



# **Ben – Motor and Allied Trades Benevolent Fund**

**(Limited by guarantee)**

**Report and Financial Statements for  
the Year Ended 31 March 2019**

Charity number: 297877 (England and Wales) SC039842 (Scotland)  
Company number: 02163894

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## Chair's report

Last year signified the start of our journey of transformation and the beginning of our ambitious five-year plan, which saw us taking action on a number of initiatives within our two service areas: Health & Wellbeing services for the automotive industry and Care Services for those in later life, in support of our mission 'making a positive difference to peoples' lives'.

### Health & Wellbeing support services for automotive industry people

We are transforming our health and wellbeing support under the leadership of Rachel Clift, who joined in September 2018. We are reaching more people with a wider range of support and are giving them more choice about how they receive our support. Our holistic approach and needs assessment enable us to address the core issues impacting upon a person's quality of life and health and wellbeing, empowering individuals to make positive, lasting change which you can read more about on p.7.

During the year, over 3,000 people contacted Ben's helpline for support and over 13,000 accessed online support. There was also a 29% increase year on year on the number of cases managed by Ben's support services team. This year we have helped even more people with mental health issues – representing over half of all helpline enquiries which reflects the challenges within the automotive industry today.

Through Ben4Business, we have continued to deepen and extend our partnerships with organisations across the UK, helping them support their employees, with the aim of building a stronger, more resilient automotive industry together. We have worked with over 240 companies, which represents a 68% increase on the previous year.

### Care services for those in later life

In April 2018, Stephen Robinson joined as Care Services Director. During the year, we completed a consultation process across all care services to start to achieve efficiencies in line with our 5-year plan. With a consistent approach to delivering care and support as a person's needs progress, Ben's care services deliver 'peace of mind' to relatives and loved ones. This year we are extremely proud that Birch Hill achieved an overall 'Outstanding' rating from the CQC and are also pleased to report that the rest of our care centres are rated 'Good' across the board by the CQC.

At Lynwood Village, the completion of phase 2 provided an extra 73 homes in our retirement community and the village is approaching full occupancy. In April 2018 our Patron, Her Royal Highness Princess Alexandra, officially opened the village and helped us to celebrate the success of our growing community. Read more about our care services on p.8.

### Organisational transformation

The care we provide through our centres and retirement village and the health & wellbeing support services provided to automotive industry people require different management arrangements and infrastructure. We are investing in technology and culture change and have realigned our governance and management structures. These steps are enabling us to respond more quickly to the changing needs and challenges of our beneficiaries, as well as the impact that Brexit and technological advances are having on the automotive industry.

We would like to say a heartfelt thank you to those who have supported Ben throughout the year, by way of raising awareness of our support, donating or volunteering. A big thank you also goes to our staff who work hard to help us provide support for life.



Steve Nash  
Chair

## Reference and administrative details

Company Name:	BEN-Motor and Allied Trades Benevolent Fund
Company Number:	2163894 (England and Wales)
Charity Number:	297877 (England and Wales) SC039842 (Scotland)
Registered Social Housing Provider Number:	LH 3766
Registered Office:	Lynwood Court, Lynwood Village, Rise Road, Ascot, SL5 0FG
Auditors:	BDO LLP, Arcadia House, Maritime Walk, Ocean Village, Southampton, SO14 3TL
Bankers:	Barclays Bank Plc The Co-Operative Bank
Solicitors:	Blandy and Blandy LLP
Investment Managers:	Cazenove Capital Management Limited

## Strategic Report and Trustees' Annual Report

The Trustees are pleased to present their annual report together with the consolidated financial statements of the charity and its subsidiaries for the year ending 31 March 2019, that also meet the Companies Act requirements for a Directors' report.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by 'Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2015' (SORP).

### Our purpose and activities

Our purpose is to relieve distress and financial hardship by the provision of support and facilities to people and their close dependants, resident in the UK or the Republic of Ireland, who are working or have worked in a qualifying trade or the industry.

For the purposes of these objects:

- residence in the UK or the Republic of Ireland shall mean residence which entitles the resident to claim Housing Benefit in the UK or the equivalent in the Republic of Ireland;
- a qualifying trade or industry shall include the motor, agricultural engineering, cycle and allied trades and industries.

Facilities may also be provided for the benefit of the wider public (to the extent that these facilities are not required for the benefit of people who do qualify).

### 'Support for life' – how we achieve our aims and objectives

The charity achieves its aims and objectives through the provision of care and support to enable total health and wellbeing through working and later life:

#### Health and Wellbeing for automotive industry people

We provide support for life for automotive people and their family dependants. We work with individuals to provide tailored support plans, case management and interventions such as counselling, life coaching and financial assistance. We seek to understand a person's challenges and identify the causes of the underlying issues affecting their quality of life, health and wellbeing. Our free and confidential advice and support helps people overcome any challenges they face, at whatever stage of life, empowering them to make lasting, positive change.

We deliver our services through:

#### *Helpline*

Ben delivers tailored one-to-one support via its free and confidential helpline, available on weekdays from 8am-8pm and accessible via the telephone, email, text and online chat.

#### *Tailored support*

Based on an initial exploratory conversation and a needs assessment, a tailored support plan is developed. This plan could include relevant information, advice and guidance but also involve Ben referring an individual to a range of specialist organisations for counselling or assistance with ways to manage money and benefit entitlement.

Ben's support is offered via telephone and in person as appropriate, always based on individual preferences and needs. Ben supports people with a wide range of challenges including money problems, illness, anxiety, depression, bereavement and loneliness. Ben's ongoing one-to-one support is designed to provide the right support at the right time and the confidence to make lasting, positive changes to help people get their lives back on track - for good.

# Ben – Motor and Allied Trades Benevolent Fund

## Report of the Trustees including the Strategic Report for the year ending 31 March 2019



### *Online tips, advice and tools*

Ben's online tips, advice and tools provide people with the information and support they need to live and work well. These are delivered via Ben's website and direct to the inbox of those who sign up to receive them. Information and tips about a range of topics such as debt, mental wellbeing, self-care, stress, sleep, loneliness and bullying provide much-needed support to help prevent issues arising or developing into a crisis.

### *Working in partnership with the automotive industry*

By working in partnership with automotive industry companies, Ben can help them to support their people through life's challenges and together build a stronger, more resilient automotive industry. Ben can only reach all automotive industry people through companies, so these partnerships are crucial. Ben is dedicated to working closely with employers to help support their people, and therefore the industry as a whole.

The Ben4Business programme brings together the services that Ben offers to industry partners in one package, consisting of a range of workplace awareness and engagement initiatives, training programmes and digital assets to help promote its services within companies. Through Ben4Business, Ben works with employers and their HR teams to understand the 'people challenges' their businesses face and agree a programme of awareness and training initiatives to help address those issues. This year we further developed our critical response service to support businesses in providing the appropriate, and often immediate, support employees need after experiencing an unexpected or traumatic incident.

### **Care and housing services**

In addition to our health and wellbeing support for the people of the automotive industry, Ben also provides flexible, continuing care and support for those in later life. Whether we are providing long-term residential, nursing or dementia care, short stay respite and rehabilitation or welcoming a new member to our day centre, we value each individual and deliver tailored care, specific to their needs. Ben offers care services via its centres in Ascot, Rugby and Norham (Berwick-upon-Tweed) and day centre in Coventry.

Ben's care services reflect an individual's right to respect, dignity and personal choice, delivered in a homely, welcoming environment. With a continuing and consistent approach to delivering care and support as a person's needs changes, Ben's care services deliver 'peace of mind' to relatives and loved ones. Assisted living accommodation is also provided at Town Thorns and Birch Hill sites.

### **Retirement community**

Our retirement community, Lynwood Village, in Sunninghill near Ascot, provides independent living for people aged 65 and over. Spacious homes, beautifully designed with the future in mind, sit within a friendly, sociable community with optional, flexible support on hand if required. In addition to care in the home, Lynwood residents can access our full physiotherapy practice with hydrotherapy pool and wellness classes.

With onsite facilities and a choice of activities, events and excursions it's easy for Lynwood Village residents to keep busy and find company when they choose. A 24-hour staff presence brings added peace of mind. Facilities include a restaurant, coffee shop, swimming pool, hair salon, bowling green, croquet lawn, shop and library.

### **Public benefit**

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'. The potential number of those eligible to benefit from Ben's services is estimated to be in excess of four million in the UK and Republic of Ireland. Those eligible for services represent a significant proportion of the UK population and in addition some of Ben's facilities are also provided for the benefit of the wider public. We support beneficiaries who are unable to pay for counselling and provide assessed financial support including subsidised services at our care centres. Therefore, Ben complies with the Charity Commission's guidance on public benefit.

# Ben – Motor and Allied Trades Benevolent Fund Report of the Trustees including the Strategic Report for the year ending 31 March 2019



## Strategic approach

Our vision is to be an integral part of the automotive industry, providing help and support to employees and dependants and, in doing so, adding value to individuals, businesses and the sector in general.

Our **five-year goals** are to:

1. Increase the positive impact we have through our **health and wellbeing services** to automotive industry people - this is about our impact in the industry
2. Drive a programme of **transformation** across Ben - this is about organisation-wide change and working differently
3. Provide excellent **care services** that are financially sustainable.

## Achievements and performance 2018-19

During the year, we completed the restructure of our governance and continued with the transformation of our services. Following our strategic review, the restructured management and governance provides greater focus on the two distinct areas of our charitable activities: Care Services (our care centres and retirement community services) and Health and Wellbeing Services (our support services to people of the automotive industry). This will enable us to respond more quickly to changes in the diverse needs of the two areas and ensure both can operate on a financially sustainable basis. These changes came into operation in April 2018.

### *Health & Wellbeing*

We were delighted that Rachel Clift started in September 2018 as Health & Wellbeing Director and led a review of our services to ensure that they address the changing needs of individuals, as well as helping companies to effectively support their people.

We expanded our service offer to deliver a range of support and interventions for individuals and business partners (employers), to include:

- Free and confidential services for individuals via a helpline and support service
- Free and easily accessible online self-help support and resources
- Free, on-site awareness and engagement activities for individuals presently working in the automotive industry
- A free critical response service for employers
- Paid for training services for employers.

The service significantly surpassed its awareness target, reaching 136,060 people, versus our target of 85,000 people. Our Enquiry & Helpline team responded to 3,198 enquiries (via telephone, text, email and webchat) from individuals seeking support. There was also a 29% increase year on year on the number of cases managed by our support services team. During the year, Ben organised counselling for 433 people, with a total of 1,359 sessions provided, which was three times more than the previous year. In addition, just under 100 people went through Ben's life coaching & mentoring programme, with 97% of people reporting positive progress.

New online support journeys resulted in 41,000 online interactions, which we estimate means a total of 14,000 people were supported. A new digital strategy was planned and implemented, involving recruiting and skilling the team as well as developing new digital tools, content and platforms. This new digital strategy led to a 55% increase in website visits and a significant uplift in social media engagement. In addition, almost 6,000 people signed up to receive regular tips, advice and tools from Ben to their email.

We radically changed our approach to fundraising and scoped opportunities for individual fundraising to mitigate against continuing reductions in committed corporate income. We also developed and launched BringItOn4Ben, our new portfolio of challenge events to fundraise for Ben in 2019/20. Through BringItOn4Ben, we have raised over £14,500, with 24 people having taken part in a challenge since it launched in February 2019.

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Through Ben4Business, we worked with over 240 companies (a 68% increase on last year) and supported 8 industry partners with our Critical Response Service, providing bereavement and trauma support for 140 individuals. BenTraining delivered 81 days of training to the industry training 995 individuals, where 88% of individuals trained felt they would be able to apply the knowledge and skills gained.

Our operational service delivery structure has now been redefined. The Awareness & Engagement team (BenatWork) reached 13,228 individuals through workplace activities and played a significant role in engaging individuals through signing up to Ben's email programme.

### *Care*

We continue to be proud of the commitment, dedication and passion our teams have in caring for those in later life. The focus during the year has been on:

- Developing the vision for Ben's care services to achieve professional and financial sustainability
- Undertaking a radical programme to address care services transformation and sustainability KPIs
- Ensuring the Head of Care brings added value regarding quality, policy and professional delivery of the service
- Delivering agreed plans regarding Lynwood Village and Town Thorns care centre.

In April 2018, we were pleased to appoint Care Services Director, Stephen Robinson, who has worked closely with the new Head of Care and Care Centre Managers on the initial programme for the quality framework, budget control and the care client journey.

During the year, we completed a consultation process across care services to deliver efficiencies in line with our 5-year plan. We have committed to improvements to ensure that our care services continue to deliver high-quality services on a sustainable basis. A quality framework has been developed and is reviewed monthly.

This year has also been key for developing management information systems to support service delivery. Specialist areas for all care services have now been identified and pathways have been set out in order to achieve these. A 3-step approach to dementia care has now begun across all services.

We were delighted that Birch Hill achieved an overall 'Outstanding' rating from the CQC following an inspection in August 2018. The rest of our care centres are rated 'Good' across the board by CQC. In addition, the 12 bed Heron Unit at Lynwood Care Centre opened in July 2018, with full occupancy achieved in just over 5 weeks.

At Lynwood Village, leasehold sales enabled us to repay the balance of the bank loan funding the development in April 2018. We successfully recruited a new Head of Village Services who has taken forward the redesign of our Village services further developing staff teams' responsibilities and addressing customer engagement. In April 2018 our Patron, Her Royal Highness Princess Alexandra, officially opened the village and helped us to celebrate the success of our growing community. With a further 34 apartments sold last year we have now welcomed 136 owners to our Village community.

We are continuing to explore development opportunities at several of our sites and projects range from feasibility studies through to planning applications. If successful, we anticipate work commencing at Lynwood for additional village capacity within the next 12 months. In addition, we continue to work with local NHS bodies to develop plans for a new community health centre at Lynwood Village prior to seeking planning approval later in 2019.

### *Business transformation*

As part of our business transformation programme we have now launched our new finance system across Ben and we are working on the implementation of our people management and workforce systems which will be deployed over the next year. We have also finished a review of our other customer facing systems and will be introducing a new Customer Relationship Management system over the next year. The past year has also seen improvements in our IT and telecoms infrastructure.



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### Criteria and measurement – how we judge success

We measured our success in each of our activities through a variety of key performance indicators (KPIs):

#### Health and Wellbeing services

We have continued to develop and enhance our free and confidential health & wellbeing services which focus on providing life-changing support to the people of the automotive industry. We measured our success by identifying the number of people we support and the cost of providing our services. We aim to improve efficiency each year by reducing the cost per client supported.

Key performance indicator	2018/19	2017/18
Helpline enquires	3,773	3,091
Average no of repeat cases	4.5%	7%
Untapped benefits (assistance obtaining benefits to which clients are entitled)	£865k	£986k
People participating in a BenatWork activity	34,187	15,000

#### Care and housing services

As well as monitoring occupancy rates in our care services, we assessed the quality of our service internally through resident feedback, and externally via the Care Quality Commission rating. Increased care capacity in the market for our Lynwood care centre reduced occupancy during the year though it continues to be above 90%. We opened our “Heron” unit in Lynwood in July 2018 and achieved full occupancy within 5 weeks.

Key performance indicator	2018/19	2017/18
Number of Beds available	188	176
CQC ratings	Lynwood: Good Birch Hill: Outstanding Town Thorns: Good Home Care: Good	Lynwood: Good Birch Hill: Good Town Thorns: Good Home Care: Good
Occupancy Rate	91%	92%

#### Fundraising review – Health & Wellbeing

Ben is generously supported by corporate partners and individuals in the automotive community and these contributions are vital. Ben’s services are funded entirely – and can only continue – through the generous support of the automotive industry. The income support that Ben receives from the automotive industry goes back into providing support services to the industry. This income Ben receives is varied and ensures Ben can continue to provide high-quality, sustainable support services to automotive industry colleagues.

Corporate donations, corporate events, performance related giving schemes and fundraising initiatives which employees can actively participate in are just some of the ways companies generate vital income for Ben. Individuals contribute to Ben through one-off or regular donations and various fundraising challenges and initiatives, including our exciting new range of challenge events, ‘BringItOn4Ben’.

A total of £2.9m was raised by companies and individuals. Fundraising events raised a total of £794,000 for Ben, which includes the funds raised at our annual black-tie event, Ben Ball (which raised £292,000), Bangers4Ben (£97,000) and Hats on 4 Ben (£23,600). The 2018 Industry Leader Challenge, the Lookers Electric Charge, raised a total of £215,000 and an initiative by TrustFord, Breakout for Ben, raised £110,000. In addition, £651,000 was raised from individual fundraising.

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### **Fundraising statement**

The charity 'solicits or otherwise procures money or other property for charitable purposes' as defined in Section 162a of the Charities Act 2011. We raise funds from individuals and businesses connected to the automotive industry. Such income is presented in our accounts as "voluntary income" and includes legacies and grants.

We managed fundraising activities through the Charity's staff and through selective commercial participators in the automotive industry and, in respect of payroll giving, a professional fundraiser. The day to day management of all income generation is delegated to the executive team, who are accountable to the Trustees. The charity is registered with the Fundraising Regulator and complies with the relevant codes of practice. The conduct of commercial participation schemes and professional fundraisers are monitored by our internal fundraising team and activity is conducted under formal agreements. We have policies and procedures to manage and monitor our fundraising activities and to ensure that vulnerable people and other members of the public are protected from unreasonable behaviours in accordance with Section 162a(2) of the Charities act 2011. The charity received no complaints in the year in relation to raising funds.

### **Our volunteers**

Our services are managed and provided by suitably trained staff to ensure that we provide quality care, and our fundraising is managed through experienced colleagues. We use volunteers to help us with social support of care residents and we deploy volunteers to help with some events, such as the fete at our Town Thorns centre, which raises funds to support residents in the centre.

### **Grants and funded support**

We provided grants to individuals in the automotive community where assistance will help in a crisis or enable people we support to change their lives. These grants were provided to purchase specific goods or services. We usually make direct payment to the supplier of the services provided. Assessment of need and eligibility is carried out by our Health and Wellbeing team on an individual basis, and grants are provided as part of the general advice and support that we give.

### **Financial review**

#### **Income**

Total income was £25.9m, a decrease of £9.8m (27%). Income in the prior year was boosted by the sale of apartments following completion of the second phase of Lynwood Village. We continued to sell the remaining apartments during the current year and anticipate that the development will be fully sold in the near future.

Donations & legacies income at £3.2m was £1.0m (24%) lower than prior year reflecting the ongoing change in the nature of funding, especially long-term committed corporate donations. We are implementing a new fundraising strategy to broaden our income streams and donor base and expect that we see improvements in the coming years as we implement our 5-year strategy.

Income from charitable activities, excluding property sales, has increased by 9% to £11.2m (2018: £10.3m) primarily reflecting the increase in care beds available at the Lynwood care centre. Occupancy rates were similar to previous years. Fees and rents arising from the retirement community have also increased as the community grows towards full capacity.

Commercial trading operations, although small, increased again with further growth of training income and therapy fees.

Fundraising expenditure was £1.9m, an increase of £0.2m (11%) as we develop new fundraising products and build awareness through advertising and marketing in line with our strategy.

Charitable expenditure, excluding property sales, increased by 2% to £16.0m (2018: £15.7m) predominantly with the growth in health and wellbeing activities. Within care services we have achieved some operational efficiencies to offset the costs arising from higher numbers of residents and continue to seek further operational improvements.

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We generated a surplus of £3.2m (2018: £9.6m). This has enabled us to repay the financial loans taken out to develop the village and Lynwood Care Centre and will allow us to continue to develop our Care and Health and Wellbeing support and services.

The value of properties held for resale dropped to £7.8m (2018: £12.0m) as we continue to sell leasehold properties within the Lynwood Village. We regularly review the marketing plan and benchmark prices to maximise the sale potential in light of signs of slow-down in the wider property market.

Cash and current asset investments have risen to £8.4m (2018: £3.0m) as funds released from property sales are held in more liquid assets pending decisions about potential development options within the care portfolio.

### **Reserves policy**

The Trustees review the level of reserves annually. The charity needs free reserves to fund any unexpected shortfall in income and/or increased expenditure; and provide funds for major repairs/refurbishment of our properties.

The reserves of the charity group are £45.5m of which £2.6m are designated. The Trustees have concluded that to allow the charity to be managed efficiently and to provide a buffer for uninterrupted services, an overall objective is to maintain unrestricted reserves net of any designated funds at least at a level that is equivalent to four months' worth of routine resources expended, plus capital investment in our care and office facilities, plus working capital net of financing required for any expected major repairs and capital projects. The target level of reserves is £41.4 reflecting the significant level of capital investment in our care centres and the working capital required to fund the properties held for resale in Lynwood Court. This is comprised of our operating reserve of £5.9m and a reserve of £35.5m in respect of our investment in care centre fixed assets, expected repairs, and properties for resale. The charity's general fund was £42.3m; slightly higher than the target reserve. The charity's reserves will increase as the leasehold properties are sold. The Trustees are considering, but have not committed to, capital projects in respect of the refurbishment and development of the Town Thorns site and completion of the development of the Lynwood site. The expected increase in reserves will enable the financing of these projects if they proceed.

The amount of the general fund available after making allowance for funds that only could be realised from the sale of tangible fixed assets and for the amount required to fund capital commitments (see note 30) is £19.4m.

### **Going concern**

Our consolidated balance sheet remains strong with net current assets of £19.0m. The Board has reviewed the cash flow projections for the next twelve months after the approval of the financial statements and consider that adequate resources continue to be available to fund the activities of the charity for this period and the foreseeable future. The Trustees are of the view that the group is a going concern.

### **Investment policy and performance**

The Audit Committee reviews the Charity's investment policy on an annual basis. The charity funds care centres and Retirement Village assets to support charitable activities. The policy is to hold at least 50% of its target operating reserve together with amounts required for committed capital projects in low risk cash and similar assets. The balance of available funds are managed to provide investment income while providing easy access to funds if required. Investment income and net gains/losses totalled £0.3m (2018: £0.1m). Over the last 12 months, the portfolio generated a total return (net of fees) of 4.4% (2018:0.3%) against a target of 5.5% (RPI+3%).

At Ben we give careful consideration to positive social impact in the widest sense and seek to follow the guidance on ethical investment provided by the Charity Commission in CC14 Charity and Investment matters: a guide for Trustees. The Audit committee, with the advice of our investment managers Cazenove monitor the appropriateness of investments with regard to the aims and reputation of the charity, as well as potential financial performance. The portfolio is managed in line with Cazenove's Environmental, Social and Governance Integrated Strategies.

### **Pension liabilities**

We closed our defined benefit pension scheme in 2002. The scheme has a surplus of £0.6m (2018: £0.3m). The surplus has not been recognised as an asset as there is not an irrevocable right to recover the surplus in the future. The charity contributed £0.4m to the pension fund during the year.

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### Risk management

The Trustees have a risk management strategy which comprises:

- an annual review of the principal risks and uncertainties that the charity and its subsidiaries face; and
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review.

Following a review of the risk management strategy the Trustees have put in place a process whereby the operational committees (The Care Services Board, and Health and Wellbeing Board) review the business risks on a quarterly basis prior to consideration by the Board. The revised process started in April 2018.

Our review has identified that the key risks are:

Risks	Mitigation
Wellbeing and safety risks associated with care service provision and owners' occupation in properties managed by Ben	Clear policies and procedures with regular training for staff Recruitment of qualified and experienced staff Use of appropriate equipment and systems – e.g. Hoists, specialist beds, door access systems, medicine lockers Clear oversight and accountability within Senior Management Team Use of external update services to ensure any changes to regulations, policies etc are identified and responded to
Difficulty in selling apartments at Lynwood village	Regular review of marketing approach Monitoring market to benchmark offering against local alternatives
Challenging economic environment for motor sector resulting in reduction in fundraised income	Building and maintaining strong relationships with motor sector Demonstrating value and relevance of Health & Wellbeing activity and case for support Development of new fundraising products to broaden portfolio Growing digital and other marketing activity (including website) to increase awareness, understanding of and engagement with the charity
Impact of substantial transformation programme arising from review of processes and implementation of new systems including – delays to projects, overspends on projects, increased staff turnover, poor implementation	Use of recognised project management and business change methodologies Key management ownership of critical projects Robust contracts with external suppliers Oversight by Board and Technology sub-committee

### Plans for future periods

Over the last 114 years, Ben has been right by the industry's side, growing, adapting and transforming alongside it. Ben continues to be committed to ongoing transformation to ensure we are here for the automotive industry of today and tomorrow. As the industry continues to evolve, we are committed to doing the same, to make sure our services remain relevant to and meet the needs of the people who work, or have worked, in our industry.

The charity will continue to implement the agreed programme of change during the next five years, working towards achieving our three strategic goals, as outlined earlier in the report. We will aim to increase the positive impact we have on automotive industry people through our **health and wellbeing services**; continue to drive a programme of

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organisation-wide **business transformation** and continue to provide excellent **care services** that are financially sustainable.

We are committed to evolving, developing and enhancing our services to best meet the needs of those we support, by learning and gathering insights.

Our priorities for 2019-20 under each service area are highlighted below:

## *Health & Wellbeing*

- Innovating our approach to fundraising products and marketing
- Awareness and engagement
- Continuing to develop and grow our digital reach (intervention, engagement and fundraising)
- Continued transformation of our service offer
- Improving our ability to demonstrate and measure impact.

## *Care services*

- Transforming culture and operations, including a substantial programme of system and business change to enhance the efficiency and the quality of the service
- Planning for all care and village customer journeys to streamline processes and prepare for new systems and service growth
- Continuing apartment sales at Lynwood Village against agreed plan and budget
- Development of the Town Thorns site to modernise the centre and sheltered housing provision
- Withdrawing from our sheltered housing activity at our Lynwood site as part of the completion of the development of the site.

## *Business transformation*

- Implement further modules within the Finance system project
- Implement HR-related system including core HR, payroll and workforce management
- Commence implementation of new CRM and marketing-related systems
- Undertake a Board effectiveness review in line with good governance.

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## **Patron**

HRH Princess Alexandra

## **Directors and Trustees**

The directors of the Company (the charity) are its Trustees for the purpose of charity law. The Trustees serving during the year and since the year end were as follows:

Steve Nash (Chair)  
Daksh Gupta (Vice Chair)  
Robin Shaw (Vice Chair)  
Robin Woolcock  
Brian Back  
Jeremy Hicks  
Richard Jeffcoat  
Mike Judge  
Gerald Lee  
Graeme Potts  
Mark Outhwaite – appointed 20 Sept 2018  
Sharon Ashcroft – appointed 8 Oct 2018  
Chris Thomas – appointed 2 Oct 2018  
Timothy Homes – resigned 14 Sept 2018  
Lesley Upham – resigned 14 Sept 2018

The composition of sub committees at the year-end was:

### **Care Services Board**

Gerald Lee (Chair)  
Brian Back  
Mike Judge  
Brian Millin (advisor)

### **Audit Committee**

Graeme Potts (Chair)  
Brian Back  
Chris Thomas

### **People and Nominations Committee**

Mike Judge (Chair)  
Steve Nash  
Sarah Bayliss (advisor)

## **Key management personnel**

Chief Executive  
Finance Director and Company Secretary

Care Services Director  
Health and Wellbeing Director  
Business Development Director  
HR Director  
Marketing and Communications Director  
IT and Business Change Director

### **H&WB Board**

Robin Woolcock (Chair)  
Jeremy Hicks  
Daksh Gupta  
Robin Shaw  
Richard Jeffcoat  
Sharon Ashcroft

### **Technology**

Mark Outhwaite (Chair)  
Robin Woolcock  
Ian Stanley (advisor)  
Jonathan Watson (advisor)

Zara Ross  
David Ellis (to 28 June 2019)  
Jonathan Cox (from 28 June 2019)  
Stephen Robinson (from April 2018)  
Rachel Clift (from September 2018)  
Matt Wigginton (permanent from December 2018)  
Gary Burgham  
Carol Keller  
Sharon Gordon

# Ben – Motor and Allied Trades Benevolent Fund

## Report of the Trustees including the Strategic Report for the year ending 31 March 2019



### Structure, Governance and Management

#### Governing Document

Ben - Motor and Allied Trades Benevolent Fund is a Company limited by guarantee governed by its Memorandum and Articles of Association dated 26 April 2018. Ben is registered as a charity with the Charity Commission, and the Office of the Scottish Charity Regulator. Ben is also a registered social housing provider.

#### Appointment of Trustees

The Board of Trustees (“the Board”) shall consist of at least 7 members who express their interest in becoming a Trustee or are approached by a member of the Executive Management Team, or who are recommended by a member of the Board. At the Annual General Meeting one-third of the Trustees retire from office. The Trustees to retire by rotation are those who have been longest in office since their last appointment. Retiring Trustees are eligible for re-election with a limit, subject to exceptions, of nine years of service as a Trustee.

#### Trustee induction and training

New Trustees undergo an orientation process to brief them on: their legal obligations under charity and company law, the Charity Commission guidance on public benefit, and to inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During their induction, they meet the Executive Management Team and Heads of Departments. They are furnished with a comprehensive range of information and literature, for future reference.

#### Organisation

The Board of Trustees oversee the charity. The Board normally meets four times a year and during the year there have been sub-committees covering Care Services, Health and Wellbeing, Audit, People & Nominations and Technology.

The Care Services Committee has, over recent years, provided oversight of the delivery of Ben’s quality care and support services. Following the strategic review its role was redefined to cover the operation of Ben’s care centre services and Lynwood Village and it was renamed as the Care Services Board. The Care Services Board covers all aspects of the service including financial performance and sustainability, property management and risk review of the services. The oversight of wellbeing support services was transferred to a newly formed Health and Wellbeing Board.

The Health and Wellbeing Board was formed in April 2018 and provides oversight of Ben’s health and wellbeing services. The Health and Wellbeing Board’s scope includes reporting on the services delivered and the fundraising, financial performance, and risk management required to provide these services.

The Audit Committee is advisory to the Board and oversees all financial aspects of Ben. It has delegated responsibility for ensuring there is a framework for accountability, for examining and reviewing all systems and methods of control. The Committee reviews the audited financial statements of Ben and recommends their adoption to the Board. It considers the annual budget in detail and makes recommendations to the Board for its approval. It reviews reports from external and internal auditors and monitors management actions to implement recommendations. It also considers the appointment, resignation or dismissal of external auditors. The committee also oversees Ben’s pension plans and investments.

The revised People & Nominations Committee formed in April 2018 combines the role of the People, Nominations and Remuneration Committees. During the period the Nominations Committee has dealt with Board composition, executive succession, corporate governance and the appointment of new directors. The People & Nominations Committee has determined policy and individual remuneration packages of the Executive Management team and the total reward and employment conditions of other Ben staff groups. The People and Nominations Committee also addresses the development and review of policies and practices relating to employment, resourcing, organisational structure, performance, engagement, staff development and learning activities and succession planning.

The Technology committee was formed in 2017 to oversee and advise on the programme to undertake transformational change and implement key systems.

The Property Development Committee formerly oversaw property development projects and the operation of the

# Ben – Motor and Allied Trades Benevolent Fund Report of the Trustees including the Strategic Report for the year ending 31 March 2019



Lynwood Village. The Fundraising and Marketing Committee determined fundraising policies and oversaw the development of new services and Ben's marketing activities. The roles of both committees were transferred to the Care Services Board and Health and Wellbeing Board respectively in April 2018.

The Chief Executive is appointed by the Trustees to manage the day-to-day operation of Ben. The Chief Executive has delegated authority, within terms of delegation approved by the Trustees, for operational matters including finance, employment and the operation of the care centres and health and wellbeing services.

## **Related parties and co-operation with other organisations**

None of our Trustees have received remuneration or other benefit from their work as Trustees with the charity. One Trustee was paid for consultancy work on the review of the re-configuration of our Town Thorns care centre. Details are disclosed in note 15. Any connection between a trustee or senior manager of the charity with a supplier must be disclosed to the full board of Trustees in the same way as any other contractual relationship with a related party.



# Ben – Motor and Allied Trades Benevolent Fund Report of the Trustees including the Strategic Report for the year ending 31 March 2019



## **Trustees' responsibilities in relation to the financial statements**

The charity Trustees (who are also the directors of Ben - Motor and Allied Trades Benevolent Fund for the purposes of Company law) are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity Trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable Company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## **Statement as to disclosure to our auditors**

In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware; and
- the Trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

By order of the board of Trustees

A handwritten signature in blue ink, appearing to read 'Steve Nash', written over a faint circular stamp.

Steve Nash (Chair)

19 September 2019

# Independent Auditor's Report to the Members of Ben – Motor and Allied Trades Benevolent Fund



## Opinion

We have audited the financial statements of Ben – Motor and Allied Trades Benevolent Fund (“the Parent Charitable Company”) and its subsidiaries (“the Group”) for the year ended 31 March 2019 which comprise the consolidated statement of financial activities (including consolidated income and expenditure), the consolidated balance sheet, the consolidated statements of cash flow and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Group’s and of the Parent Charitable Company’s affairs as at 31 March 2019 and of the Group’s incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006, as amended in 2010.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor’s responsibilities for the audit of the financial statements section of our report. We are independent of the Group and the Parent Charitable Company in accordance with the ethical requirements relevant to our audit of the financial statements in the UK, including the FRC’s Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions related to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees’ use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Group or the Parent Charitable Company’s ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

## Other information

The other information comprises the information included in the strategic report and Trustees’ annual report, other than the financial statements and our auditor’s report thereon. The other information comprises the Chair’s, Strategic and Trustees’ Annual Report. The Trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

# Independent Auditor's Report to the Members of Ben – Motor and Allied Trades Benevolent Fund (continued)



## **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, which includes the Directors' Report and the Strategic report prepared for the purposes of Company Law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' Report, which are included in the Trustees' Report, have been prepared in accordance with applicable legal requirements.

## **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the Group and the Parent Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Strategic report or the Trustee's report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 requires us to report to you if, in our opinion;

- proper and adequate accounting records have not been kept by the Parent Charitable Company, or returns adequate for our audit have not been received from branches not visited by us; or
- the Parent Charitable Company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## **Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities in relation to the financial statements, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Group's and the Parent Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Group or the Parent Charitable Company or to cease operations, or have no realistic alternative but to do so.

## **Auditor's responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at:

<https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

# Independent Auditor's Report to the Members of Ben – Motor and Allied Trades Benevolent Fund (continued)



## Use of our report

This report is made solely to the Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the Charitable Company's Trustees, as a body, in accordance with the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members and Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company, the Charitable Company's members as a body and the Charitable Company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Malcolm Thixton, Senior Statutory Auditor  
for and on behalf of BDO LLP, Statutory Auditor  
Southampton  
United Kingdom

Date: 23/9/19

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127)

Ben – Motor and Allied Trades Benevolent Fund  
 Consolidated Statement of Financial Activities  
 (including consolidated income and expenditure)  
 for year ending 31 March 2019



		Unrestricted Funds	Restricted Funds	Group 2019 Total Funds	Group 2018 Total Funds
	Note	£'000	£'000	£'000	£'000
<b>Income:</b>					
Donations and legacies	4	3,172	35	3,207	4,233
<i>Income from charitable activities:</i>					
Care of residents and housing	5	9,290	-	9,290	8,437
Retirement community	5	12,982	-	12,982	22,727
<i>Income from other trading activities:</i>					
Commercial trading operations	6	245	-	245	142
Investment income	7	166	-	166	171
Net gain on sale of assets		3	-	3	-
<b>Total income</b>		<b>25,858</b>	<b>35</b>	<b>25,893</b>	<b>35,710</b>
<b>Expenditure on:</b>					
<i>Raising funds:</i>					
Commercial trading operations	6	84	-	84	124
Fundraising and publicity	8	1,926	-	1,926	1,740
<i>Expenditure on charitable activities:</i>					
Care of residents and housing	8	11,103	-	11,103	10,440
Retirement community	8	7,810	-	7,810	12,353
Health and wellbeing support	8	1,510	35	1,545	1,309
<b>Total expenditure</b>		<b>22,433</b>	<b>35</b>	<b>22,468</b>	<b>25,966</b>
Net gains/(losses) on investments	19	93	-	93	(112)
<b>Net income</b>		<b>3,518</b>	<b>-</b>	<b>3,518</b>	<b>9,632</b>
<b>Other recognised gains/(losses):</b>					
Actuarial gain/(loss) on defined benefit pension scheme	34	(267)	-	(267)	15
<b>Net movement in funds for the year</b>	30	<b>3,251</b>	<b>-</b>	<b>3,251</b>	<b>9,647</b>
<b>Reconciliation of funds</b>					
Total Funds brought forward	30	42,274	-	42,274	32,627
<b>Total funds carried forward</b>	30	<b>45,525</b>	<b>-</b>	<b>45,525</b>	<b>42,274</b>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

Ben – Motor and Allied Trades Benevolent Fund  
Consolidated Balance Sheet  
for year ending 31 March 2019



	Note	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
<b>Fixed Assets:</b>					
Tangible Assets	17,18	22,281	22,705	22,335	22,763
Investments	19	4,268	4,170	4,270	4,172
<b>Total Fixed Assets</b>		<b>26,549</b>	<b>26,875</b>	<b>26,605</b>	<b>26,935</b>
<b>Current assets:</b>					
Property held for resale	20	7,751	12,015	8,519	13,196
Current asset investments	21	4,022	-	4,022	-
Debtors	22	3,991	3,654	4,069	3,765
Cash at bank and in hand	23	4,351	2,985	4,155	2,638
<b>Total Current Assets</b>		<b>20,115</b>	<b>18,654</b>	<b>20,765</b>	<b>19,599</b>
<b>Liabilities:</b>					
Creditors: falling due within one year	24	(1,109)	(3,225)	(1,036)	(3,009)
<b>Net Current assets</b>		<b>19,006</b>	<b>15,429</b>	<b>19,729</b>	<b>16,590</b>
<b>Total assets less current liabilities</b>		<b>45,555</b>	<b>42,304</b>	<b>46,334</b>	<b>43,525</b>
Creditors: falling due after more than 1 year	25	(30)	(30)	(30)	(30)
<b>Net assets</b>		<b>45,525</b>	<b>42,274</b>	<b>46,304</b>	<b>43,495</b>
<b>The funds of the charity:</b>					
Unrestricted funds:					
General fund	30	42,466	39,637	43,245	40,858
Revaluation Reserves	30	450	441	450	441
Designated funds	30	2,609	2,196	2,609	2,196
<b>Total unrestricted funds</b>		<b>45,525</b>	<b>42,274</b>	<b>46,304</b>	<b>43,495</b>
Restricted funds	30	-	-	-	-
<b>Total Charity Funds</b>		<b>45,525</b>	<b>42,274</b>	<b>46,304</b>	<b>43,495</b>

The charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of income and expenditure in these financial statements. The net income for the year of the parent charity for the year was £2,983,000 (2018: £9,080,000).

The notes at pages 24 to 49 form part of these financial statements.

Approved by the Board on 19 September 2019 and signed on its behalf by:

Chairman  
Steve Nash

Ben – Motor and Allied Trades Benevolent Fund  
 Consolidated Statement of Cash Flows  
 for year ending 31 March 2019



		2019 Total Funds	2018 Total Funds
	Note	£'000	£'000
<b>Cash from operating activities</b>	33	7,300	15,223
<b>Cash flows from investing activities</b>			
Investment income received	7	166	171
Purchase of tangible fixed assets		(629)	(657)
Purchase of investments	19	(350)	(430)
Transfer to current asset investments	21	(4,022)	-
Proceeds on sale of investments		345	481
<b>Cash used in investing activities</b>		<b>(4,490)</b>	<b>(435)</b>
Interest paid	32	(11)	(269)
Repayments of borrowings		(1,433)	(13,385)
<b>Cash used in financing activities</b>		<b>(1,444)</b>	<b>(13,654)</b>
Net cash inflow		1,366	1,134
Cash and cash equivalents at the beginning of the year		2,985	1,851
<b>Total cash and cash equivalents at the end of the year</b>		<b>4,351</b>	<b>2,985</b>

# Ben – Motor and Allied Trades Benevolent Fund

## Notes to the Financial Statements



### 1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

#### a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

BEN- Motor and Allied Trades Benevolent Fund meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

#### b) Preparation of the accounts on a going concern basis

The Charity reported a cash inflow of £1,366,000 for the year on a group basis.

Based on the group's cash flow projections for the period ending twelve months from the date of approval of these financial statements the Trustees consider that the group will continue to operate and meet all of its committed expenditure and debt as they fall due. On this basis the Trustees consider it appropriate to prepare the financial statements on the going concern basis.

#### c) Group financial statements

The financial statements consolidate the results of the charity and its wholly owned subsidiaries, BenTrade Ltd and Rise Lodge Developments Ltd, on a line-by-line basis.

#### d) Income from Donations, Events and Legacies

Income from donations, events and legacies is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably. Where income is received before any performance conditions are fulfilled income is deferred until the criteria for recognition are met.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Legacy income is brought into the accounts when entitlement has been established and the receipt of income is probable, sufficient evidence for entitlement is deemed to be when notice of impending distribution has been received as at 31 March and the funds can be quantified with sufficient accuracy.

#### e) Trading income

Income from the supply of goods and services for fund raising purposes is recognised when the goods are provided, or services are performed

#### f) Income from Charitable activities

Fees and rents are recognised once the service has been performed. Fees and rents in advance are deferred and held on the balance sheet.

Income on the sale of leasehold interests represents the fair value received and receivable, net of value added tax,



during the year, and is recognised on legal completion of property sales.

**g) Donated services, goods and facilities**

Donated professional services, goods and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the Charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised. More information about their contribution can be found in the Trustees' annual report.

On receipt, donated professional services, goods and facilities are recognised on the basis of the value of the gift to the Charity which is the amount the Charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt. Goods donated for on-going use by the charity in carrying out its activities are recognised as tangible fixed assets with the corresponding gain recognised as income from donations.

**h) Investment Income**

Dividends from investment funds and Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the income paid or payable by the investment managers and the bank.

**i) Fund accounting**

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the Charity's work or for specific projects being undertaken by the Charity.

**j) Expenditure and irrecoverable VAT**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise the costs of fundraising activities and commercial trading, including training and therapy services

Expenditure on charitable activities includes direct staff costs attributable to care of residents, housing, the retirement village, and welfare services and other activities undertaken to further the purposes of the charity and their associated support costs.

The Group charges VAT on some of its income and is able to recover part of the VAT it incurs on expenditure. All amounts disclosed in the financial statements are inclusive of VAT to the extent that it is suffered by the Group and not recoverable. Partially recoverable VAT is disclosed in note 11.

**k) Allocation of support costs**

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Company's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 11.

**l) Operating leases**

# Ben – Motor and Allied Trades Benevolent Fund

## Notes to the Financial Statements



Operating lease rent is charged on a straight-line basis over the term of the lease. Neither the Charity nor the Group has any Finance Leases.

### **m) Tangible fixed assets**

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight-line basis as follows:

<b>Asset Category</b>	<b>Useful Life</b>
Freehold buildings	50 years
Plant and Equipment	5 years -10 years
Motor Vehicles	4 years
Computer hardware and software	3 years

No depreciation is provided on freehold land. Leasehold property is depreciated over the term of the lease. No depreciation is charged until asset is ready for use.

### **n) Investments**

Investments are stated at market value. The SoFA includes realised gains and losses on investments sold in the year and unrealised gains and losses on revaluation of investments.

### **o) Current asset investments**

Current asset investments are sums held on short-term interest bearing deposit (maturing after more than 90 days) and are held this way to maximise returns on funds not immediately required for cash flow purposes.

### **p) Property held for resale**

Property held for resale consists of assets held at the lower of cost and net realisable value. Development costs are allocated across individual units in proportion to floor area.

### **q) Interest payable**

Interest is capitalised on borrowings to finance developments to the extent that it accrues in respect of the period of development. Interest costs are calculated on the effective interest method. Costs of development are allocated across the units based on floor area.

### **r) Taxation**

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. No tax charge arose in the period.

The subsidiary companies make qualifying donations to Ben. When a qualifying donation is expected to be made after the reporting date no corporation tax liability is provided for in respect of the subsidiary profits to which the donations relates.

### **s) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### **t) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**u) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**v) Financial instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value or initial fair value and subsequently measured at their settlement value with the exception of bank loans and financial assets in respect of ground rent receivable which are subsequently measured at amortised cost using the effective interest method. Future ground rents receivables under the grant of a long leasehold interest are recognised at present value as a financial asset when the lease is granted.

**w) Pensions**

Ben Staff Pension and Assurance Scheme (Final Salary Scheme) was closed on 31 March 2002. The amount paid into the Scheme by the employer in the year was £375,000 (2018: £365,000). The triennial actuarial valuation of the Scheme was carried out in October 2016. The Trustees are satisfied that any foreseeable change in employer's contributions can be budgeted for without detriment to the charity's ongoing activities. The Scheme assets and liabilities, and its performance, are disclosed in note 35.

The Group Personal Pension Plan (Defined Contributions Plan) was introduced on 1 April 2002 with the charity matching employees' contribution up to 3% of employees' gross salary. The annual contributions to the Plan are shown in note 13.

**x) Critical accounting estimates and judgements**

The Charity operates a defined benefit pension scheme, in accordance with the accounting policy as stated above. The future pension liabilities that will arise and the expected return on scheme assets are based upon various assumptions such as mortality rates, investment returns and future inflation. The calculations require the use of estimates (note 34). Any surplus on the Final Salary Scheme is not recognised as such surpluses cannot be recovered either through reduced contributions (which only relates to contributions being made in respect of future benefit accrual) or through refunds from the plan.

A discount rate of 4.5% (2018: 4.5%) has been applied to determine the net present value of ground rent receivable (note 22). The rate is based on an estimate of the borrowing rate that the charity would have to pay should it want to securitise the future ground rent payments. Had a discount rate of 4.0% been applied the value of the ground rent receivable would increase by £475,000: at a discount rate of 5.0% the value would decrease by £357,000.

The carrying value of the Town Thorns care centre has been reviewed in light of recent external reports in relation to potential future investment at the site. The trustees consider that the carrying value is reasonable on the basis of the value in use to the charity of that site.

**2 Legal status of the Company**

Ben-Motor and Allied Trades Benevolent Fund is a Company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

### 3 Financial Performance of the Charity

The consolidated statement of financial activities includes the results of the Charity's two wholly owned subsidiaries BenTrade Ltd, which operates the groups trading services, and Rise Lodge Developments Ltd which provides design and build services to the members of the Ben Group.

<b>The summary financial performance of the charity alone is:</b>	<b>2019</b>	<b>2018</b>
	<b>£'000</b>	<b>£'000</b>
Income	25,667	35,970
Expenditure on charitable and fundraising activities	(22,684)	(26,890)
<b>Net income</b>	<b>2,983</b>	<b>9,080</b>
Net gains on investments	93	(112)
Other recognised gains / (losses)	(267)	15
<b>Net movement in funds for the year</b>	<b>2,809</b>	<b>8,983</b>
Total funds brought forward	43,495	34,512
<b>Total funds carried forward</b>	<b>46,304</b>	<b>43,495</b>
Represented by:		
Unrestricted funds	46,304	43,495
Restricted funds	-	-

**4 Income from donations and legacies**

	Unrestricted funds £'000	Restricted Funds £'000	2019 Total Funds £'000	Unrestricted funds £'000	Restricted Funds £'000	2018 Total Funds £'000
Donations and fundraising events	2,934	-	<b>2,934</b>	3,933	-	<b>3,933</b>
Grants	-	35	<b>35</b>	-	42	<b>42</b>
Legacies	139	-	<b>139</b>	129	-	<b>129</b>
Donated goods and facilities	99	-	<b>99</b>	129	-	<b>129</b>
<b>Total</b>	<b>3,172</b>	<b>35</b>	<b>3,207</b>	<b>4,191</b>	<b>42</b>	<b>4,233</b>

The charity has been notified of its entitlement to legacies of £125,000 (2018: £nil), which have not been recognised in the current year as receipt of these legacies is not yet considered probable.

**5 Income from charitable activities**

	2019 Total Funds £'000	2018 Total Funds £'000
Care and housing - Fees and rents	9,290	8,437
Retirement community – Fees and rents	1,910	1,874
Retirement community - Leasehold sales and ground rent receivable	11,072	20,853
Retirement community	12,982	22,727
<b>Total income from charitable activities</b>	<b>22,272</b>	<b>31,164</b>

All income from charitable activities in 2019 and 2018 relates to the unrestricted fund.

## 6 Trading activities

The charity has two wholly owned subsidiaries, incorporated in England and Wales, BenTrade Ltd (company number 01437707), 'BenTrade', which operates commercial trading operations and Rise Lodge Developments Ltd (company number 7299615), 'Rise Lodge', which provides design and build services to the members of the Ben Group. Both subsidiaries donate all their profits to Ben and they donated £18,000 this year (2018: £127,000). Both subsidiaries have a 31 March year end and control is achieved through ownership of 100% of their respective share capital.

The summary financial performance of the subsidiaries is:

	BenTrade	Rise Lodge	Subsidiary Total	Elimination	Group Total	Group Total
<b>Profit and Loss for the period ended 31 March</b>	<b>2019</b>	<b>2019</b>	<b>2019</b>	<b>2019</b>	<b>2019</b>	<b>2018</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Turnover	245	38	283	(38)	245	142
Cost of sales and administration costs	(204)	(35)	(239)	155	(84)	(124)
<b>Net profit</b>	<b>41</b>	<b>3</b>	<b>44</b>	<b>117</b>	<b>161</b>	<b>18</b>
Amount donated to the charity	(18)	-	(18)	18	-	-
<b>Retained in subsidiary</b>	<b>23</b>	<b>3</b>	<b>26</b>	<b>-</b>	<b>26</b>	<b>-</b>
<b>The assets and liabilities of the subsidiaries were:</b>						
Current assets	214	77	291	-	291	741
Current liabilities	(171)	(75)	(246)	-	(246)	(723)
<b>Total net assets</b>	<b>43</b>	<b>2</b>	<b>45</b>	<b>-</b>	<b>45</b>	<b>18</b>
<b>Aggregate share capital and reserves</b>	<b>43</b>	<b>2</b>	<b>45</b>	<b>-</b>	<b>45</b>	<b>18</b>

## 7 Investment income – Group and Charity

The group's investment income of £166,000 (2018: £171,000) includes dividends from investment funds and interest on funds held on deposit.

8 Expenditure on raising funds, charitable activities and other activities:

Resourced Expended	Activities undertaken directly						Total 2019 £'000	Total 2018 £'000
	Staff (note 13)	Leasehold sales and Depreciation	Welfare funding (note 10)	Other	Support (note 11)			
	£'000	£'000	£'000	£'000	£'000			
<b>Expenditure on raising funds:</b>								
Commercial activities	-	-	-	84	-	84	124	
Fundraising and publicity	429	-	-	475	1,022	1,926	1,740	
<b>Total</b>	<b>429</b>	<b>-</b>	<b>-</b>	<b>559</b>	<b>1,022</b>	<b>2,010</b>	<b>1,864</b>	
<b>Charitable Expenditure</b>								
Care of residents and housing	5,720	706	-	3,314	1,363	11,103	10,440	
Retirement community	1,152	4,436	-	1,813	409	7,810	12,353	
Health and wellbeing Support	856	25	208	162	294	1,545	1,309	
Central support costs	2,019	30	-	1,039	(3,088)	-	-	
<b>Total</b>	<b>9,747</b>	<b>5,197</b>	<b>208</b>	<b>6,328</b>	<b>(1,022)</b>	<b>20,458</b>	<b>24,102</b>	
<b>Total Expenditure</b>	<b>10,176</b>	<b>5,197</b>	<b>208</b>	<b>6,887</b>	<b>-</b>	<b>22,468</b>	<b>25,966</b>	

Expenditure on charitable activities was £20,458,000 (2018: £24,102,000) of which £20,423,000 was unrestricted (2018: £24,060,000) and £35,000 was restricted (2018: £42,000).

9 Income and expenditure relating to charitable activities

Charitable activity	Income	Expenditure	Net Income/ (Expenditure)	Net Income/ (Expenditure)
	2019 £'000	2019 £'000	2019 £'000	2018 £'000
Care of residents and housing	9,290	(11,103)	(1,813)	(2,003)
Retirement community	12,982	(7,810)	5,172	10,374
Health and wellbeing support	-	(1,545)	(1,545)	(1,309)
<b>Total</b>	<b>22,272</b>	<b>(20,458)</b>	<b>1,814</b>	<b>7,062</b>

## 10 Welfare funding and Grant activity

The Charity makes welfare grants to support individual beneficiaries when a need is assessed by the Charity's Health and Wellbeing services team. All grants payable in note 9 were made to individuals or directly to suppliers of goods and services for the benefit of a nominated individual.

## 11 Governance and Support costs

Support activity	Allocation to charitable activities				Total Expenditure £'000	Basis of Allocation
	Raising funds	Care of residents and housing	Health and wellbeing support	Retirement Community		
	£'000	£'000	£'000	£'000		
Governance						Expenditure
Management	115	90	116	26	347	Expenditure
HR	82	521	12	169	784	Employees-FTE
Finance	81	334	110	86	611	Expenditure
IT	76	485	11	156	728	Headcount
Facilities	39	107	106	17	269	Expenditure
Central marketing	670	-	-	-	670	Activity time
Recoverable VAT	(41)	(174)	(61)	(45)	(321)	Expenditure
<b>Total</b>	<b>1,022</b>	<b>1,363</b>	<b>294</b>	<b>409</b>	<b>3,088</b>	

## 12 Net income for the year

Net income is stated after charging:	2019 £'000	2018 £'000
Operating leases – equipment	12	42
Depreciation	893	943
Bank interest payable	11	269
Auditor's remuneration – current year	35	24
Auditor remuneration – prior year	2	(2)
Auditor tax advisory services	6	7



### 13 Staff and trustee costs

Staff costs	2019 £'000	2018 £'000
Salaries and wages	8,994	8,674
Social security costs	861	786
Expenses of defined benefit pension scheme	108	122
<b>Total charged to net income and expenditure(note 8)</b>	<b>9,963</b>	<b>9,582</b>
Contribution to defined contribution pension scheme	213	140
<b>Total</b>	<b>10,176</b>	<b>9,722</b>

The number of employees earning more than £60,000 in the year is as follows:

Employee Earnings	2019 Number	2018 Number
£60,000 - £70,000	3	4
£70,000 - £80,000	3	2
£80,000 - £90,000	2	1
£90,000 - £100,000	2	2
£100,000 - £110,000	-	-
£110,000 - £120,000	1	1
£120,001 - £130,000	-	-
£130,001 - £140,000	1	1
£140,000 - £150,000	-	-
£150,000 - £160,000	-	1

The total amount of contributions paid into the Ben Group Pension Scheme in relation to employees earning more than £60,000 in the year was £28,616 (2018: £16,158). The total number of staff in the scheme on 31 March 2019 was 396 (2018: 405).

The Charity Trustees were not paid nor received any other benefits from employment with the Charity or its subsidiaries in the year (2018: £nil).

The key management personnel of the Charity are listed on page 14. The total employee benefits of the key management personnel of the charity were £795,768 (2018: £ 839,633). This includes car benefit which ranges from £0 to £10,402 per annum. Some cars are loaned to Ben by companies in the motor industry at no net cost to Ben. Such vehicles are treated as donated goods and are included in the Statement of Financial Activities (see note 4).

Redundancy and employee termination costs were £48,000 (2018: £126,000). Redundancy and termination costs are recognised when there is a present obligation arisen from a notice given or agreement made which results in a reasonable expectation that the cost will be incurred. As at 31 March 2019 £0 was accrued and not paid (2018: £66,000).

#### 14 Staff Numbers

The average monthly number of employees during the year was as follows:

	2019	2018
Care of residents and housing	235	236
Health and Wellbeing support	26	24
Retirement village	81	86
Central support	43	38
Fundraising	12	14
<b>Total</b>	<b>397</b>	<b>398</b>

The average monthly number of employees (FTE) during the year was as follows:

	2019	2018
Care of residents and Housing	233	230
Welfare support Services	25	23
Retirement village	65	58
Central support	41	37
Fundraising	11	14
<b>Total</b>	<b>375</b>	<b>362</b>

#### 15 Related party transactions

Rise Lodge Developments Limited provides Design and Build services to the Charity. The cost of the services during the year was £38,152 (2018: £1,534,361). The Charity has provided services to Rise Lodge Developments Limited. The cost of the services was £nil (2018: £nil). Rise Lodge Developments Limited donated its profits to the Charity. The donation was £nil (2018: £126,671). At the year-end the net amount outstanding from Rise Lodge Developments to the Charity was £8,530 (2018: £395,292 outstanding from the Charity to Rise Lodge Developments).

BenTrade Limited donated its profits to the Charity after the reporting date. The donation during the year was £18,272 (2018: £nil). At the year-end the net amount outstanding from BenTrade to the Charity was £166,153 (2018: £111,362).

Gerald Lee, a trustee of the Charity, provided care consultancy services of £11,789 (2018:£11,978) to Rise Lodge Developments Limited. £nil was outstanding at the year-end (2018:£nil).

The aggregate amount of donations received by the Charity from Trustees and other related parties including Rise Lodge Developments Limited and BenTrade Limited was £21,063 (2018: £130,272).

One Board member received reimbursement of expenses for travel in the year of £835 (2018: £555). No trustee received remuneration for their services as a trustee in the year.

#### 16 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

17 Tangible fixed assets – Group

	Freehold Property	Leasehold property	Furniture fixtures and fittings	Computer equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost:</b>						
As at 1 April 2018	26,077	215	1,907	271	414	<b>28,884</b>
Additions	181	-	198	250	-	<b>629</b>
Transfer from properties for re-sale	-	-	-	-	-	-
Transfers	-	-	-	-	-	-
Disposals	(47)	-	(203)	-	(75)	<b>(325)</b>
<b>As at 31 March 2019</b>	<b>26,211</b>	<b>215</b>	<b>1,902</b>	<b>521</b>	<b>339</b>	<b>29,188</b>
<b>Depreciation:</b>						
As at 1 April 2018	4,371	215	1,002	242	349	<b>6,179</b>
Charge for the year	508	-	326	27	32	<b>893</b>
Transfers	-	-	-	-	-	-
On disposals	-	-	(98)	-	(67)	<b>(165)</b>
<b>As at 31 March 2019</b>	<b>4,879</b>	<b>215</b>	<b>1,230</b>	<b>269</b>	<b>314</b>	<b>6,907</b>
<b>Net book value</b>						
<b>As at 31 March 2019</b>	<b>21,332</b>	<b>-</b>	<b>672</b>	<b>252</b>	<b>25</b>	<b>22,281</b>
As at 1 April 2018	21,706	-	905	29	65	<b>22,705</b>

18 Tangible fixed assets – Charity

	Freehold property	Leasehold property	Furniture fixtures and fittings	Computer equipment	Motor vehicles	Total
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Cost:</b>						
As at 1 April 2018	26,134	215	1,907	271	414	28,941
Additions	181	-	198	250	-	629
Transfer from properties for re-sale	-	-	-	-	-	-
Transfers	-	-	-	-	-	-
Disposals	(47)	-	(203)	-	(75)	(325)
<b>As at 31 March 2019</b>	<b>26,268</b>	<b>215</b>	<b>1,902</b>	<b>521</b>	<b>339</b>	<b>29,245</b>
<b>Depreciation:</b>						
As at 1 April 2018	4,373	215	1,002	242	349	6,181
Charge for the year	509	-	326	27	32	894
Transfers	-	-	-	-	-	-
On disposals	-	-	(98)	-	(67)	(165)
<b>As at 31 March 2019</b>	<b>4,882</b>	<b>215</b>	<b>1,230</b>	<b>269</b>	<b>314</b>	<b>6,910</b>
<b>Net book value</b>						
<b>As at 31 March 2019</b>	<b>21,386</b>	<b>-</b>	<b>672</b>	<b>252</b>	<b>25</b>	<b>22,335</b>
As at 1 April 2018	21,764	-	905	29	65	22,763

19 Fixed asset investments

	<b>Group</b>	<b>Charity</b>
	<b>£'000</b>	<b>£'000</b>
<b>Market value at 1 April 2018</b>	4,170	4,172
Additions	350	350
Disposals	(345)	(345)
Net investment gain	93	93
<b>Market value at 31 March 2019</b>	<b>4,268</b>	<b>4,270</b>
<b>Historical cost at 31 March 2019</b>	<b>3,818</b>	<b>3,820</b>
At 1 April 2018	3,729	3,731
<b>Unrealised gains at 31 March 2019</b>	<b>450</b>	<b>450</b>
<b>Realised losses based on historical cost</b>	<b>(84)</b>	<b>(84)</b>

Fixed asset investments for the Charity includes £2,405 (2018: £2,405) of investments in subsidiaries held at cost

<b>Subsidiary Company</b>	<b>Constitution/ Country of registration</b>	<b>Company Number</b>	<b>Registered Office</b>	<b>Percentage of Equity Held %</b>
BenTrade Limited	Limited Company registered in England and Wales	01437707	Lynwood Court, Lynwood Village, Rise Road, Ascot, SL5 0FG	100
Rise Lodge Developments Limited	Limited Company registered in England and Wales	7299615	Lynwood Court, Lynwood Village, Rise Road, Ascot, SL5 0FG	100

The following listed investments represented more than 5% of the value of the portfolio as at 31 March 2019:

	<b>Number of units</b>	<b>Market Value</b>	<b>% of portfolio</b>
		<b>£'000</b>	
Vanguard S&P 500 UCITS ETF, Shs Ptg. Exchange Traded Fund USD	10,355	£426	10%
Majedie UK Equity Fund, Shs Class -X- GBP Accumulation	242,188	£421	10%
Charity Equity Income Fund, Units -S- GBP Income	819,589	£409	10%
Trojan Income Fund, Shs Class -S-, Trojan Investment Funds,	199,617	£377	9%
Vanguard FTSE UK All Share Index, Unit Trust	3,242	£359	8%
Charity Equity Value Fund, Units -S- GBP Income,	549,548	£338	8%

20 Property held for resale

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Completed properties	7,535	11,698	8,272	12,852
Work in progress	216	317	246	344
<b>Total</b>	<b>7,751</b>	<b>12,015</b>	<b>8,519</b>	<b>13,196</b>

21 Current asset investments

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Deposits – 95 day notice	2,009	-	2,009	-
Deposits – 190 day notice	2,013	-	2,013	-
<b>Total</b>	<b>4,022</b>	<b>-</b>	<b>4,022</b>	<b>-</b>

22 Debtors

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Ground rent receivable	2,451	2,084	2,451	2,084
Trade debtors	594	313	504	313
Other debtors	5	4	4	4
Prepayments and accrued income	909	1,253	903	1,253
Taxation debtors	32	-	32	-
Amount due from group undertakings	-	-	175	111
<b>Total</b>	<b>3,991</b>	<b>3,654</b>	<b>4,069</b>	<b>3,765</b>

Amounts owed by group undertakings are unsecured, interest free, have no fixed date of repayment and are repayable on demand.

23 Cash and cash equivalents

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Cash equivalents – liquidity bonds	59	211	59	-
Cash in hand	4,292	2,774	4,096	2,638
<b>Total</b>	<b>4,351</b>	<b>2,985</b>	<b>4,155</b>	<b>2,638</b>

24 Creditors: amounts falling due within one year

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Bank loan (note 27)	-	1,433	-	1,433
Trade Creditors	338	426	274	432
Accruals	336	427	327	416
Deferred income	274	258	274	258
Other Creditors	143	646	143	57
Taxation and social security costs	18	35	18	30
Amount due to group undertakings	-	-	-	383
<b>Total</b>	<b>1,109</b>	<b>3,225</b>	<b>1,036</b>	<b>3,009</b>

25 Creditors: amounts falling due after more than one year

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Housing Corporation (note 28)	30	30	30	30
<b>Total</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>

26 Deferred income

Group and Charity	Care, Housing & Retirement Deferred Fees £'000	Other Deferred Income £'000	Total 2019 £'000	Total 2018 £'000
Balance at 1 April 2018	252	6	258	276
Amount released to income	(4,462)	(213)	(4,675)	(3,582)
Amount deferred in year	4,456	235	4,691	3,564
<b>Balance carried forward at 31 March 2019</b>	<b>246</b>	<b>28</b>	<b>274</b>	<b>258</b>
Shown as:				
Creditors due within one year (note 24)	246	28	274	258
	246	28	274	258

## 27 Bank loans

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Due within one year	-	1,433	-	1,433
<b>Total</b>	-	<b>1,433</b>	-	<b>1,433</b>

## 28 Housing Corporation Loans

The mortgage advance from the Housing Corporation, which is secured by a charge on a social housing part of Ben's Lynwood property, is repayable by instalments under the annuity method over a period of 60 years (first payment March 1983) at a rate of interest of 14% as follows:

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
Due within one year	-	-	-	-
Due within two to five years	1	1	1	1
Due in more than five years	29	29	29	29
<b>Total</b>	<b>30</b>	<b>30</b>	<b>30</b>	<b>30</b>

## 29 Financial instruments

	Group 2019 £'000	Group 2018 £'000	Charity 2019 £'000	Charity 2018 £'000
<b>Financial assets:</b>				
Financial assets measured at fair value through income and expenditure	4,268	4,170	4,270	4,172
Financial assets measured at amortised cost	11,421	5,387	11,311	5,039
<b>Financial liabilities:</b>				
Financial liabilities measured at amortised cost	(505)	(1,101)	(441)	(791)

Financial assets measured at fair value through income and expenditure comprise fixed asset investments in unlisted company shares and investments in a portfolio of listed investment funds.

Financial assets measured at amortised cost comprise cash and cash equivalents, trade debtors, other debtors, ground rent receivable and amounts owed by subsidiary undertakings.

Financial liabilities measured at amortised cost comprise trade creditors, other creditors, bank loans and amounts due to subsidiary undertakings.



# Ben – Motor and Allied Trades Benevolent Fund

## Notes to the Financial Statements



### 30 Analysis of net movement in funds

Group Year ended 31 March 2019						
Fund Name	As at 31 March 2018	Income	Expenditure	Transfers	Net gains	As at 31 March 2019
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Unrestricted funds: non-designated</b>						
General fund	39,637	25,988	(22,623)	(364)	(172)	42,466
Revaluation reserve	441	-	-	9	-	450
<b>Unrestricted funds: designated</b>						
Ground rent fund	2,084	-	-	355	-	2,439
Lynwood capital maintenance fund	16	58	-	-	-	74
Cyclical maintenance fund	96	-	-	-	-	96
<b>Total designated funds</b>	<b>2,196</b>	<b>58</b>	<b>-</b>	<b>355</b>	<b>-</b>	<b>2,609</b>
<b>Total unrestricted funds</b>	<b>42,274</b>	<b>26,046</b>	<b>(22,623)</b>	<b>-</b>	<b>(172)</b>	<b>45,525</b>
<b>Restricted funds:</b>						
Almonised grants	-	35	(35)	-	-	-
<b>Total restricted funds</b>	<b>-</b>	<b>35</b>	<b>(35)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total funds</b>	<b>42,274</b>	<b>26,081</b>	<b>(22,658)</b>	<b>-</b>	<b>(172)</b>	<b>45,525</b>
Group year ended 31 March 2018						
Fund Name	As at 31 March 2017	Income	Expenditure	Transfers	Net gains	As at 31 March 2018
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Unrestricted funds: non-designated</b>						
General fund	30,503	35,668	(25,899)	(650)	15	39,637
Revaluation reserve	679	-	-	(126)	(112)	441
<b>Unrestricted funds: designated</b>						
Ground rent fund	1,323	-	-	761	-	2,084
Lynwood capital maintenance fund	16	-	-	-	-	16
Cyclical maintenance fund	106	-	(25)	15	-	96
<b>Total designated funds</b>	<b>1,445</b>	<b>-</b>	<b>(25)</b>	<b>776</b>	<b>-</b>	<b>2,196</b>
<b>Total unrestricted funds</b>	<b>32,627</b>	<b>35,668</b>	<b>(25,924)</b>	<b>-</b>	<b>(97)</b>	<b>42,274</b>
<b>Restricted funds:</b>						
Almonised grants	-	42	(42)	-	-	-
<b>Total restricted funds</b>	<b>-</b>	<b>42</b>	<b>(42)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total funds</b>	<b>32,627</b>	<b>35,710</b>	<b>(25,966)</b>	<b>-</b>	<b>(97)</b>	<b>42,274</b>

Ben – Motor and Allied Trades Benevolent Fund  
Notes to the Financial Statements



Charity year ended 31 March 2019						
Fund Name	As at 31 March 2018	Income	Expenditure	Transfers	Net gains	As at 31 March 2019
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Unrestricted Funds: non-designated</b>						
General fund	40,858	25,762	(22,839)	(364)	(172)	43,245
Revaluation reserve	441	-	-	9	-	450
<b>Unrestricted Funds: designated</b>						
Ground rent fund	2,084	-	-	355	-	2,439
Lynwood capital maintenance fund	16	58	-	-	-	74
Cyclical maintenance fund	96	-	-	-	-	96
<b>Total designated Funds</b>	<b>2,196</b>	<b>58</b>	<b>-</b>	<b>355</b>	<b>-</b>	<b>2,609</b>
<b>Total unrestricted Funds</b>	<b>43,495</b>	<b>25,820</b>	<b>(22,839)</b>	<b>-</b>	<b>(172)</b>	<b>46,304</b>
Restricted funds:						
Almonised grants	-	35	(35)	-	-	-
<b>Total Restricted funds</b>	<b>-</b>	<b>35</b>	<b>(35)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total funds</b>	<b>43,495</b>	<b>25,855</b>	<b>(22,874)</b>	<b>-</b>	<b>(172)</b>	<b>46,304</b>

Charity						
Fund Name	As at 31 March 2017	Income	Expenditure	Transfers	Net gains	As at 31 March 2018
	£'000	£'000	£'000	£'000	£'000	£'000
<b>Unrestricted Funds: non-designated</b>						
General fund	32,389	35,928	(26,823)	(650)	15	40,859
Revaluation reserve	679	-	-	(126)	(112)	441
<b>Unrestricted Funds: designated</b>						
Ground rent fund	1,323	-	-	761	-	2,084
Lynwood capital maintenance fund	16	-	-	-	-	16
Cyclical maintenance fund	106	-	(25)	15	-	96
<b>Total designated Funds</b>	<b>1,445</b>	<b>-</b>	<b>(25)</b>	<b>776</b>	<b>-</b>	<b>2,196</b>
<b>Total unrestricted Funds</b>	<b>34,513</b>	<b>35,928</b>	<b>(26,848)</b>	<b>-</b>	<b>(97)</b>	<b>43,496</b>
Restricted funds:						
Almonised grants	-	42	(42)	-	-	-
<b>Total Restricted funds</b>	<b>-</b>	<b>42</b>	<b>(42)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total funds</b>	<b>34,513</b>	<b>35,970</b>	<b>(26,890)</b>	<b>-</b>	<b>(97)</b>	<b>43,496</b>

# Ben – Motor and Allied Trades Benevolent Fund

## Notes to the Financial Statements



### 30 Analysis of net movement in funds (continued)

#### Funds:

**Revaluation Reserve:** represents the unrealised gain on investments held by the charity;

**Ground Rent Fund:** represents the present value of future ground rents due in respect of Lynwood Village. The fund is released to the General Reserve as the rents are received;

**Lynwood Capital maintenance fund:** capital funds are received when an apartment in Lynwood Village is re-sold. These funds are allocated to a maintenance fund and held for major property repair costs of the village.

**Cyclical maintenance fund:** funds are held for non-routine maintenance costs for sheltered accommodation in Town Thorns and Lynwood.

**Almonised funds:** represents specified grants received from other charities and organisations which support Ben's Health and Wellbeing activities.

### 31 Asset and Liabilities analysed by Fund

Group Year ended 31 March 2019							
Fund Name	Fixed Assets	Investments	Current asset investments	Debtors	Cash	Creditors	As at 31 March 2019
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Unrestricted funds: non-designated</b>							
General fund	22,281	3,818	11,773	1,552	4,181	(1,139)	42,466
Revaluation reserve	-	450	-	-	-	-	450
<b>Unrestricted funds: designated</b>							
Ground rent fund	-	-	-	2,439	-	-	2,439
Lynwood capital maintenance fund	-	-	-	-	74	-	74
Cyclical maintenance fund	-	-	-	-	96	-	96
<b>Total designated funds</b>	-	-	-	-	170	-	2,609
<b>Total unrestricted funds</b>	22,281	4,268	11,773	3,991	4,351	(1,139)	45,525
<b>Restricted funds:</b>							
Almonised grant	-	-	-	-	-	-	-
<b>Total restricted funds</b>	-	-	-	-	-	-	-
<b>Total funds</b>	22,281	4,268	11,773	3,991	4,351	(1,139)	45,525

Group Year ended 31 March 2018							
Fund Name	Fixed Assets	Investments	Current asset investments	Debtors	Cash	Creditors	As at 31 March 2018
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Unrestricted funds: non-designated</b>							
General fund	22,705	3,729	12,015	1,570	2,873	(3,255)	39,637
Revaluation reserve	-	441	-	-	-	-	441
<b>Unrestricted funds: designated</b>							
Ground rent fund	-	-	-	2,084	-	-	2,084
Lynwood capital maintenance fund	-	-	-	-	16	-	16
Cyclical maintenance fund	-	-	-	-	96	-	96
<b>Total designated funds</b>	-	-	-	-	112	-	2,196
<b>Total unrestricted funds</b>	22,705	4,170	12,015	3,654	2,985	(3,255)	42,274
<b>Restricted funds:</b>							
Almonised grant	-	-	-	-	-	-	-
<b>Total restricted funds</b>	-	-	-	-	-	-	-
<b>Total funds</b>	22,705	4,170	12,015	3,654	2,985	(3,255)	42,274

### 32 Interest payable

Interest payable related to loans and overdrafts repayable within 5 years of which £11,000 (2018: £269,000) was expensed in the year and Lynwood Development loan interest roll-up of £Nil (2018: £ 33,000) were capitalised in the year.

### 33 Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2019 £'000	Group 2018 £'000
<b>Net income/ (expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>3,518</b>	<b>9,632</b>
Payments into defined benefit pension scheme	(375)	(365)
Net finance charge on defined benefit pension scheme	108	123
Depreciation charge	893	943
Interest income shown in investing activities	(166)	(171)
Interest payable	11	269
Change in properties for resale	4,264	6,599
Disposal of fixed assets	160	-
Unrealised gains/(losses) on Investments	(93)	112
Decrease in stock	-	13
Increase in debtors	(337)	(529)
Decrease in creditors	(683)	(1,403)
<b>Net cash from operating activities</b>	<b>7,300</b>	<b>15,223</b>

### 34 Capital commitments and contingent liabilities

At 31 March 2019 the Company committed £nil in contracted amounts due to the development of its Lynwood site (2018: £588,000) by a Guarantee to the trading subsidiary, Rise Lodge Developments Limited, who had signed the design and build contract.

# Ben – Motor and Allied Trades Benevolent Fund

## Notes to the Financial Statements



### 35 Defined benefit pension scheme

Following the closure of the scheme to all future benefit accrual from 1 April 2002, the scheme is now funded exclusively by the Company. The most recent formal actuarial valuation was calculated as at 30 September 2016. The pension cost for the period to 31 March 2019 is assessed in accordance with the advice of a professionally qualified actuary.

	2019	2018
Valuation method	<b>Projected Unit</b>	Projected Unit
Discount rate	<b>2.4%</b>	2.5%
Inflation rate (RPI)	<b>3.6%</b>	3.5%
Pension increase in deferment (CPI)	<b>2.6%</b>	2.5%
Pension increase in payment (RPI, max 5%)	<b>3.4%</b>	3.4%
Base Mortality Tables	<b>S2PMA / S2PFA</b>	S2PMA / S2PFA
Mortality Projection Basis	<b>CMI (2018) core projection with 1.5% p.a. long term rate</b>	CMI (2017) core projection with 1.5% p.a. long term rate
Future Life Expectancy at age 65:		
- Male / Female currently 65	<b>22.6/23.5</b>	22.1 / 24.0
- Male / Female currently 45	<b>23.3/25.4</b>	23.8 / 25.8

The breakdown of the assets into the major categories of investments at the year-end, as a percentage of the total scheme assets is:

	2019	2018
Equities	<b>50%</b>	<b>50%</b>
Gilts	<b>20%</b>	<b>20%</b>
Corporate bonds	<b>29%</b>	<b>29%</b>
Cash	<b>1%</b>	<b>1%</b>

The market value of the scheme's assets and the present value of the liabilities at the year-end were as follows:

	Value at 31 March 2019 £'000	Value at 31 March 2018 £'000
Market value of assets	9,909	9,667
Present value of scheme liabilities	(9,290)	(9,414)
Surplus	619	253
Irrecoverable surplus	(619)	(253)
<b>Recoverable surplus</b>	-	-

The surplus is not treated as recoverable since Ben does not have an irrevocable right to the surplus.

35 Defined benefit pension scheme (continued)

<b>An analysis of the amount charged to the income and expenditure account during the year is as follows:</b>		
	<b>2019</b>	<b>2018</b>
	<b>£'000</b>	<b>£'000</b>
Past service cost	12	-
Interest income	(250)	(239)
Interest cost	239	240
Interest on irrecoverable surplus	11	-
Expenses	96	122
<b>Total charge to income and expenditure account</b>	<b>108</b>	<b>123</b>

<b>An analysis of changes in the present value of defined benefit obligations:</b>		
	<b>2019</b>	<b>2018</b>
	<b>£'000</b>	<b>£'000</b>
<b>Opening defined benefit obligations</b>	<b>9,414</b>	<b>9,788</b>
Past service cost	12	-
Interest cost	239	240
Actuarial (gain) / loss	-	-
Change in actuarial assumptions	100	(219)
Benefits paid	(475)	(395)
<b>Closing defined benefit obligations</b>	<b>9,290</b>	<b>9,414</b>

<b>An analysis of changes in the fair value of assets:</b>		
	<b>2019</b>	<b>2018</b>
	<b>£'000</b>	<b>£'000</b>
<b>Opening value of assets</b>	<b>9,667</b>	<b>9,531</b>
Expected return	250	239
Expenses	(96)	(122)
Employers contribution	375	365
Difference between actual and expected return	188	49
Benefits paid	(475)	(395)
<b>Closing value of assets</b>	<b>9,909</b>	<b>9,667</b>

During the year ended 31 March 2019 Ben made payments totalling £375,389 (2018: £364,455)

35 Defined benefit pension scheme (continued)

<b>An analysis of changes in obligations less value of assets:</b>		
	<b>2019</b>	<b>2018</b>
	<b>£'000</b>	<b>£'000</b>
Opening year	-	257
Closing year	-	-
Decrease/(increase)	-	257
Contributions paid	(375)	(365)
Expected return less interest cost	-	1
Past service cost	12	
Expenses	96	122
<b>Actuarial gain/ (loss)</b>	<b>(267)</b>	<b>15</b>

<b>Amounts for the current and four previous years:</b>					
	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>
Fair value of assets	9,909	9,667	9,531	8,082	8,382
Present value of liabilities	(9,290)	(9,414)	(9,788)	(8,806)	(9,445)
Surplus/ (shortfall)	619	253	(257)	(724)	(1,063)
Recoverable surplus	N/A	N/A	N/A	N/A	N/A
Irrecoverable surplus	619	253	N/A	N/A	N/A
Experience gains (losses) on assets	N/A	N/A	N/A	N/A	N/A
Experience gain (losses) on liabilities	N/A	N/A	N/A	N/A	N/A

<b>Sensitivity analysis</b>	<b>Defined Benefit Obligations as at 31 March 2019 £'000</b>
Increase/decrease discount rate by 0.1% p.a.	(145) / +150
Increase/decrease assumed rate of inflation by 0.1% p.a.	+64 / (57)

The Scheme holds several annuity policies in respect of some pensioners which were included in the Scheme's annual report and accounts as at 30 September 2018 at a value of £1.3 million (2018: £1.4 million). These policies have not been included in the assets and liabilities disclosed in this note. If the policies were included the assets and liabilities would both be increased by £1.3m (2018: £1.4 million). There is no impact on the net balance sheet value.



### 36 Registered social housing provider requirements

The details required by the Homes and Communities Agency in relation to registered social housing providers' costs are shown below:

	Birch Hill	Lynwood	Town Thorns	Total 2019	Total 2018
	£'000	£'000	£'000	£'000	£'000
<b>Rents receivable</b>					
Gross rents receivable	34	34	41	109	140
Less rent losses from voids	(20)	-	-	(20)	(26)
<b>Net rents receivable</b>	<b>14</b>	<b>34</b>	<b>41</b>	<b>89</b>	<b>114</b>
Service charge income	5	8	80	93	111
Other income	-	-	18	18	-
<b>Turnover from Social Housing Lettings</b>	<b>19</b>	<b>42</b>	<b>139</b>	<b>200</b>	<b>225</b>
<b>Surplus/ (loss)</b>	<b>(22)</b>	<b>(151)</b>	<b>(99)</b>	<b>(272)</b>	<b>(100)</b>
<b>Housing stock</b>					
Sheltered housing rented	9	38	10	57	61
Shared ownership	-	-	26	26	22
<b>Total units</b>	<b>9</b>	<b>38</b>	<b>36</b>	<b>83</b>	<b>83</b>
<b>Voids</b>	56%	-%	-%	6%	7%

Vacant units at Lynwood and Town Towns were not available for letting during the year.