

Company Registration Number: 01548338 (England and Wales)

Homes England Number: 4660

Registered Charity Number: 511265

**ACTION HOUSING AND SUPPORT LIMITED
REPORTS AND FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2020**



ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

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FOR THE YEAR ENDED 31 MARCH 2020

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ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

TRUSTEES' REPORT INCORPORATING THE OPERATIONAL AND FINANCIAL REVIEW

FOR THE YEAR ENDED 31 MARCH 2020

The trustees, who are the non executive directors of the company, present their report with the audited financial statements of the charitable company for the year ended 31 March 2020.

REFERENCE AND ADMINISTRATIVE DETAILS

Company registration number: 01548338 (England and Wales)

Charity registration number: 511265

Homes England registration number: 4660

Members of the board: Mr A Stott (Chair - Resigned 1 April 2020)
Mr A Hopton (Vice Chair)
Mr I Knowles
Mrs P Warnock
Mr Tony De'Ath (Appointed 16 Dec 2019)

Chief Executive: Mr T Platten (Resigned 31 March 2020)

Company Secretary: Miss Caroline Bell (Resigned 10 Jan 2020)

Registered office: 6 Genesis Business Park
Sheffield Road
Rotherham
South Yorkshire
S60 1DX

Auditor: BHP LLP
2 Rutland Park
Sheffield
South Yorkshire
S10 2PD

Solicitor: Gunner Cooke
53 King Street
Manchester
M2 4LQ

Solicitor: Hill Dickinson
50 Fountain Street
Manchester
M2 2AS

Bankers: The Royal Bank of Scotland
PO Box 31
High Street
Rotherham
S60 1PS

Bankers: Unity Trust Bank plc
Nine Brindleyplace
Birmingham
B1 2HB

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

TRUSTEES' REPORT INCORPORATING THE OPERATIONAL AND FINANCIAL REVIEW

FOR THE YEAR ENDED 31 MARCH 2020

Principle Activities

The Trustees, who are the non executive directors of the company, present their report with the audited financial statements of the charitable company for the year ended 31 March 2020.

Action Housing and Support works for the public benefit through its principal activities of providing accommodation, support, education and employability training and related services to a wide variety of vulnerable people. Currently these activities are carried out in Yorkshire, Nottinghamshire and Derbyshire. The objective of the charity is expressed in its Articles of Association:

'To educate and train and relieve poverty and sickness among persons who are suffering or who have suffered a legal restriction on their liberty in any penal or correctional establishment or through any means whatever including issues with learning difficulties, mental health, drug and alcohol, woman escaping domestic abuse, young people with multiple needs, sex workers and other vulnerable persons who require assistance to achieve and or maintain independence, also including (but not limited to) any orders made under the Mental Health Act or some other similar legislation and the families of such persons in such ways as the Board think fit and to further and promote the study of and research into all aspects and methods of the prevention of crime and delinquency and to obtain and make records of and disseminate information concerning the same, and to promote, support or carry on either alone or in co-operation with any subsidiary company of the Association or any other body, authority, or person, any project or scheme in connection with any methods of the prevention of crime and delinquency and to provide monies for such purposes whether by way of loans, grants, advances, gifts or otherwise as the Board think fit;

To carry on for the benefit of the community the business of providing social housing and any associated amenities, services, advice or assistance.

To promote or carry out any other charitable purpose that can be carried out by a company registered as a social landlord with the Tenant Services Authority or such similar authority from time to time.

The aim of the company is to work to enable vulnerable people to establish a home and live responsibly in society.

Organisational Status

Action Housing and Support is a Registered Charity and a Company Limited by Guarantee, without a share capital. Its governing instrument is the Articles of Association.

Action Housing and Support is also a Registered Housing Provider and these accounts are prepared in accordance with the Companies Act 2006, the Housing Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2015.

Internal Controls, Governance and Risk Management

A Board of Trustees governs the company. The Board exists to provide probity and governance to Action Housing and Support, set the strategic direction, ensure adherence to the Articles of Association, support the Executive Team as they run the business, appoint the Chief Executive and hold them to account, provide advice, scrutiny and fresh eyes, behaving as critical friends.

Our Governance Framework covers the principles by which our organisation is constituted. It also records who take decisions, and how the decisions taken are recorded, communicated and implemented. Our organisation is a values-led, 'not for profit' organisation, and all income goes into running the organisation and the services delivered by it.

The Trustees continually review the risks to which the charity is exposed. Systems are in place to mitigate those risks utilising our Risk Management Framework & Business Continuity Plan.

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

TRUSTEES' REPORT INCORPORATING THE OPERATIONAL AND FINANCIAL REVIEW

FOR THE YEAR ENDED 31 MARCH 2020

Recruitment and appointment to the Board of Trustees is by a formal process as defined within the Code of Governance. Trustees undergo a period of induction in which they meet staff and clients, and are encouraged to attend events designed to promote their understanding of good governance.

Board Membership and Responsibilities

The members below have served in office from 1st April 2019 to the date of this report, except where otherwise indicated:

Mr Tony De'Ath (Chair)	Appointed 16 December 2019
Mr A Hopton (Vice Chair)	
Mr I Knowles	
Mrs P Warnock	
Miss D Wray	Resigned 5 August 2019
Mr A Stott	Resigned 1 April 2020

No remuneration is paid to Trustees and as the company is limited by guarantee, none of the Trustees has any interest in the shares or retained reserves.

Strategic Report

Operational Review

Our activities focus on tenancy sustainment, the provision of accommodation, the prevention of offending and homelessness, the provision of domestic abuse services and supporting individuals to independent and self-sufficient living. The delivery of our services benefits individuals through the creation of opportunity, enabling them to realise their potential and lead fulfilling lives.

Our funding currently enables the services we provide to be delivered to residents or people living in:

- Derbyshire
- Nottinghamshire
- Yorkshire

In 2019/20 services were provided to more than 1000 individuals with the duration of support ranging from responsive phone calls which in effect last minutes to detailed and specific support programmes lasting up to three years. We also continue to provide units of supported accommodation to people with complex needs together with the provision of specified accommodation.

Our general needs accommodation units number increased by 21% from 120 units to 146.

We have worked closely with Home England and by further utilising there affordable homes programme and working in partnership with our local authorities partners we intend to further develop our housing stock both in supported accommodation and general needs in the coming years.

The impact of our work goes beyond those we help directly; it reduces the distress suffered by families, friends and the wider society. It reduces demands upon statutory services and the public purse in terms of a reduction in crime, anti-social behaviour, drug abuse, poor health and social exclusion, and assists in the building of cohesive neighbourhoods.

The primary income sources of the Charity are rental income and contracts with local authorities. As mentioned above, Homes England provided development funding this year to enable us to increase our housing stock. We also received a number of smaller grants, which were used to purchase equipment and deliver activities to our client group across our programmes.

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

TRUSTEES' REPORT INCORPORATING THE OPERATIONAL AND FINANCIAL REVIEW

FOR THE YEAR ENDED 31 MARCH 2020

The past year has been challenging and the shape and content of the organisations offer has changed significantly. The pressure on Action Housing to provide services professionally ethically and safely in an environment of continued austerity and static funding, have led to tough decisions being made. As a result of this process decisions were made about the future shape and size of the organisation and a number of contracts were ended or came to a natural contract end.

These included the substance misuse contract in Rotherham. Platform for life Young Persons programme in Rotherham, Target & Action for Safer communities contract in Sheffield, Domestic abuse helpline and service in Derbyshire and also in Sheffield.

Despite a challenging economic backdrop, and the promise of further austerity measures to come, we have continued to enjoy some success, by maintaining some of our existing contracts through negotiation or competitive tendering. We have also built upon our relationship with Chesterfield council and won new business expanding our offer and also a new business opportunity working with Mansfield council, in housing and making safe individuals who are homeless. As the charity is a registered housing provider, whilst Covid-19 has had some effect on how procedures have been carried out the pandemic has had little impact on our income streams and operations

Trustees remain committed to the generation of income for the charity and opportunity for our clients, But are clear that diversification must be appropriate and sustainable in the longer term. The Board continue to work with the executive team to ensure our continued success, development and growth.

Against this tough economic climate, the charity's principal asset remains its staff and the Trustees would as always wish to thank each staff member for their work and commitment.

Financial Review

As a result of the challenges previously outlined, overall the organisation returned a £397,735 deficit on activities before taxation (2019 - £243,084 deficit). This included £106,000 (2019 £30,000) for FRS 102 pension adjustments. Without these non-cash adjustments, the operating deficit would have been decreased to £291,735 (2019 - £213,084 deficit).

The closing net liabilities at 31 March 2020 were -£1,539,287 (2019 - -£2,484,552) of which £402,888 (2019 - £289,467) was restricted funds and £2,897,825 (2019 - £3,153,981) was unrestricted reserves and -£4,840,000 (2019 - -£5,928,000) was pension reserves.

The trustees have prepared a financial recovery plan showing forecasts of income, expenditure and cash flow for the period to 31 March 2022. The forecasts show that the company has sufficient cash reserves to be able to continue its operations for the foreseeable future.

Reserves Policy

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission. The free reserves consist of unrestricted funds, net of fixed assets, and associated bank loans. Due to our strategic commitment to develop properties, which generate long-term income, our free reserves remain relatively low at £180,767 (2019 - £578,792). The level of reserves is monitored and reviewed by Trustees throughout the year as part of our ongoing management of risk. Our free reserves level is not assessed as a significant risk at present. We have in place a plan over the next five years to incrementally increase the level of free reserves held.

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

TRUSTEES' REPORT INCORPORATING THE OPERATIONAL AND FINANCIAL REVIEW

FOR THE YEAR ENDED 31 MARCH 2020

Key Risks

The main risks faced by the Charity are identified as:

- Reduction in public sector funding for services to support vulnerable people due to a continuing austerity environment. The main controls for this are dedicated business development resource, researching and identifying new opportunities and the maintenance of positive relationships and open dialogue with commissioners, enabling service redesign rather than decommission.
- Change in senior leadership. The board are committed to ensuring a new business strategy is in place underpinned by sustainable investment in resource capacity.
- Maintaining adequate cashflow, reducing contractual income and significant development activity. Main controls for this are active cashflow management and monitoring, careful budgeting, consideration of appropriate credit facilities and scrutiny and oversight by the Board of Trustees.
- Comprehensive risk management procedures, with risks reported to Board twice yearly for review.

Directors' Salaries

The Board of Trustees have overview of senior pay and terms and conditions. Salaries are benchmarked by use of the ACEVO pay survey and national CIPD pay survey information.

Investments

The company's investment powers are set out in its Articles of Association and allow the company to invest funds not immediately required in securities and property, subject to such conditions as may be required by law. Those responsible for financial management remain mindful of the current economic climate and the need to invest to secure maximum income whilst managing associated risk.

Plans for future periods

Specifically for the forthcoming year we aim to:

- Focus on the quality of service delivery
- Focus on our employment practices and improve the quality and capability of our staff
- Improve the quality of our housing stock
- With the recruitment of a new Chief Executive, consider the organisation's structure to ensure fitness for the future and the changing environment
- Increase the provision of specified accommodation
- Develop more units of accommodation for general needs tenants
- Develop and build ever-stronger strategic relationships, raising the profile of Action

Events since the Balance Sheet date

There are no other important events that have occurred since the balance sheet date which affect the company.

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

TRUSTEES' REPORT INCORPORATING THE OPERATIONAL AND FINANCIAL REVIEW

FOR THE YEAR ENDED 31 MARCH 2020

Value for Money

Action Housing & Support has developed over the years by tendering for services in a continual, competitive cycle. This cycle ensures that services and the value they provide are reviewed and tested against the open market. It also continues to develop its property portfolio, which has resulted in the increased provision of both general needs accommodation and also supported accommodation to young people. During 2019/20, the organisation has focussed on delivering value for money through the following activity:

- Tendering for the supply of specific contract works suited to the organisation's capabilities
- Realignment of managerial resources in proportion to support reductions in specific areas of work
- Purchase and development of financial modelling systems to develop long term strategies.
- Increased internal audit of services

Value for money remains critical to the organisation and to the successful submission of tenders. Plans for 2020/21 include:

- Focus on performance and accountability of all budget holders
- Review and retender all contracts and suppliers of services
- Development of a new business strategy
- Developing a clear and open environment of trust and empowerment
- Developing and implementing systems and processes that will facilitate and support excellent customer service

To comply with the Regulator of Social Housing Value for Money Metrics requirement, Action Housing and Support has calculated the following data:

	2019	2018
Metric 1 Reinvestment %	9.3%	12.8%
Metric 2 New supply delivered (social housing units)	2.5%	6.4%
Metric 3 Gearing %	19.7%	16.2%
Metric 4 Earnings before interest, tax and depreciation %	-176.1%	33.8%
Metric 5 Headline Social cost per unit	£15,678	£15,508
Metric 6 Operating Margin %		
(social housing and overall the same)	-2.9%	1.6%
Metric 7 Return on capital employed %	-2.2%	1.1%

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

TRUSTEES' REPORT INCORPORATING THE OPERATIONAL AND FINANCIAL REVIEW

FOR THE YEAR ENDED 31 MARCH 2020

Trustees' Responsibilities

The Trustees' are responsible for preparing the report and financial statements in accordance with applicable law and regulations.

The Companies Act 2006 and registered social housing legislation require the Trustees' to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the association and of its income and expenditure for that period, as well as:

- 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 accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time, the financial position of the association and to enable them to ensure that the financial statements comply with the Companies Act 2006, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2015. They are also responsible for taking reasonable steps to safeguard the assets of the charitable company and 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.

Statement as to disclosure of information to Auditor

We, the trustees of the charitable company who held office at the date of approval of these Financial Statements as set out above, each confirm, so far as we are aware, that:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- we have taken all the steps that we ought to have taken as trustees, in order to make ourselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

Auditor

The auditor, BHP LLP will be proposed for re-appointment at the forthcoming Annual General Meeting.

On Behalf of the Board



A De'Ath (Dec 18, 2020 14:49 GMT)

.....
T De'Ath – Trustee & Chair

This report was approved by the Board on 15 December 2020 and has been signed on its behalf by Tony De'Ath, Trustee and Chair.

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION HOUSING AND SUPPORT LIMITED

FOR THE YEAR ENDED 31 MARCH 2020

We have audited the financial statements of Action Housing and Support Limited (the 'association') for the year ended 31 March 2020 which comprise the Income and Expenditure Account, the Balance Sheet, the Cashflow Statement 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 association's affairs as at 31 March 2020, and of its incoming resources and application of resources, including its income and expenditure, 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 Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2019.

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 association in accordance with the ethical requirements that are 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 relating 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 board's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the board has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the association'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 board is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

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 board report (incorporating the strategic report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the board report (incorporating the strategic report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the association and its environment obtained in the course of the audit, we have not identified material misstatements in the board report (incorporating the strategic report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the board was not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the directors' report and from the requirement to prepare a strategic report.

In addition, we have nothing to report in respect of the following matter where the Housing and Regeneration Act 2008 requires us to report to you if, in our opinion:

- a satisfactory system of control over transactions has not been maintained.

Responsibilities of the board

As explained more fully in the board's responsibilities statement set out on page 7, the Trustees (who are also the directors of the association 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 board determine 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 board is responsible for assessing the association'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 board either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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.

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION HOUSING AND SUPPORT LIMITED

FOR THE YEAR ENDED 31 MARCH 2020

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the association's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 137 of the Housing and Regeneration Act 2008. Our audit work has been undertaken so that we might state to the association's members 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 association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jane Marshall (Senior Statutory Auditor)
for and on behalf of BHP LLP, Chartered Accountants

Date: 21 December 2020

2 Rutland Park
Sheffield
S10 2PD

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2020

	Note	2020 £	2019 £
Turnover	2	4,244,495	5,866,029
Cost of sales	3	(4,570,802)	(6,040,287)
Operating (deficit)		(326,307)	(174,258)
Loss on disposal of tangible fixed assets	6	-	(931)
Interest receivable and similar income	5	1,443	1,534
Bank loan interest payable	5	(72,871)	(69,429)
(Deficit) on ordinary activities before taxation	6	(397,735)	(243,084)
Tax on (deficit) on ordinary activities		-	-
(Deficit) for the year		(397,735)	(243,084)

CONTINUING OPERATIONS

The results relate to wholly continuing activities.

On behalf of the Board

A De'Ath
A De'Ath (Dec 18, 2020 14:49 GMT)
.....

T De'Ath, Director

P Warnock
Paula Warnock (Dec 18, 2020 14:53 GMT)
.....

P Warnock, Director

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)
STATEMENT OF TOTAL RECOGNISED SURPLUSES AND DEFICITS
FOR THE YEAR ENDED 31 MARCH 2020

	Note	2020 £	2019 £
(Deficit) for the year	6	(397,735)	(243,084)
Actuarial gains / (losses) arising on defined benefit pension	17	1,343,000	(908,000)
Operating surplus / (deficit)		945,265	(1,151,084)

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2020

	Note	2020 £	2019 £
Fixed assets			
Housing properties	10	6,730,858	6,468,454
Other tangible fixed assets	10	743,562	788,100
		7,474,420	7,256,554
Current assets			
Debtors	11	589,301	445,067
Cash at bank and in hand		605,512	746,684
		1,194,813	1,191,751
Creditors: amounts falling due within one year	12	(739,736)	(443,391)
Net current assets		455,077	748,360
Total assets less current liabilities		7,929,497	8,004,914
Creditors: amounts falling due after more than one year	13	(4,628,784)	(4,561,466)
Defined benefit pension liability	17	(4,840,000)	(5,928,000)
Total net liabilities		(1,539,287)	(2,484,552)
Reserves			
Unrestricted reserves	15	2,897,825	3,153,981
Pension reserves	15	(4,840,000)	(5,928,000)
Restricted reserve	15	402,888	289,467
Total Reserves		(1,539,287)	(2,484,552)

The financial statements were approved and authorised for issue by the Board on 15 December 2020.

Signed on behalf of the board

A De'Ath

A De'Ath (Dec 18, 2020 14:49 GMT)

T De'Ath, Director

P Warnock

P Warnock (Dec 18, 2020 14:53 GMT)

P Warnock, Director

The notes on pages 16 to 33 form part of these accounts.

Company registration number: 01548338

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

STATEMENT IN CHANGES OF RESERVES

FOR THE YEAR ENDED 31 MARCH 2020

	General reserve £	Pension reserve £	Restricted reserve £	Total £
At 1 April 2018	3,226,606	(4,857,000)	296,926	(1,333,468)
(Deficit) for the year	(72,625)	(163,000)	(7,459)	(243,084)
Remeasurement (loss) on defined benefit pension plan	-	(908,000)	-	(908,000)
Total comprehensive income at 31 March 2019	3,153,981	(5,928,000)	289,467	(2,484,552)
Surplus / (Deficit) for the year	(256,156)	(255,000)	113,421	(397,735)
Remeasurement gain on defined benefit pension plan	-	1,343,000	-	1,343,000
Total comprehensive income at 31 March 2020	2,897,825	(4,840,000)	402,888	(1,539,287)

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2020

	Note	2020 £	2019 £
Net cash flow from operating activities	16	(13,220)	(150,991)
Cash flow from investing activities			
Purchase of tangible fixed assets		(487,305)	(716,033)
Sale of tangible fixed assets		-	-
Disposal of investments		-	-
Social Housing Grants received		417,470	503,424
Interest received		1,443	1,534
Net cash flow from investing activities		(68,392)	(211,075)
Cash flow from financing activities			
Proceeds from issue of new long-term loans		-	-
Repayment of long term loans		(132,431)	(127,489)
Interest paid		72,871	, 69,429
Net cash flow from financing activities		(59,560)	(58,060)
Net (decrease)/increase in cash and cash equivalents		(141,172)	(420,126)
Cash and cash equivalents at 1 April		746,684	1,166,810
Cash and cash equivalents at 31 March		605,512	746,684
Cash and cash equivalents consists of:			
Cash at bank and in hand		605,512	746,684
Cash and cash equivalents at 31 March		605,512	746,684

1 Summary of significant accounting policies

Status

The company is registered under the Companies Act 2006 and has been a registered charity since 21 April 1981. The charitable company registered with the Regulator of Social Housing as a housing provider on 2 June 2011.

General information and basis of preparation

Action Housing and Support Limited is a private registered provider of social housing in the United Kingdom. The address of the registered office is given in the company's information on page 1 of these financial statements. The nature of the company's operations and principal activities are the provision of social housing.

The company constitutes a public benefit entity as defined by FRS 102.

The financial statements have been prepared in accordance with applicable accounting standards including Financial Reporting Standard 102 The Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS 102), the Statement of Recommended Practice for Social Housing Providers 2018, and with the Accounting Direction for private registered providers of social housing in England 2019. The financial statements are also prepared under the requirements of the Housing and Regeneration Act 2008 and the Companies Act 2006. The financial statements have been prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling, which is the functional currency of the association, and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Going concern

The company has net liabilities of £1,539,287 due to the inclusion of the defined benefit pension liability of £4,840,000. Although this has turned the balance sheet negative it is not a liability which will crystallise in the near future. What is important is that the company can meet its pension contributions payments under this scheme as they fall due. The forecasts referred to below include these and the Trustees confirm that this is the case.

The Trustees have considered the impact of Covid-19 on the charity's activities, workforce and supply chain, as well as the wider economy, as the charity is a registered housing provider, whilst Covid-19 has had some effect on how procedures have been carried the pandemic has had little impact on our income streams and operations.

The Trustees have prepared financial forecasts for the period to 31 March 2022 which show that the company will generate profits and has sufficient reserves and cash resources to continue. Therefore, the Trustees believe it is appropriate for the financial statements to be prepared on the going concern basis.

Tangible fixed assets

Housing properties

Social housing properties are stated at cost less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended, such as the cost of acquiring land and buildings, developments costs, interest charges on loans during the development period and expenditure on improvements. Expenditure on improvements will only be capitalised when it results in incremental future benefits such as increasing rental income, reducing maintenance costs or resulting in a significant extension of the useful economic life of the property.

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Major components of housing properties are depreciated at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Structure	100 years
Roofs	60 years
Kitchens	10 years
Bathrooms	15 years
Windows and doors	20 years
Boilers and fires	12 years
Electrics	30 years
Mechanical systems	20 years

Freehold land is not depreciated. Housing properties under construction are not depreciated until they are in use and the useful economic lives of all tangible fixed assets are reviewed annually.

Other

Other tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Land	Not depreciated
Buildings - freehold	50 years straight line
Buildings - long leasehold	Over lease term
Office furniture	5 years straight line
Office equipment	4 years straight line
Computer equipment	3 years straight line

Impairment

All properties are considered for impairment annually and detailed reviews of assets for impairment are carried out if there is an indication that impairment has occurred or if they are not being depreciated.

Impairments that are a result of a major reduction in the service potential of a property are recognised in the income and expenditure account. Impairments that reflect general changes in price are, where the property is shown at a valuation, recognised in the statement of total recognised surpluses and deficits until the value of the asset falls to depreciated historical cost.

Further impairments, or the full impairment if the property has not been revalued, are then recognised in the income and expenditure account.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the income and expenditure in other administrative expenses.

Rights of social landlords to have improvement works carried out to properties by a third party (such as a local authority) are recognised as prepayments where payment has occurred in advance of the works being carried out and receipts in advance from the same third party recognised as liabilities. Assets and liabilities or income and expenditure are not offset.

Stocks

Stocks of paint, papers, sheets, blankets, cutlery and crockery are not taken and items are charged in the accounts as an expense when purchased. The trustees do not consider that the value of stock is either significant or material.

Leases

Rentals paid under operating leases are charged in the income and expenditure account as incurred.

Tax

The charity is exempt for the purposes of corporation tax.

The activities of the charity are mainly exempt from VAT, and therefore the charity is not registered for VAT purposes. Because of the small amounts involved, expenditure is shown gross and capital items purchased are shown gross in the financial statements.

Turnover

Turnover represents rental and service charges income receivable in the year net of rent and service charge losses from voids, revenue grants from the government (local authorities) and the Homes England.

Grants

Grants receivable funding the general activities of the company are included in the year in which they are receivable.

Social Housing Grants

Social Housing Grants (SHG) are made by Homes England to assist with the acquisition or developments. SHG grants are included in deferred income and released in line with the depreciation of the assets.

Pension costs

The company operates a defined benefit pension scheme. An actuarial valuation was carried out at 31 March 2019 by a qualified independent actuary with a full valuation required every three years. The company's share of changes in the deficit is recognised on the balance sheet. The company's share of changes in the deficit is included in the income and expenditure account.

Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

Restricted reserves

Restricted reserves are those reserves which are only expendable in accordance with the wishes of the funder or regulatory body. Restricted reserves include funds raised in response to a specific appeal. Revenue and expenditure cannot be directly set against restricted reserves but is taken through the income and expenditure account and then a transfer to restricted reserves is made as appropriate.

Judgements and key sources of estimation uncertainty

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

There were no judgements that didn't involve estimates.

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

There were no key assumptions.

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

2 Turnover

	2020 £	2019 £
Rental income	2,983,483	3,278,313
Contracted income	904,708	2,243,463
Other grants	25,625	43,750
Commercial premises	53,139	71,798
Other income	2,361	1,472
Homes England	241,611	174,132
Statutory services	33,568	53,101
Total	4,244,495	5,866,029

Rental Income is included in the accounts after providing bad debts of £132,690 (2019: £135,885) and net of rental voids incurred during the year to the value of £330,825 (2019: £475,854).

Homes England and other grants income contains £55,103 (2019: £52,856) of amortised grant, the remainder relates to non-capitalised grant income.

3 Operating costs

	Staff Costs £	Other £	Depreciation £	Total 2020 £	Total 2019 £
Housing and support	880,731	355,323	50,182	1,286,236	2,274,639
Housing management	105,539	55,750	2,867	164,156	165,256
Housing maintenance	93,894	1,423,968	200,620	1,718,482	1,995,038
Housing services	340,355	17,932	2,867	361,154	396,457
Client services:					
Project management	114,400	96,218	8,602	219,220	310,599
Administration expenditure	449,636	191,093	4,301	645,030	733,371
Governance costs	14,366	17,158	-	31,524	35,927
Pension finance costs	-	145,000	-	145,000	129,000
	1,998,921	2,302,442	269,439	4,570,802	6,040,287
2019	3,071,983	2,688,074	280,230		

Governance costs include the following:

	2020 £	2019 £
Salaries' and office costs	15,235	19,195
Auditor's fees- audit services	12,289	12,000
Auditor's fees- non audit services	-	732
Legal and professional fees	4,000	4,000
	31,524	35,927

4 Accommodation owned, managed and in development

	Number of units at start date 2020	Number of units at end date 2019
<i>Social housing</i>		
General needs housing	124	109
Sustainable tenancy	26	-
Supported housing	6	-
Total Social housing	156	109
<i>Non-social housing</i>		
General needs housing	30	25
Sustainable tenancy	116	108
Supported housing	89	173
Total Non-Social housing	235	306
Total housing	391	415

5 Interest and other finance income and expenses

a) Interest receivable and similar income

	2020 £	2019 £
Deposit account interest	1,443	1,534

b) Interest payable and similar expenses

	2020 £	2019 £
Bank loans and overdrafts	72,871	69,429

c) Other finance costs

	2020 £	2019 £
Interest on net defined benefit pension liability	145,000	129,000

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

6 Surplus/(deficit)

Surplus/(deficit) is stated after charging:

	2020	2019
	£	£
Auditor's remuneration (including expenses and benefits in kind) for audit	12,289	12,000
Auditor's remuneration (including expenses and benefits in kind) for non-audit	-	732
Depreciation of housing properties and components	186,815	184,982
Depreciation of other tangible assets	82,624	95,248
Grants released against depreciation	(55,103)	(52,856)
Rent losses from bad debts	132,690	135,885
Operating lease rentals	880,270	969,092

7. Trustee remuneration and benefits

During the year trustees received remuneration and benefits amounting to £Nil (2019- £Nil).

Trustee expenses

Travel expenses totalling £869 (2019 - £1,926) were paid to 1 Trustees (2019- 5 trustees).

8. Board and key management personnel remuneration

The total remuneration for key management personnel amounted to £243,500 (2019 - £312,108).

During the year total pensions of £26,855 (2019 - £28,959) was payable to key management personnel (including past directors).

The highest paid director received £129,033 (2019 - £67,779) remuneration (excluding pension contributions).

The chief executive is included in the South Yorkshire Pension Scheme, and is an ordinary member of the scheme. No enhanced or special terms apply. Action Housing and Support Limited did not make any further contribution to an individual pension arrangement for the chief executive.

9 Staff costs

The average number of employees, including members of the executive team, calculated on a full time equivalent was 68 employees (2019 - 125).

There were two employees who received more than £60,000 as their employee package during the year (2019 - 1 employees).

Five members of staff received redundancy payments. These payments totalled £13,970 (2019 – 0 employees).

	2020 £	2019 £
Wages and salaries	1,442,775	2,386,912
Social security costs	100,704	155,427
Other pension costs	353,147	281,742
	<hr/> 1,896,626	<hr/> 2,824,081
Agency costs	102,295	247,902
	<hr/> 1,998,921	<hr/> 3,071,983
Total	<hr/> 1,998,921	<hr/> 3,071,983

Other pension costs includes (£34,000) (2019 - £30,000), being the net pension costs movement as disclosed in note 17 to the accounts and in accordance with FRS 102.

All employees were involved in direct charitable services, with a proportion of time of some staff taken up by administrative duties.

10 Tangible fixed assets – Housing properties for letting

	Land and buildings £	Leasehold improvements £	Total £
Cost:			
At 1 April 2019	6,727,927	540,407	7,268,334
Reclassification	(341,006)	319,690	(21,316)
Additions	279,571	185,541	465,112
At 31 March 2020	6,666,492	1,045,638	7,712,130
Depreciation:			
At 1 April 2019	554,384	245,496	799,880
Reclassification	(62,675)	57,252	(5,423)
Charge for the year	94,318	92,497	186,815
At 31 March 2020	586,027	395,245	981,272
Net book value:			
At 1 April 2019	6,173,543	294,911	6,468,454
At 31 March 2020	6,080,465	650,393	6,730,858

Tangible fixed assets – other

	Freehold buildings £	Leasehold improvements £	Fixtures and fittings £	Total £
Cost:				
At 1 April 2019	902,032	57,005	1,185,612	2,144,649
Reclassification	(824)	16,010	6,130	21,316
Additions	-	-	22,193	22,193
At 31 March 2020	901,208	73,015	1,213,935	2,188,158
Depreciation:				
At 1 April 2019	222,852	55,762	1,077,935	1,356,549
Reclassification	(2,230)	10,803	(3,150)	5,423
Charge for the year	18,042	6,083	58,499	82,624
At 31 March 2020	238,664	72,648	1,133,284	1,444,596
Net book value:				
At 1 April 2019	679,180	1,243	107,677	788,100
At 31 March 2020	662,544	367	80,651	743,562

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

11 Debtors

	2020	2019
	£	£
Trade debtors (gross social housing rent arrears)	310,833	366,302
Less: provision for doubtful debt	(158,324)	(164,126)
	152,509	202,176
Trade debtors (others)	95,773	138,423
Prepayments and accrued income	341,019	104,468
	589,301	445,067

12 Creditors: amounts falling due within one year

	2020	2019
	£	£
Bank loans	65,621	67,019
Trade creditors	370,927	86,343
Other tax and social security	36,437	46,669
Other creditors	57,436	53,198
Accruals and deferred income	146,358	137,282
Deferred income capital grants	62,957	52,880
	739,736	443,391

Bank loans totalling £2,119,231 (2019 - £2,178,791) are secured by a first legal charge over freehold and leasehold residential properties owned by the charity. The above loans are repayable monthly over a 25 year period at rates of interest charged at 3% over the bank's base rate, with a bullet repayment at the end of year ten (2027).

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

13 Creditors: amounts falling due after more than one year

	2020	2019
	£	£
Bank loans	2,053,610	2,111,772
Other creditors	315,600	355,900
Deferred income re capital grants	2,259,574	2,093,794
	4,628,784	4,561,466

Bank loans, other creditors and deferred income re capital grants include aggregate amounts of £3,910,436 (2019 - £3,979,889) which fall due after five years and which are payable by instalments.

14 Leases

Operating leases - lessee

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2020	2019
	£	£
Not later than one year	701,412	502,419
Later than one and not later than five years	1,290,069	748,737
Later than five years	447,585	317,724
	2,439,066	1,568,880

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

15 Reserves

	BF 01.04.19 £	Income £	Expenditure £	Transfers £	Gains/ (losses) £	CF 31.03.20 £
Unrestricted reserves						
General reserves	3,153,981	3,978,702	(4,234,858)	-	-	2,897,825
Pension reserves	(5,928,000)	-	(255,000)	-	1,343,000	(4,840,000)
	(2,774,019)	3,978,702	(4,489,858)	-	1,343,000	(1,942,175)
Restricted reserves						
Action for Street Kids	806	-	(806)	-	-	-
South Yorkshire Offender Partnership	7,036	-	-	-	-	7,036
Homes England	256,192	238,665	(115,298)	-	-	379,559
Derbyshire Domestic Abuse	25,420	24,000	(34,752)	-	-	14,668
Foundation Derbyshire	13	-	(13)	-	-	-
Open Gate Trust	-	1,000	-	-	-	1,000
Arbor PCC	-	625	-	-	-	625
RMBC Section 106	-	616	(616)	-	-	-
Land Aid	-	1,300	(1,300)	-	-	-
Derby City	-	1,030	(1,030)	-	-	-
	289,467	267,236	(153,815)	-	-	402,888
Total reserves	(2,484,552)	4,245,938	(4,643,673)	-	1,343,000	(1,539,287)

Restricted reserves consist of the following:

Action for Street Kids: Rotherham Young Persons activities grant.

South Yorkshire Offender Partnership: Hope renovation project education and resources in Rotherham.

Homes England: Bringing empty homes into use within the private sector.

Derbyshire Domestic Abuse: The provision of resources to ensure that our support line in Derbyshire is accessible by all victims of domestic abuse including those from marginalised/isolated communities.

Foundation Derbyshire: To fund educational, developmental and life enhancing experiences as chosen by our young people in Chesterfield.

Open Gate Trust: Provision of Lifewise sessions at Newbold Court.

Arbor PCC: Crime reduction.

RMBC Section 106: Conversion of premises to provide general needs affordable housing in Rotherham.

Land Aid: Conversion of premises to provide accommodation and raining facilities for young people in Rotherham.

Derby City: Capital grant to refurbish properties in Derby.

ACTION HOUSING AND SUPPORT LIMITED (BY GUARANTEE)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

Prior year reserves

	BF 01.04.18	Income	Expenditure	Transfers	Gains / (Losses)	CF 31.03.19
	£	£	£	£	£	£
Unrestricted reserves						
General reserves	3,226,606	5,804,646	(5,877,271)	-	-	3,153,981
Pension reserves	(4,857,000)	-	(163,000)	-	(908,000)	(5,928,000)
	(1,630,394)	5,804,646	(6,040,271)	-	(908,000)	(2,774,019)
Restricted reserves						
Action for Street Kids	8,541	-	(7,735)	-	-	806
South Yorkshire Offender Partnership	7,313	-	(277)	-	-	7,036
Homes England	263,621	31,514	(38,943)	-	-	256,192
RMBC Section 106	-	616	(616)	-	-	-
Land Aid	-	1,030	(1,030)	-	-	-
Derby City	-	1,137	(1,137)	-	-	-
Derbyshire Domestic Abuse Foundation	16,573	28,158	(19,311)	-	-	25,420
Derbyshire Trust and Learn to Take Control	1,340	-	(1,327)	-	-	13
	(462)	462	-	-	-	-
	296,926	62,917	(70,376)	-	-	289,467
Total reserves	(1,333,468)	5,867,563	(6,110,647)	-	(908,000)	(2,484,552)

16 Reconciliation of operating (deficit)/surplus to cash flow from operating activities

	2020 £	2019 £
(Deficit) for the year	(397,735)	(243,084)
Interest received	(1,443)	(1,534)
Depreciation and impairment of tangible fixed assets	269,439	280,230
Loss on disposal	-	931
Grants released	(241,613)	(239,364)
Increase in debtors	(144,234)	(68,780)
Increase / (Decrease) in creditors	247,366	(42,390)
Difference between pension charge and cash contributions	255,000	163,000
Net cash flow from operating activities	(13,220)	(150,991)

17 Pensions and other post-retirement benefits**Defined benefit pension plans**

Certain employees of Action Housing and Support Limited participate in the South Yorkshire Pension Fund, a defined benefit, funded statutory scheme administered by the South Yorkshire Pensions Authority in accordance with the Local Government Pension Scheme Regulations 1995. An actuarial valuation of this fund was carried out in accordance with the Regulations as at 31 March 2019.

The pension cost is assessed every three years in accordance with the advice of a qualified independent actuary. The assumptions and other data that have the most significant effect on the determination of the contributions are as follows:

The end of year figures for the market value of the assets and split of the assets between investment categories have been calculated as at 31 March 2020. The corresponding figures for the start of the year have been calculated as at 31 March 2019. The major assumptions used by the actuary were:

Latest full actuarial valuation	31 March 2019
Market value of assets at date of the last full valuation	£8,440 million

	2020	2019
Rate of inflation	2.10%	2.20%
Rate of increase in salaries	3.35%	3.45%
Rate of increase in pensions	2.20%	2.30%
Discount rate	2.30%	2.50%

17 Pensions and other post-retirement benefits (continued)**Expected rate of return on assets:**

	2020 Expected rate of return	2020 Value of assets £000	2020 Split of assets	2019 Expected rate of return	2019 Value of assets £000	2019 Split of assets
Equities	6.5%	6,230	51.7%	6.5%	6,399	50.8%
Government bonds	2.2%	1,626	13.5%	2.2%	1,978	15.7%
Other bonds	2.9%	880	7.3%	2.9%	932	7.4%
Property	5.9%	1,084	9.0%	5.9%	1,222	9.7%
Cash/liquid	0.5%	361	3.0%	0.5%	416	3.3%
Other	6.5%	1,867	15.5%	6.5%	1,650	13.1%
Total market value of assets		12,048			12,597	
Present value of scheme liabilities		(16,888)			(18,525)	
Deficit in the scheme		(4,840)			(5,928)	

The current mortality assumptions include sufficient allowance for future improvement in mortality rates. The assumed life expectations on retirement aged 65 are:

	2020	2019
Retiring today/current pensioners		
Males	22.4	23.1
Females	25.2	25.9
Retiring in 20 years/future pensioners		
Males	23.9	25.3
Females	27.1	28.3

Balance sheet items as at 31 March:

	2020 £000	2019 £000
Present value of funded benefit obligations	(16,869)	(18,506)
Present value of unfunded benefit obligations	(19)	(19)
	(16,888)	(18,525)
Fair value of plan assets	12,048	12,597
Deficit in the scheme	(4,840)	(5,928)

17 Pensions and other post-retirement benefits (continued)**Components of pension costs for the period:**

	2020 £'000	2019 £'000
Deficit in scheme at 1 April	(5,928)	(4,857)
Current service cost	(240)	(286)
Employer contributions	274	256
Effect of curtailment or settlements	(21)	-
Past service cost	(119)	-
	(106)	(30)
Interest on pension liabilities	(461)	(450)
Expected return on assets	316	321
Administrative costs	(4)	(4)
	(149)	(133)

Amounts recognised in the income and expenditure account:

	2020 £'000	2019 £'000
Current service cost	(240)	(286)
Effect of curtailment or settlements	(21)	-
Past service cost	(119)	-
Expected return on assets	316	321
Administrative costs	(4)	(4)
	(26)	31

Amounts recognised in the statement of total recognised gains and losses:

	2020 £'000	2019 £'000
Actuarial gains / (losses)	1,343	(908)
Deficit in scheme at 31 March	(4,840)	(5,928)

17 Pensions and other post-retirement benefits (continued)**Change in benefit obligation during period to 31 March:**

	Unfunded benefits 2020 £'000	All benefits 2020 £'000	All benefits 2019 £'000
Benefit obligation at 1 April	19	18,525	16,716
Current service cost	-	240	286
Interest on pension liability	-	461	450
Member contributions	-	51	61
Past service cost	-	119	-
Curtailments	-	21	-
Actuarial losses/(gains) on liabilities	1	(2,252)	1,286
Benefits/transfers paid	(1)	(277)	(274)
	19	16,888	18,525

Change in plan assets during period:

	Unfunded benefits 2020 £'000	All benefits 2020 £'000	All benefits 2019 £'000
Fair value of assets plan at 1 April	-	12,597	11,859
Expected return of plan assets	-	316	321
Actuarial (gains)/losses on assets	-	(909)	378
Administration expenses	-	(4)	(4)
Employer contributions	1	274	256
Member contributions	-	51	61
Benefits/transfers paid	(1)	(277)	(274)
Fair value of plan assets at end of period	-	12,048	12,597
Actual return on plan assets	-	375	699
Experience gains on assets	-	1,927	378
Experience gains / (losses) on liabilities	-	325	(1,286)

The pension cost for the year was £529,000 (2019 - £419,000) excluding the adjustments required per FRS 102. The balance sheet includes £4,840,000 (2019 - £5,928,000) in respect of accrued pension costs.

18 Capital funding and commitments

	2020 £	2019 £
Capital expenditure that has been contracted for but has not been provided for in the financial statements	60,413	-

19 Related party transactions

Following the resignation of the Director of Assets, H3 Design (Andrew Hopton – Trustee) was engaged to ensure continuity of corporate memory and to boost senior staff level capacity. Fees for this role totalled £20,844 (2019: £nil). At the year end, the balance owed to H3 Design was £8,562 (2019: £Nil).