profession are hugely respected for their expertise, their commitment and the scope and range of their activities. The American Library Association is the only reasonable comparator, and yet our national population is a quarter the size of theirs. Internationally, there is no doubt, we librarians and information workers of the UK "punch above our weight". And our influence is generally perceived as benign; we are seen as being "on the side of the angels".

The Library Association, and by that I mean all the members, not just those who are regularly seen at 7 Ridgmount Street, is bringing a formidable range of assets to our new partnership. The last year has given me heartening glimpses of this. I have also seen us visibly gearing ourselves up for new challenges and opportunities.

***It has been a good year. We have a great future.***

From the Chief Executive, Bob McKee PhD MIIInfSc FRSA ALA



## Building on the past; investing in the future

This is the last ever Annual Report of The Library Association. At the Annual General Meeting on 25 October 2001, members took the final steps towards unification between the LA and the Institute of Information Scientists - and by the time you read this we shall all be part of CILIP: the Chartered Institute of Library and Information Professionals.

CILIP is a new organisation and, as we look forward, we have a unique opportunity to review and renew all aspects of our professional body to make it fit for purpose in the twenty first century.

But an Annual Report is an opportunity to look back at past achievement - and one thing CILIP will not do is "throw out the baby with the bathwater". Both the LA and the IIS have substantial histories and one important dimension of CILIP's evolution will be to build on that valuable legacy.

Through a proud history of 125 years The Library Association has held an important place in professional life and civil society in Britain. Much that has been achieved globally as well as nationally in bibliographic standards, professional qualifications and service development - the three main concerns of the LA at its inception - has been achieved as a result of work done by the LA and its membership. The Association's history is one of growth in membership, influence, credibility and recognition. The range of activity encompassed by the modern LA is well illustrated in the pages of this annual report.

One major reason for this success story is the ability that the LA has shown throughout its history to transform itself and adapt to changing needs and circumstances.

Every institution must reinvent itself in order to remain relevant and valuable in society; and our Association has always had the vision, courage and resourcefulness to do this. Hence the evolution of member involvement with the development of a comprehensive network of geographic Branches and special interest Groups; the evolution of professional education with the LA becoming an accrediting body and a provider of training and development opportunities; the evolution of governance with a focus on individual rather than institutional members; the evolution of the LA's publishing activity and the development of a broad portfolio of successful income-generating products and services; and the evolution of the "LA library" - a story which will soon, I hope, move into a happier phase with the development of new forms of library and information services for the membership.

In this context it seems entirely appropriate that the LA should mark its 125th anniversary with the transformation that will result from unification. Our Association has a proud history of achievement and a strong tradition of change and transformation. CILIP will build on both. The process of unification is perhaps best summed up by the slogan used to promote the IFLA Conference in Glasgow in August 2002: building on the past; investing in the future. We can be proud of what our old Association has achieved. We should be positive about what our new Chartered Institute will deliver.



2007



## Awards and Events

### Libraries Change Lives Award

Organised in partnership with the Community Services Group and sponsored by the Library + information Show. Awarded in June.

Winner: London Borough of Merton's Refugee Resources Collection and Service

Shortlisted projects:

Boox on the Move, Leeds Library and Information Service and the Barnardo's Castle Project

Burnley Library Special Needs Support Service, Lancashire County Council

### Carnegie and Kate Greenaway Medals

Organised in partnership with the Youth Libraries Group. Awarded in July.

#### **Carnegie Medal**

Winner: Beverley Naidoo for *The Other Side of Truth* published by Puffin Books

Highly commended: Adèle Geras for *Troy* published by David Fickling Books with Scholastic

Highly commended: Philip Pullman for *His Dark Materials III: The Amber Spyglass* published by David Fickling Books with Scholastic

Commended: Melvin Burgess for *The Ghost Behind the Wall* published by Andersen Press

#### **Kate Greenaway Medal**

Winner: Lauren Child for *I will not ever never eat a tomato* published by Orchard Books

Highly commended: Anthony Browne for *Willy's Pictures* published by Walker Books

Commended: Ted Dewan for *Crispin: the Pig who had it, all* published by Doubleday

### The Library Association's Carnegie and Kate Greenaway shadowing scheme

700 schools and public library reading groups officially registered to take part this year, showing continued support and enthusiasm for the scheme. Information and advice for the groups was available through a specially designed Web site ([www.la-hq.org.uk/shadowing](http://www.la-hq.org.uk/shadowing)). It included information on the shortlisted titles, case studies and background on the Awards. The 'Postroom' section of the site, where the young people display their reviews, was revised and improved to make it easier to use.

In May shadowing groups attended Going for the Gold, part of the Young Readers UK children's book festival, where they had the opportunity to meet and quiz some of the shortlisted authors and their editors. The event was filmed and a video was made available at cost price to groups unable to attend. Pupils from Patchway C of E Primary School, St Martin's in Fields High School and The Hollyfield School were chosen to attend the Award ceremony in London, where they met guest presenter Nigella Lawson and the winning authors and illustrators. Peters Bookselling Services were the official supplier to the shadowing scheme in 2001.



### Reference Awards

Organised in partnership with the Information Services and Multimedia Information Technology Groups and sponsored by Whitaker. Awarded in September.

#### ***The Besterman / McColvin Medal for an outstanding work of reference***

Electronic category: James L Harner for *The World Shakespeare Bibliography Online*, published by The Folger Shakespeare Library

Printed Category: Maurice Rickards / Michael Twyman (Ed.) for *The Encyclopedia of Ephemera*, published by The British Library

#### ***The Wheatley Medal for an outstanding index (awarded jointly with the Society of Indexers)***

David and Hilary Crystal for *Words on Words* published by Penguin Books

#### ***The Walford Award for a sustained contribution to bibliography***

Professor John McIlwaine

### E-Learning Community Prize

Organised in partnership with learndirect. Awarded in November by Gary Lineker OBE.

National winner: Sharon Ellis, Wath-upon-Deerne, South Yorkshire, supported by the Rockingham Centre, Dearne Valley College. (Also Yorkshire and Humberside Regional Winner.)

Regional winners:

London:

Marga Burgui-Artajo, supported by Paddington Library.

South East:

Christine Beddows, supported by Woking Library.

East:

Christine Fitt, supported by Watton Library.

East Midlands:

Sudha Mall, supported by Coalville Library.

North East:

Alanm Brown, supported by Stockton Library.

North West:

Oriette Shone, supported by Ellesmere Port Library.

Northern Ireland:

Patricia McAllister, supported by Ballymoney Library.

Wales:

James Fitzgerald, supported by Wrexham Library.

West Midlands:

Wendy Hughes, supported by Lillington Library.

South West:

John W Lewis, supported by Chippenham Library.

### The Library Association Emerald Intelligence + Fulltext PR and Publicity Awards

Sponsored by Emerald and run in association with the LA Publicity and Public Relations Group. Awarded in November.

#### ***Sponsorship and Partnership category***

Winner: Millennium Project - Archive 200, Dudley Metropolitan Borough Libraries

Highly commended: Artemis in the Library, Western Education and Library Board, Northern Ireland

Commended: EEVL £5,000 Free Engineering Book Promotion, EEVL: *The Internet Guide for Engineering, Mathematics and Computing*



Commended: *Voices in the City 2000: Dreaming of England*, Birmingham Library Services

### **Multi-Media and Web Page Publicity Material category**

Winner: BestofBiz.com, London Business School Library.

Highly Commended: Join the E-Revolution, The Royal College of Nursing.

Commended: Tyne Bridge Publishing Web site, Tyne Bridge Publishing at Newcastle Libraries and Information Service

### **Printed Publicity Material category**

Winner: *The Beat*, Leeds Library and Information Services

Commended: EEVL Flyer, *EEVL: The Internet Guide for Engineering, Mathematics and Computing*

Commended: *Free Baby Food*, Southampton City Council Libraries, Archives and Information

### **Promotional Campaign with a budget over £500**

Joint winners: *The Early Children's Book Collection*, Buckinghamshire Libraries, Information, Museum and Archives and Essex Book Festival - '*Home Grown*', Essex Libraries

Highly Commended: *Free Internet*, Borough of Poole Library Service

### **Promotional Campaign with a budget under £500**

Winner: Prize withheld

Highly Commended: *A Touch of Reading*, Darlington Borough Council

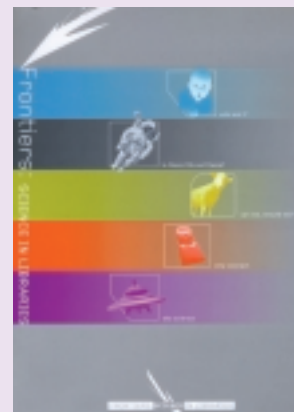
Commended: *World Book Day*, East Dunbartonshire Libraries

### **Commons reception to celebrate children's literature**

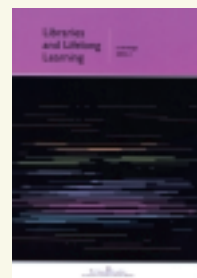
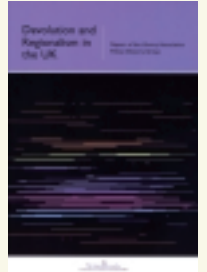
Over 60 MPs from all political parties gave a book to their local library at an event hosted for the LA by the Commons All-Party Group on Libraries, which is chaired by the MP for Ilford North, Linda Perham. The reception, which took place in the Commons Terrace Marquee on December 11, was designed to celebrate children's literature and the role that libraries play in introducing children and young people to the joys of reading. Baroness Blackstone, Minister for the Arts, addressed the guests and Estelle Morris, Secretary of State for Education and Skills, donated a copy of the Science Museum/Dorling Kindersley book *Inventing the Modern World* to her local library in Birmingham, in recognition of Science Year.

### **Frontiers: Science in Libraries - the LA's contribution to Science Year**

Frontiers: Science in Libraries, an LA promotional campaign to mark Science Year, was launched in autumn 2001 and runs until August 2002. Developed with funding from the National Endowment for Science, Technology and the Arts (NESTA), which is running Science Year on behalf of the Departments for Education and Skills, Trade and Industry and Culture, Media and Sport, the project is the result of a new approach to LA campaigns based on themes rather than sectors. A core aspect of the campaign is to encourage libraries from different sectors, particularly school, public, further and higher education, to work together to promote learning about science. A series of resource packs based on Science Year's five half termly themes is being produced, and other activities will include support for library-based study support clubs, a national Science in Libraries Day and a science theme for LaunchPad's Summer Reading Challenge 2002.



# Member Services



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### Lobbying Government and other influential bodies

The LA produced a briefing on the policy priorities of the new Government - Ambitions for Britain? Library and information issues for Labour's second term. This was widely distributed within the library and information community and well received.

The Public Library Standards were at last published in January this year. Already anecdotal evidence suggests they are being helpful in local budgetary discussions. There has been a general election since the publication of the standards and, once the new ministers at the Department for Culture, Media and Sport have had a chance to familiarize themselves with their new portfolios, then developing the standards and providing a credible implementation strategy will become a priority. The LA played a leading role in convincing the Government of the need for the standards and jointly financed their development with DCMS.

The Government produced its response to the Library & Information Commission Education & Libraries Task Group report Empowering the Learning Community in March, and the LA is actively involved in work to take forward this response. Bob McKee sits on the working group on school libraries, led by the Department for Education & Skills, and other staff sit on the DCMS-led working groups to look at issues of training, funding and co-operation will begin work later in the year.

Following lobbying by the LA and other interested agencies, the Office for Standards in Education (Ofsted) has published inspection guidance notes for inspectors who carry out inspections of school libraries and learning resource centres. The neglect of school libraries by inspectors has been a serious professional concern for some time.

The Library Association has become a member of the QCA's programme for monitoring and evaluating the English curriculum. One of the QCA's key findings from the Key Stage 3 pilots is that there is a need for more opportunities to support students' independent reading.

In spring the Government published the new targets for Sure Start - the early years strategy to support children in situations of deprivation. The project will have spent £1 billion and established 500 projects by 2004. Following negotiations with the LA a specific target is included for increasing use of the local library by Sure Start families. All Sure Start projects will have to meet this target.

The DfES's School Libraries Working Group, which has been formed to take forward the school library area of the agenda set by "Empowering the Learning Community", has received a presentation from Jonathan Douglas on strategies to support school libraries in fulfilling their potential. The Library Association has responded to the DfES White Paper "Schools: Achieving Success". The response proposes a broad and proactive role for the library community in supporting learning and teaching. It highlights examples of good practice in both the Schools and the HE sectors.

In June the LA responded to a major DCMS consultation document on Culture and Creativity: the Next Ten Years. In its response the Association re-emphasized the contribution that library and information services in all sectors make to culture and creativity and encouraged DCMS to work more closely with other Departments such as DfES and the Department of Trade & Industry (DTI) to foster the creative spirit across all aspects of human life. The LA also expressed its keenness to work closely with Government on a number of its projects, such as Creative Partnerships and Culture Online. (Other responses prepared so far this year are listed below.)

The report of the LA Policy Advisory Group on a National information policy was endorsed by a meeting of the Policy & Resources Committee in December - it will be formally published in 2002, and a policy implementation group will advise on how the recommendations in the report can be implemented. A report by the Social Inclusion Policy Advisory Group was received at the same meeting. It was agreed that the report needed to be expanded and further work undertaken to meet the ambitious but important terms of reference.

The University for Industry Libraries Cluster, with representatives drawn from all library sectors across the UK, was formally launched in January 2001. Ufi Ltd contributed £4,000 for the administration of the Cluster. The first activity of the Cluster Management Group was to conduct a mapping exercise of learndirect provision in libraries. The outcome of the mapping exercise was a joint Ufi / LA seminar for all library-based learndirect staff on 3rd December, which will inform the work of the Cluster for 2002.

Working in partnership, the joint Institute for Learning & Teaching/LA Initial Entry Route Guidance Notes for Colleagues working within Higher Education Support Services are now available via the LA web site.

Kathy Ennis, Professional Adviser, Academic & Research Libraries, was invited to become a member of the Further Education National Training Organisation (FENTO) Working Party established to take forward the Gaps in the provision of UK-wide occupational standards for support roles in the FE sector project. The first phase of this project concluded in June 2001.

### Responses

Responses to consultation papers include:

- Department for Culture, Media and Sport quinquennial review of the British Library.
- British Library New strategic directions consultation survey.
- Common Inspection Framework for post-16 education and training
- Research Support Libraries Group Call for Evidence
- Curriculum Online and Building on Success (DfES Green Paper for Schools)
- The HEFCE consultation on “Quality assurance on higher education”

### Committees

Kathy Ennis has been invited on to the National Association for Educational Guidance for Adults national committee. Lyndsay Rees-Jones has continued to liaise actively with the Industrial & Commercial Libraries Group (ICLG), the Aerospace & Defence Libraries Group (ADLG), the LA West Midlands Branch and Organisations in Liaison such as SPRIG (which promotes information in leisure, tourism and sport) and the Theatre Information Group (TIG). She also sits on the Committee for UK Serials Group. Mark Field represents the LA on the British Standards Institute Knowledge Management Committee, which has now published a Publicly Available Specification, no.2001:2001, ‘Knowledge Management’, available from the BSI. Mark is also a Council member of the British and Irish Association of Law Librarians, and liaises with HLG and the Construction Industry Information Group.

### Partnership working

The partnership between the Arts Council of England and the LA continues to flourish. Jonathan Douglas has been invited onto the management group of the Arts Council of England’s Bedtime Reading promotion. The Regional Arts Council Lottery programme in the East Midlands is co-funding the Books Connect project, seeking to use the experience gained in reading development as a

springboard for partnership with other art forms. The LA has also contributed £10,000 to the project and wants the experience gained in the East Midlands to benefit all public library services through the development of a partnerships toolkit, and performance indicators to measure the partnerships’ effectiveness. An arts and libraries website ([www.artsandlibraries.org.uk](http://www.artsandlibraries.org.uk)) was launched on the LA stand at the Umbrella conference and is the official website for the Books Connect Project as well as seeking to reflect other initiatives combining the two sectors.

The Library Association agreed to join with the Arts Council of England (ACE) and Southern Arts to create a new Reading Agency. This would combine the expertise and programmes of LaunchPad, Well Worth Reading and the Reading Partnership. ACE will be contributing £60,000 a year for the next three years, and the LA/CILIP have agreed to contribute £40,000 a year for the next three years. The LA funding will ensure that the new agency will have a UK-wide brief, whereas ACE can formally only support English initiatives.

Our strong partnership with the BBC continues, as does work with the National Literacy Trust. Kathy Ennis is a member of the BBC History pilot project advisory group. We have also established an important strategic alliance with the Campaign for Learning, and hosted the launch of the Family Learning Millennium Awards scheme, administered by the Campaign for the Millennium Commission, at the LA in the summer.

We are growing connections with other organisations. Examples are David Haynes Associates, Tomorrow Network and the National Reading Campaign, and Kathy Ennis was invited to be a member of the interview panel for the Joint Information Systems Committee (JISC) further education content manager.

### Copyright

Much of the energy that the LA put into dealing with copyright issues for the first two months of 2001 was devoted to lobbying the European Parliament on the proposal for a Directive on Harmonisation of certain aspects of Copyright and Related Rights in the Information Society (Copyright Directive). Following the lead given by the European Bureau of Library, Information and Documentation Associations (EBLIDA), the LA played a major part in persuading the Parliament not to adopt harmful amendments proposed by some MEPs to the Common Position agreed the previous year. The LA itself lobbied all 87 of the UK’s MEPs, plus the foreign MEPs who were proposing the harmful amendments. Additionally, through various e-

mail discussion lists, the LA urged UK colleagues in the library and information profession to lobby all their constituency MEPs individually. The response from the profession was overwhelmingly supportive and undoubtedly effective. At the February European Parliament Plenary in Strasbourg, the spirit of the Common Position text was approved; the highly damaging amendments were rejected and the provisions to enable copying in and for libraries, archives, student and researchers were safeguarded.

The Directive, formally adopted by the Council of Ministers in June was published in the Official Journal in July. The LA Copyright Alliance (LACA) has been collaborating with educational, archive and museum copyright experts on the national implementation process, which must be completed within 18 months from publication of the Directive. LACA has already sent a library copyright exceptions "wish list" to the Patent Office (July 2001), as well as a response (June 2001), as a result of the Government pre-consultation document, on the need to implement an exception for visually impaired persons.

In addition to attending meetings on the Directive with the Patent Office, Sandy Norman, the LA Copyright Adviser has been involved in meetings on database legislation, Electronic Signatures, and Collective Management of Copyright and Related Rights. She has also had informal meetings with the Publishers Association on various copyright issues including the Copyright Directive.

Sandy Norman was also elected for a further term to the International Federation of Library Associations (IFLA) Committee on Copyright and Other Legal Matters (CLM). She attended the CLM meetings in Boston in August and gave a presentation on the EU Copyright Directive. In April and August she also attended meetings of the IFLA/IPA steering group where copyright was a major topic. In June, she also attended a meeting of the EBLIDA Copyright Experts in Brussels, where Mr Reinbothe of the European Commission gave his views on the interpretation of the Copyright Directive. Also in June, she attended a conference in Zwolle, the Netherlands, on Copyright and Universities and how universities manage their IP rights.

Both Sandy Norman and Bob McKee have contributed to the Public Lending Right (PLR) Quinquennial Review. During the year, Barbara Stratton took up the new post of Adviser, Copyright and Information Development at LAHQ to give advice to Members on copyright matters. She has also taken over the role of Secretary of LACA from Sandy Norman. In September Barbara attended the

UC&R/ABF colloquium on copyright in Bordeaux and gave a paper about the Copyright Directive and the LA's role in the lobby of MEPs earlier in the year.

### Freedom of information

The Association has been actively engaged with IFLA's work on freedom of access to information and freedom of expression (FAIFE), in support of article 19 of the United Nations Declaration of Human Rights. Bob McKee has been elected to the IFLA FAIFE Committee and the Association provided editorial support for the FAIFE World Report on freedom of information (FoI), launched at the IFLA conference in Boston. FoI is also on the agenda of the IFLA/International Publishers Association (IPA) steering group of which Sandy Norman is a member, representing IFLA CLM, and the Chairs of FAIFE and the IPA Freedom to Publish Committee have also agreed to meet.

This year has also seen the establishment of the UK UNESCO National Commission and Bob McKee represents the LA on the Commission's Communications Committee.

The National information Policy Advisory Group had FoI in its brief and has made a number of recommendations in its report that will be considered during 2002. It was also an issue covered in the research on Developments World-Wide on National Information Policy, undertaken by Loughborough University for the PAG with funding from Resource. Thanks to work by Sandy Norman, the LA has a good profile in copyright work, which could be extended to championing user interests in FoI and data protection.

### Regionalism and devolution

Mary Heaney, Director of Learning Centres at Wolverhampton University and Chair of the LA's Regionalism and Devolution Policy Advisory Group (PAG), presented the first of the new-style PAG reports to a meeting of the Policy and Resources Committee on 31 May. The report was warmly received and felt to justify the experiment in forming PAGs to review the key areas of policy development identified in the Association's Corporate Plan. The report was made available on the LA's website (and was published as a printed document in January 2002). The report of a Policy Implementation Group was considered by the Policy and Resources Committee in December, and this sets out how the recommendations in the PAG report will be taken forward. As part of that process it was also agreed to establish a Forum for the UK Home Nations as recommended by the Scottish library Association and

supported by the Welsh Library Association.

Geoff Warren was appointed as the new Regional Development Officer, a post which is jointly funded by the LA, Resource and the BL. He takes up his appointment in March 2002. The LA will be his formal employer, but a Steering Group, consisting of the post's sponsors and other interested parties, will guide his work programme.

### Professional advice, support and networking

The Joint Accreditation Administration (JAA) submitted responses to a number of consultation documents issued by the Quality Assurance Agency for Higher Education (QAA) and the Arts & Humanities Research Board (AHRB). Members of the JAA formed visiting parties to consider new or revised courses offered by three universities. Work has also begun on revision of professional qualifications for the transitional period following unification. LA staff, together with representatives of Branches and Groups, have visited a number of universities as part of the annual Roadshow, during which the benefits and advantages of membership are promoted amongst the student community.

The Registration Board and staff of the Membership, Careers and Qualifications Department continued work on the practical issues associated with the revised qualifications which will be introduced from 1 April 2002. These bring together the qualifications processes and procedures of the Library Association and the Institute of Information Scientists and remove some of the anomalies that disadvantaged LA members in the past. Information and advice has been offered to all those currently involved in the Registration process and arrangements for monitoring and supporting new candidates put in place. The Joint Accreditation Administration agreed the need to carry out a review of accreditation procedures which will happen in parallel with, and be informed, by ongoing research into skills and competencies.

Following publication of the LA's Primary School Library Guidelines in 2000, five schools library services are now piloting them in local schools. The participating authorities are Hertfordshire, Hampshire, Leicestershire with Leicester City, East Sussex, and Wiltshire with Swindon. The piloting period began in September 2001 and will run until July 2002. These pilots will attempt to develop the reader development and information literacy programmes of the school libraries and will develop library policies for the schools.

LaunchPad's annual summer reading challenge was extended with DCMS-Wolfson funding for 2001, and has

attracted more children than ever before. This year's project comprised two elements: The Reading Carnival for children attracted around 500,000 young people, with Challenge Plus for teenagers supporting the reading of a further 120,000 young readers. The project was partnered by the BBC, which has encouraged children to participate in the reading challenge and has been polling young library readers' favourite titles for the Blue Peter Book Awards.

In May the LA published an Early Years Advocacy Pack which was sent to all public library authorities in England. The Pack was designed to support the work of libraries within the fast-growing early years agenda, and to encourage library membership of Sure Start and Early Years Childcare and Development Partnerships. A subsequent national survey by the LA has plotted the significant contribution of libraries to this area of activity.

In preparation for the publication of the DfES- funded Code of Practice for Study Support in Public Libraries, the LA has hosted a series of regional conferences with the Association of Senior and Children's Education Librarians (ASCEL). The Conferences in the North West, the South West, and the East Midlands have supported librarians in planning and developing study support programmes.

On 4 July the Libraries and lifelong learning policy was formally adopted by LA Council. Work has begun on taking forward the recommendations which include: identifying appropriate learner support skills for librarians and working on methods and ways to influence advocacy and advocate on behalf of the profession. The report has been published as one of a series of new-style policy papers from the Association and will be launched in a series of regional roadshows.

First in this series was a new edition of *Best Returns: Best Value Guidance for Local Authorities in England*, published in October. The first edition attracted many plaudits and the Public Libraries Committee warmly praised this expanded and updated version, prepared by Angela Watson. Copies were distributed to public library authorities and it can be downloaded from the LA's website. This is an important and fast moving area so a third edition will be needed in due course.

The guidelines on *Involving Volunteers in Public Library Services* were made available on the LA website at the end of 2001 (and the print version will be published in early 2002). This is an important resource when the issue of using volunteers creatively is at the top of the Government's agenda. The LA was also involved in a joint Home Office and DCMS sponsored programme of



projects - Lending Time - designed to encourage new uses of volunteers in public libraries. Community Service Volunteers was appointed to manage the programme that will include projects in six English public library authorities. However the LA remains firm that job substitution is not on the agenda and that volunteers should be used only in areas where they can be seen to add value to the service.

The Public Libraries Committee, at its meeting in November, endorsed the text of a revised edition of the Local Studies Guidelines. These will be published by LAP in 2002.

The LA welcomed the launch of *Resource's Building on Success: An Action Plan for Public Libraries* at the Umbrella VI conference. We formally responded to the consultation document and expressed our delight at the recognition that Resource needed to address the separate needs of each of the domains - libraries, museums and archives - as well as the common agenda. We look forward to working closely with Resource on public library matters in the future.

### Presentations

Jonathan Douglas, Professional Adviser, Youth & Schools, has given many presentations including those to: the DfES working group on school libraries; the national ASCEL/LA/Ofsted seminar on inspection and libraries; a D.I.K. Conference in Sweden about the creation of Re:source's "Inspiring Learning: A Learning and Access Framework" - he is a member of the think tank that has produced the framework; as part of a Resource workshop at The Museums Association Conference on the role of libraries in supporting learning and regional library groups across England, Wales and Northern Ireland.

Kathy Ennis, Professional Adviser, Academic & Research Libraries, has given presentations on: libraries and lifelong learning; self-assessment; current issues in British academic libraries, (to the German Academic Librarians group); information skills teaching; and post-16 education and the social agenda.

Mark Field and Lyndsay Rees-Jones, Professional Advisers, Special Libraries, have made numerous presentations on KM, including a knowledge management micro-workshop session at the Aslib Electronics Group Annual Conference in May, as well as sessions on information taxonomies and librarianship, and on the future direction of librarianship to LA special interest groups and their external peer groups.

Lyndsay Rees-Jones, Professional Adviser, Special Libraries, has run workshops at conferences and given presentations to a range of organisations including: ICLG on the value of networking; Women In Management on the role of the corporate library; Special Libraries in Cambridge (SLIC) on survival; and the Colleges of Further & Higher Education (CoFHE) Circle North East Branch on solo working.

### Professional advice

Members and others calling for advice and support have wide ranging concerns, from employment to implementing new services. Many are particularly concerned about pay and status. Requests for advice in the academic and research sector averaged 48 per month, ranging through regrading and salaries, redundancies and job descriptions. Concerns raised by librarians in the corporate and industrial sectors covered such issues as service reviews, implementation of a new service, professional isolation, and balancing increasing demands with decreasing resources. School librarians' concerns have recently focused on their role in supporting the new Key Stage 3 National Literacy Strategy. Public librarians have been requesting support in working with new community partnerships. In particular members have been seeking support in working with the 500 new Sure Start partnerships. In response to these requests Member Services produced The Early Years Advocacy Pack.

Many enquiries from school librarians and schools library services have focused on the Ofsted guidelines for the inspection of school libraries, which were published in September 2000 following canvassing by The Library Association. Libraries have been exploring how they can make the most of inspection and school library services have been using their publication as a training opportunity for inspectors, head teachers and librarians.

The programme of workshops aimed at workplace library members offered by the Association to Groups and Branches continues to be taken up, and the professional advisers hope to visit all the regions to promote support for workplace librarians. Topics for consideration are agreed in association with the host, and range from promotion to survival.

In partnership with Learned Information, the LA had a Workplace Libraries "drop-in" stand at the Online Conference and Exhibition from 4-6th December. Lyndsay Rees-Jones and Mark Field were available to provide information and advice to Conference delegates and those attending the Exhibition, and were supported by representatives from BIALL (British and Irish Association of Law Librarians), CIIG (Construction

Industry Information Group) and ICLG (Industrial and Commercial Librarians Group). The stand provided a safe haven from conference sessions and exhibition viewing.

The Solos and Workplace Libraries discussion lists continue to prove their value as an important network for members and a powerful mechanism for members to get their message through to LA headquarters. In May, Bob McKee mediated an online debate on issues related to professional pay and status. Further comments were invited in September and the results considered by Policy & Resources Committee in October. A clear strategy to address this important issue was agreed including a new text for the disclaimer in Library & Information Appointments, and that edited extracts from the Salary Guides should be included as and when space permitted.

Mark Field is currently working with architectural practice Bisset Adams and the Regeneration Partnership in the 'Learning Place Consortium'. This project will look at how we might re-define the civic or community centre around libraries and learning. The project will use opportunities created by the re-deployment of public property. For example, community trusts could manage the resources released by the sale or leasing of run-down or older, scattered sites (mainly offices and depot): using those funds to build a new centre for all services to the citizen, focussed on the library and lifelong learning, mixed with shops, and providing a 'retail experience' high quality of design throughout.

Mark Field is also working with AEA Technologies, providing expertise and advice on taxonomies and search engines to the Wastenet consortium project. Wastenet aims to provide a single point of access to waste-related information held by all the significant stakeholders in the waste industries.

Three vendors have been chosen to build WasteNet 'emulators' - test-beds - which will be used to assess their approach to the prototype phase of this web portal.

Mark has been working with the vendors and the first group of contributors of information to create a thesaurus framework, including operational protocols for the project. Where appropriate, we will be using the e-Government Interchange Format and the e-Government Metadata Framework, including Dublin Core. The insight we are accumulating into the contribution that library and information science skills can contribute to very large information architecture projects, like the WasteNet portal, is invaluable. It is encouraging to find that not only are members active in various involved organisations, but that several organisations currently without information professionals are now considering recruiting someone

with our background as a result of engaging with WasteNet.

### Equal opportunities

Work is progressing with the development of the Diversity Council and its aim to be recognised as a group of CILIP. The Diversity Council is formed from the following bodies: Asian Library Advisers Group, Afro Caribbean Library Association, Chinese Library Support Group, Specialist Provision in Community Languages & English (SPICE), Race and Class, and the recently formed Vietnamese Library Support Network.

Professor Ismail Abdullahi, from Clark Atlanta University, Georgia, USA, has again been very supportive of the work of the LA in this field, and visited Birmingham in March to run a very well-received seminar on training and retention of black and minority ethnic librarians. Two days of training for representatives of the constituent groups of the Diversity Council were organised for the end of September, to ensure that members with the right level of confidence and expertise can be drawn from within the representative communities.

The exciting Women Connect project, aimed at connecting women's groups using the internet, conducted a major launch in the Summer to encourage the formation of further groups after the successful first phase. Public libraries were mailed with leaflets and a request that they publicise the existence of the initiative.

The 6th Unity in Diversity Conference, addressing the contribution of black and ethnic communities to British librarianship was held in conjunction with the Umbrella conference for the first time, to ensure that it had a more mainstream impact. Delegates were also able to attend the opening session of Umbrella, ensuring that many professionals who would not normally get the opportunity were able to experience the Umbrella atmosphere at first hand.

### Knowledge management

The Knowledge management and the professional body seminar was run in partnership with David Haynes Associates in April at LA Headquarters. Its aim was to provide participants with the inspiration, know-how and reassurance necessary for active participation in knowledge management (KM) activities, by exposing them to the experiences and good practice of key practitioners in the field. A very full programme of speakers included Euan Semple, Head of KM at the BBC,

and Frank Ryan from the European Bank for Reconstruction and Development.

The LA has also provided consultancy on knowledge management in libraries, most notably in the integration of library functions in a knowledge management programme.

Lyndsay Rees-Jones and Mark Field ran two open lunchtime seminars on Knowledge Management and the Information Professional at KM Europe in the Hague in November 2001. Once circulated to the delegates, the findings will inform Member Services KM workshops in 2002.

Following the emerging thesaurus and taxonomy theme, Mark assisted the Ark Group to assemble a Knowledge and Taxonomies Conference, due to take place in January 2002. Over 50% of the delegates will have an LIS background and be directly engaged in (and frequently responsible for) significant knowledge or information management programmes in their organizations.

#### Information services

Information Services continued to provide a proactive enquiry service and undertake research on behalf of staff throughout the LA. We are currently undertaking a complete review of all our information provision, in particular the services provided to members. A Member's Day workshop provided the first opportunity to discuss the planned expansion and revamp of member's information provision with the wider community. Over the coming months we will continue this work and also consult with colleagues on the development of an information strategy for CILIP. We are working with Instant Library on the design and fitting out of the Members' areas on the 4th floor, and will be ready to move ahead with this as soon as the building Project is complete.

#### International Relations

Amongst the LA's ongoing international relationships, that with IFLA is particularly active at present as we approach the LA-hosted conference in Glasgow, Libraries for Life: Democracy, Diversity, Delivery, to be held from 18-24 August 2002. In the recent elections for members to serve on IFLA sections between 2001 and 2005, all UK nominations were successful, despite strong competition. The LA actively lobbied on behalf of Kay Raseroka (an LA Overseas Member), who was successfully elected for the new post of President-Elect.

Many UK delegates, including four fully funded LA First-Time members and 15 partially funded members, attended the successful IFLA Conference in Boston, USA, in August 2001. The LA collaborated with the British Council on a stand featuring an exhibition of key UK policy documents under the title 'The Best of British Ideas: Promoting Professional Excellence', and on a reception attended by UK registered delegates, UK exhibitors and a wide range of local contacts. Preparations are under way for a CILIP stand in Glasgow, which will also give the groups and branches an opportunity to promote their activities. Sue Brown, Director of Member Services, presented a paper on Privacy and Information Technology. For the Conference in 2002, the International Department is administering and allocating a large number of bursaries and awards for both UK members and those from developing countries. We are also working in partnership with the IFLA ALP (Advancement of Librarianship Programme) on arrangements for a further group of bursary winners.

The British Council is an important partner in the LA's international work, and is actively involved in planning for next year's IFLA Conference in Glasgow. Bob McKee sits on the British Council's Knowledge and Information Advisory Committee

Planning for two major events has started: a Commonwealth Library Association (COMLA) seminar on issues surrounding fundraising, to be held in the UK immediately prior to the 2002 IFLA Conference in Glasgow; and in 2003 it will be the LA's turn to host the Anglo-Scandinavian Public Libraries Conference and study tour. The conference will be held in Exeter and will focus on Lifelong learning; the tour will be country-wide.

One of the highlights of the LA's bilateral work with overseas associations has been a seminar organised in cooperation with the Lithuanian Librarians' Association, facilitated by two leading UK practitioners, entitled Organizing Children's Services in the Community. The LA also sent a small delegation to Bulgaria in October to establish a programme of co-operation with their association, ULISO and in November 2002 a CILIP representative will participate in an international conference in Sofia and give a series of lectures for ULISO. We are also exploring new bilateral links in Cuba. We have hosted visits for overseas colleagues throughout the year and arranged a number of professional study tours. A number of members were also supported to undertake professional visits overseas, in particular the joint LA/English Speaking Union Travelling Librarian, Robert Atkinson of University College, London.

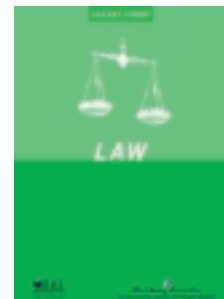
The Association's European work continues to grow and the European Commission has recently ratified the contracts for the CULTIVATE EU and Central & Eastern Europe (CEE) projects, including the sub-contractual arrangements between Resource and the LA. These are projects that facilitate the dissemination of information on EU programmes and activities, and the LA's participation allows it to enhance European services to members. We are also working closely with Resource on the development of their international role, Debby Shorley, Chair of the International Sub-committee and Jill Martin, Head of international Relations and Information services represent the sector on their 10 person International Strategy Steering Group.

### Surveys and research

The Association is stepping up its activities in the area of research. A major piece of research on progress towards national information policy developments worldwide was commissioned by the NIP PAG (see above), and there are plans to commission studies on the skills and competencies of the museums, libraries and archives workforce, and on the current landscape of research in the library and information domain. In this work, the LA works closely with the Arts & Humanities Research Board and with the British Library. For the second year in succession, Bob McKee was a member of the judging panel for the BL's Co-operation & Partnership research programme.

With assistance from librarians working in the sector the LA has updated the FE and HE, Government and Health salary guides, as well as the Law salary guide in partnership with the British & Irish Association of Law Librarians (BIALL).

The Library and Information Statistics Unit (LISU) at Loughborough University completed a research project on behalf of the Association to assess the costs of copyright compliance in further and higher education institutions with regard to compliance with the legislation as well as licensing and administration costs. The report is now available from LISU. The Association has also been conducting a small scale email survey of similar costs in the industrial and commercial sector.





# LA Enterprises

Activity levels have continued to increase throughout Enterprises. The numbers of vacancies in Appointments is very gratifying, as is the number of vacancies being placed with INFOmatch. The quality and breadth of the content in LA Record has continued its very steady improvement and tremendous effort has been made to ensure that the coverage of both news and features reflects the interests of all our members. LAP titles have continued to receive excellent reviews and the sale of coeditions to a number of American publishers demonstrates that the content is leading-edge, of a high standard and international in appeal.

Conferences have had a busy year, particularly with the much increased workload in preparation for IFLA 2002 in Glasgow. The CPD department too has continued to carry a particularly heavy workload with the NOF-funded ICT programmes for school and public librarians. Once again we held a successful Suppliers' Day event, with Tim Owen speaking on 'The Invisible Giant: the library and information services business is big and everywhere'.

We have had considerable staff turnover this year but accept that the high-calibre young staff we have been recruiting will need to progress their specialist careers at some point outside the Association.

The latter part of the year has also seen considerable activity in preparation for the launch of CILIP. LA Publishing has had to find itself a new name and a fresh marketing campaign. The LA Record team have spent time and effort on plans for a new magazine. The Web Manager and the Editor of LA Record have also spent a good deal of time exploring the numerous options for a web site for the new body.

Despite these additional activities the Enterprises have expanded and flourished once again producing an excellent net income.

## Training and Development

The 2001 professional development programme consisted of 82 workshops and 3 Executive Briefings.

A total of 1454 people attended these - an increase of 12% on last year's numbers. The overall attendance rate for 2001's workshops was also higher than in previous years.

The three Executive Briefings held during 2001 were: Recruit Retain Lead which provided an overview of the Public Library Workforce research project. How to become a Beacon Council which was hosted by the



Department of Transport, Local Government and Rural Affairs, in order to promote the theme of 'Libraries as a community resource'. Tell it as it is: Public Libraries and Best Value which provided attendees with an opportunity to meet Best Value inspectors, and to share experiences and ideas about Best Value with other public library professionals.

The LA's NOF ICT learning programme for school librarians successfully met all the assessors' requirements and has continued steadily, with 201 librarians formally completing the course during 2001 and another 420 still studying. Nine authorities are following the LA's NOF ICT learning programme for public librarians, and a programme of advanced training has been set up which started in the Autumn.

At the end of 2001 the British Library decided to halt their short courses and we are now absorbing these into our own programme.

Marketing Executive Philippa McGurk left the LA during 2001 and was replaced by Helen Finch, and Suzanne Wheatley also joined the department to support the NOF/ICT projects.

### Advertising

Advertising in both the LA Record and Appointments continued to be a highly successful income generator. Most significantly, Appointments achieved record-breaking figures which were 14% better than in 2000. Ad Manager, our specialist advertising software, is now operational as a database, but it should be in full use by the end of 2002. This will help to maximise sales prospects and handle more efficiently the steadily increasing volume of business. The trend continues for Appointments to carry a fair number of senior posts, which augurs well for the future, while a very pleasing aspect has been the rise in special library advertising. The monthly feature articles on careers and employment issues remained popular with readers.

Lisjobnet, the LA's Appointments website, has had several enhancements. Jobseekers no longer need to register although they can sign up for the new email service alerting them to the new jobs each fortnight.

The Buyers Guide Directory at the back of LA Record continued to be successful. The guide now generates 15% of income to the LA Record. In 2002 it will become a supplement (ISSN1476-7872) to Library & Information Update and will be published quarterly.

### Record

Elsbeth Hyams has been in post as Editor for just over a year. Her appointment has provided an opportunity to diversify subject and feature coverage and increase the Record's appeal to information scientists as well as traditional librarians. The Record continues to be produced to a very high standard, always on time, and this is very much to the credit of everyone working on it. Some design improvements have been introduced in the course of the year thanks to new designer Marianne Nyman. The book reviews commissioned by Honorary Review Editor Diana Dixon have gone from strength to strength, and anecdotal feedback on the magazine as a whole has been highly complimentary.

Three special issues have been produced this year: on books and reader development in March, on social inclusion in August, and on 'international issues' in November. In addition there have been two issues with 'mini-themes' - one on issues in the digital environment in February and another, in October, on the use that is made of digitised material in the academic sector.

Since the beginning of the year the Record has ceased to publish Library Technology separately, incorporating technology matters into the main body of the magazine. This has led to increased pagination per issue.

Elsbeth has, since January 2001, taken over responsibility for the LA website and LA Web Manager Alan Cooper is now part of her team. Together they have been examining a range of options for the development of the site so that, in conjunction with LA Record, the needs of members of the new body will be best met.

### Library Association Publishing

This year LAP has published a number of new training packages particularly targeted at the public sector, on delivering best value and training staff in its underlying principles, and these have been very well received. Competing with Knowledge, published in association with TFPL, marks LAP's first exploration into the impact of Knowledge Management on the sector and its success points to further publishing developments in this area next year.

The Map Library in the New Millennium is a more specialist but equally leading-edge look at digital developments in map librarianship. Continuing a pattern of co-publishing a number of leading LAP titles with US publishers, this was co-published by the American Library Association. LAP has also continued to work with Neal-

Schuman and Scarecrow in the United States, as well as with its regular distributor. AACR2 remains an important title in the list and is subject to an on-going revision process. Newly agreed amendments are currently being released and, at a meeting of the Committee of Principals in May, it was agreed that the work would be available from next year as a loose-leaf block. New editions of successful titles *A Guide to Finding Quality on the Internet*, *The Advanced Internet Searcher's Handbook* and *Copyright* indicate the ongoing demand for information in these two crucial areas of our profession's work.

In December the first title in the new *Digital Futures* series was published; other titles in this exciting series covering all issues relating to digital libraries will follow in 2002 and several other series are under development to be launched in 2002/3.

LAP continues to review its marketing strategy and sees the website as playing a vital role. Work is ongoing to relaunch the website in early 2002 with a full online catalogue, online ordering facility and regular features and offers. To facilitate this a new in-house database has been installed, which enables the team to upload data swiftly to the site.

LAP was sorry to lose Helen Vaux, its Commissioning Editor, but she has been replaced by Rebecca Casey who has settled in well. Helen Carley, LAP Publisher, went on maternity leave at the end of November.

### INFOmatch

INFOmatch placements over the last year have reflected the diversity of tasks, interests and skills expected of library and information staff in today's workplace. The Consultants strive towards an ideal match of job seeker and vacancy. For example a number of LIS course students studying part time have found work which contributes financially and skills wise to their studies; some early retired workers have found a niche which exploits their depth of expertise in indexing or archiving tasks. Cataloguers were greatly in demand, especially for project work which had funding from sources such as the lottery. Rates of pay have improved by over 4% from the previous year, which is encouraging as this is more than the rate of inflation.

Overall the financial performance was significantly better than for the previous year which had in turn been a highly satisfactory performance. There has been an increase in the number of permanent vacancies dealt with by INFOmatch, and a significant number of temporary jobs do turn into permanent offers, making temporary work a

very viable option, especially for the job seeker who is unsure of which direction to take.

During the year INFOmatch achieved some of its best ever weeks of temporary business, which has grown steadily. INFOmatch marked the significant role of temp workers with national Temporary Workers Week, which included prizes for both temps and their workplace colleagues. Temporary workers have also welcomed the introduction of paying their holiday pay entitlement on a weekly basis.

The staff participated fully in the major professional events such as *Online Information*, *UmbrelLA*, *Members' Day* and the *Library + information Show*, taking the opportunity to meet both clients and candidates, established and new. They regularly visited academic and other institutions and have run workshops on job seeking for organisations in the LIS sector as well as contributing to other professional activities with their LA colleagues. They ensure their work practices are kept up to date with courses, for example on employment law.

Emily Parker, Senior Recruitment Consultant, left in the summer for an HR advisory role in Government. Her place has been taken by Emma Jones who has a significant number of years' experience in recruitment. Another new member of the team is office administrator Joyce Yusuf, who has a background in office management. The rest of the team are Susan Baillie, Head of INFOmatch, and Recruitment Consultants Mundeep Deogan and Sharon Liberman.

### Conferences

The prime focus of work, this year, has been to plan four events - *UmbrelLA 6*; the 21st Annual Public Library Authorities Conference; *Members' Day*; and the potentially massive International Federation of Library Association's 68th meeting to be held in Scotland, August 2002.

The sixth *UmbrelLA* biennial Conference and Exhibition at Umist, Manchester attracted 1,161 delegates - a reduction of 10.8% on the 1999 event. However, exhibition sales, under the newly-appointed Conferences and Exhibitions Executive, Joan Thompson, held up well and, overall, the participating LA Groups, the IIS and members attending were pleased with the success of the event. The choice of social functions - with visits to the Lowry Gallery; a steam railway trip; and a meal in Chinatown were well received - and the innovation of presenting three Plenary Sessions, addressed by Lord Matthew Evans, Professor Bob Fryer, and the popular author Penelope Lively were well attended.



It has been agreed to hold the event again - re-badged as CILIP's Umbrella 2003 - at Umist and then seek a new venue for an 8th event to be held in 2005.

The 21st Annual Public Library Authorities Conference was held in the Public Libraries Group's "favourite" venue, the Palace Hotel Torquay - where over 200 local authority councillors and Heads of Library Service held three days of intensive meetings in September. A lively social programme was also organised - and the Conference Dinner highlight was the author and broadcaster, Ian McMillan.

The 2nd London's Living Library exhibition and mass author signing was held in Covent Garden on Saturday 10 November. Boosted with the sponsorship of Books etc this year, over 100,000 leaflets were distributed by the Association of London Chief Librarians - who employed LA Conferences for event management for the second time. In addition to the event's Public Day, a pre-opening reception attracted many London Mayors and personalities including "Morse" author Colin Dexter and Minister of Culture, Baroness Blackstone .

Planning for 2002 events proceeded at a rapid pace - the IFLA meeting in Glasgow, which expects an attendance of 2-3,000 delegates from over 100 countries taking the most time. Registrations for this were launched at IFLA, Boston and sales of exhibition space, which commenced in June are both going well at this stage. However we do have some concerns following the events of September 11th and the extent of US attendance that we originally expected.

Efforts to combat this include online booking, the innovation of a "Flying" Visit of 28 hours and the creation of an E-Zine - none of which have been attempted previously by the Association.

# Membership



# Honorary Awards 2001

## Library Association Honorary Fellowship

Dr Michael Clanchy FLA  
Research Fellow, Institute of  
Historical Research

## Library Association Certificates of Merit

Selwyn Eagle  
Freelance Newspaper Researcher,  
formerly Chief Librarian BBC Data  
Services

Ann Edmunds  
Chair, CoFHE Midwest Circle,  
formerly Subject Librarian Oxford  
Brookes University

Dr John Harvey  
Chair of the Sheffield Information  
Organisation (SINTO)

## Honours Lists

The following National Honours  
were bestowed on Members during  
2001

### In the New Year's Honours List:

David Thomas Joseph Doughan  
MBE

### In the Queen's Birthday Honours List:

Annie Everall OBE

## Obituary

The list of Members who died during  
2001 appears in the extended version  
of the Annual Report.

<b>Total Membership</b>	<b>22939</b>
<b>Total UK Personal Membership</b>	<b>21214</b>
Associate	13478
Fellow	915
Ordinary	6275
Affiliated	646
UK Institutional Membership	444
Corporate Partners/Suppliers Network	23
<b>Total Overseas Personal Membership</b>	<b>1041</b>
Associate	487
Fellow	116
Ordinary	438
Overseas Institutional Membership	181
<b>Members by Employment (leading categories)</b>	
Public libraries	5477
Universities & colleges	3835
Industrial & commercial	1660
Schools	1620
Government	880
Medical & hospital	772
National	424
Professional & learned	225
Students	1284
Unemployed	1540
Retired	2386
Not working in the library & information sector	672

## Honorary Treasurer's Report

Keith Webster BSc MLib AIMgt ALA MIInfSc

### Results

The Library Association's accounts for 2001 continue to show a satisfactory financial position. Operating activities for the year produced a surplus of £214,781. Designated funds set aside for repairs and maintenance in last year's accounts have been utilised in fitting out the new fourth floor, and preparing plans for a general refurbishment of the building, to be completed in 2002. Restricted funds have decreased by £9,948, due mainly to legacy and investment income being offset by unrealised investment losses.

The value of investments decreased during the year due to the poor performance of world markets, which resulted in total unrealised losses of £409,776. It is hoped that investment value should grow again as the markets recover.

I am confident that the Association's finances will remain healthy and that they will provide a sound basis for future development of the services to members of the existing Association and the new body formed through unification.

### Reserves Policy

The Library Association's reserve policy is designed to determine the level of reserves required to enable it to:

- a) Cover periods of low income (due to adverse market conditions, or a fall in membership) while remedial action is taken
- b) To cover an unexpected loss on a project
- c) To cover unforeseen expenditure items.

The minimum reserves required are calculated as 20% of budgeted LA Membership fees over three years + 30% of budgeted Enterprise income over three years. For 2001, this amounted to £3.5m. In addition, the policy allows for sums to be set aside in designated reserves for important expenditure outside the normal operating budget.

Branches and Groups retain separate reserves to fund their own activities.

The repairs and maintenance reserve now stands at £972,569 which is sufficient to complete the refurbishment of 7 Ridgmount Street during 2002. This will modernise it and provide suitable space for subletting.

The depreciation reserve reflects the building cost of the fourth floor, completed in 2000, and is used to cover depreciation on this substantial asset over its useful life.

The contingency reserve of £270,000 reflects the anticipated cost to the Association of hosting the IFLA 2002 conference.

The development reserve of £682,138 covers a number of projects including the exceptional costs relating to unification with the Institute of Information Scientists, and plans for strategic and regional development. The charge against this fund of £47,862 this year relates to the costs of unification.

The balance on unrestricted reserves of £3,262,624 represents the funds required to cover unforeseen future fluctuations in Membership or Enterprise income. This is below the minimum level of £3.5m required by the reserves policy formula, due to unrealised losses on investments, which have performed poorly this year.

### Risk Management

During 2001, the trustees carried out a detailed exercise to identify the risks to which the Association is exposed and the systems and procedures currently in place to mitigate those risks. The exercise resulted in the preparation of a risk register, which will be regularly updated and reviewed by the trustees. Issues raised by this exercise will be addressed in the Corporate Plan of the new body formed after unification.

## Financial Statements for The Library Association

### Balance Sheet

As at 31 December 2001

	2001		2000	
	£	£	£	£
<b>FIXED ASSETS</b>				
Tangible Assets		1,957,830		1,748,148
Investments in subsidiary companies		2		2
Other investments		1		1
<b>CURRENT ASSETS</b>				
Stock and work in progress	79,702		108,571	
Debtors	1,037,949		841,849	
Investments	4,536,647		5,688,343	
Balances held by Branches and Groups	639,957		615,366	
Bank balances and cash in hand	812,712		384,038	
	<u>7,106,967</u>		<u>7,638,167</u>	
<b>Less: CREDITORS</b>				
Amounts falling due within one year	<u>1,198,125</u>		<u>1,002,704</u>	
<b>NET CURRENT ASSETS</b>		<u>5,908,842</u>		<u>6,635,463</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>7,866,675</u>		<u>8,383,614</u>
<b>MEMBERS' FUNDS</b>				
Restricted funds		714,855		724,803
Unrestricted funds:				
Designated funds		3,309,789		3,600,000
Other funds - Head Office		3,262,624		3,509,342
Branches and Groups		<u>579,407</u>		<u>549,469</u>
		<u>7,866,675</u>		<u>8,383,614</u>

Signed on behalf of the council by:

Keith Webster: Honorary Treasurer

Bob McKee: Chief Executive

Approved by the Council on 3rd October 2002

## Statement of Financial Activities

Year ended 31 December 2001

	2001			2000	
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £	Total £
<b>INCOMING RESOURCES</b>					
Members' subscriptions	2,039,712			2,039,712	2,018,026
Income from quoted investments	176,654		26,531	203,185	176,981
Rent	161,011			161,011	102,770
LA Enterprises income	3,535,058			3,535,058	3,689,992
Legacy			20,069	20,069	287,000
Miscellaneous	239,518			239,518	283,413
Income to Branches and Groups	927,039		2,174	929,213	930,964
<b>TOTAL INCOMING RESOURCES</b>	<b>7,078,992</b>	<b>0</b>	<b>48,774</b>	<b>7,127,766</b>	<b>7,489,146</b>
<b>RESOURCES EXPENDED</b>					
<b>Cost of generating Funds - Enterprises</b>					
Staff salaries, NI and pensions	924,864			924,864	735,165
Conferences, courses and publication costs	1,447,921			1,447,921	1,710,713
Agency Staff	26,565			26,565	78,505
Professional fees, project, promotion and other expenses	219,480			219,480	152,304
Support costs	753,186	85,535		838,721	686,059
<b>Charitable expenditure</b>					
Staff salaries, NI and pensions	833,656			833,656	910,850
Agency staff	39,964			39,964	17,615
Payments to Branches, Groups and Affiliated Members Committee	236,847			236,847	236,130
Expenditure of Branches and Groups	897,101		7,521	904,622	923,947
Professional Fees, project, promotion and other expenses	314,631	47,862	5,000	367,493	417,698
Support costs	728,079	82,684		810,763	817,993
Management and Administration	323,658	74,130		397,788	312,907
Council committees and elections	118,259			118,259	112,012
<b>TOTAL RESOURCES EXPENDED</b>	<b>6,864,211</b>	<b>290,211</b>	<b>12,521</b>	<b>7,166,943</b>	<b>7,111,898</b>
<b>NET INCOMING/ (OUTGOING) RESOURCES</b>	<b>214,781</b>	<b>(290,211)</b>	<b>36,253</b>	<b>(39,177)</b>	<b>377,248</b>
Gains/(losses) on investment assets:					
Realised	(67,986)	0	0	(67,986)	(83,674)
Unrealised	(363,575)	0	(46,201)	(409,776)	(39,444)
<b>NET MOVEMENT IN FUNDS</b>	<b>(216,780)</b>	<b>(290,211)</b>	<b>(9,948)</b>	<b>(516,939)</b>	<b>254,130</b>
Fund balances brought forward at 1 January 2001:					
Head Office	3,509,342	3,600,000	658,906	7,768,248	7,521,135
Branches & Groups	549,469	0	65,897	615,366	608,349
Fund balances carried forward at 31 December 2001:					
Head Office	3,262,624	3,309,789	654,305	7,226,718	7,768,248
Branches and Groups	579,407	0	60,550	639,957	615,366
	<b>3,842,031</b>	<b>3,309,789</b>	<b>714,855</b>	<b>7,866,675</b>	<b>8,383,614</b>

## Notes to the Accounts

1. The full accounts of The Library Association, on which these accounts are based, have been audited by Kingson Smith. They are included in the extended version of the Association's Annual Report.
2. Restricted funds are available for purposes specified by the donor.
3. Designated funds include amounts set aside for major refurbishment work on the Library Association's London office, the anticipated cost of hosting the IFLA 2002 conference and the development of services for members.

## Report of the Auditors to the Trustees of The Library Association

We have examined the summarised accounts on pages 23-25.

### Respective responsibilities of Trustees and Auditors

The Association's Trustees are responsible for the preparation of the summarised accounts. We have agreed to report to you our opinion on the summarised accounts' consistency with the full accounts on which we reported to you on 24 October 2002.

### Basis of Opinion

We have carried out the procedures we consider necessary to ascertain whether the summarised accounts are consistent with the full financial statements from which they have been prepared.

### Opinion

In our opinion, the summarised accounts on pages 23-25 are consistent with the full accounts for the year 31 December 2001.

Kingston Smith  
Chartered Accountants  
Surrey House  
36-44 High Street  
Redhill  
Surrey RH1 1RH

Date: 24 October 2002



## The Library Association

*Established 1877*

*Incorporated by Royal Charter 1898*

To unify with the Institute of Information Scientists 2002 to form CILIP: the Chartered Institute of Library and Information Professionals

We have approaching 25,000 Members, most of whom are personal Members whose working environments include libraries in higher and further education, industrial and commercial organisations, the health sector, professional and learned societies, government and local government departments and agencies, schools, voluntary organisations and national and public libraries.

A total of 14,074 of our Members are Chartered Librarians. We have personal Members in more than 90 countries worldwide.

Some of our 554 institutional Members have been in continuous Membership since the nineteenth century. We have nearly over 150 overseas institutional Members in 43 countries.

## Special Interest Groups

Branch and Mobile Libraries Group  
Career Development Group  
Cataloguing and Indexing Group  
Colleges of Further and Higher Education Group  
Community Services Group  
Education Librarians Group  
Government Libraries Group  
Health Libraries Group  
Industrial and Commercial Libraries Group  
Aerospace and Defence Librarians Sub-Group.  
Information Services Group  
International Group  
Library History Group  
Local Studies Group  
Multimedia Information and Technology Group  
Personnel, Training and Education Group  
Prison Libraries Group  
Public Libraries Group  
Publicity and Public Relations Group  
Rare Books Group  
Retired Members' Guild  
School Libraries Group  
University, College and Research Group  
Youth Libraries Group

This Annual Report is available in alternative formats on request from Information Services

Telephone: 020 7255 0500

Textphone: 020 7255 0505

In April 2002, the Library Association will unify with the Institute of Information Scientists to form CILIP: the Chartered Institute of Library and Information Professionals.

An extended Annual Report containing further information required by the Charity Commissioners is available from:

Information Services

CILIP: the Chartered Institute of Library and Information Professionals  
7 Ridgmount St, London WC1E 7AE.

Telephone: 020 7255 0500

Textphone: 020 7255 0505

Email: [info@cilip.org.uk](mailto:info@cilip.org.uk)

Website: [www.cilip.org.uk](http://www.cilip.org.uk)

*Registered Charity Number 313014*