



ANNUAL REPORT

2020 - 2021



We imagine a Wales where everyone has the right to a good home

Too many people in Wales don't
have somewhere to live in
security, peace and dignity

Too many people face systemic
prejudice, discrimination and
disadvantage

**We are determined to
change that and here is
what we did in
2020-2021...**



SHAPING CHANGE

We played an important role in influencing national policies, debates and decisions





BLACK
LIVES
MATTER

- We launched Deeds not Words
- 30 organisations signed up
- 800 colleagues surveyed
- We helped spark change

Deeds Not Words

We rallied the sector to end racial inequality in housing



We also helped address racism through



Helping to create **homes for refugees** in Newport with the Gap Wales



Writing a guide to reducing **migrant homelessness** with WLGA & WSMP



Analysing RSL **board diversity** stats for the regulator



Raising awareness of **EU settlement** scheme



We promoted accessible housing



Major review
of accessible
homes
allocation in
Gwent

Co-design
with WG
Adaptations
Steering
Group

Linking
disabled
people,
officials and
practitioners
via online fora

We helped tackle poverty & inequality together with TPAS Cymru

Published
report on lack
of flooring in
social
housing

FLOORED

The provision of
appropriate flooring in
social housing

Taken on
board by
Welsh
Government

Numerous
social
landlords
changed
their policies



Our campaign to make housing a human right gained further ground

Draft Bill Published #BackTheBill

Over 100 significant supporters

Welsh Government supports the principle

**BACK
THE BILL**

The right to a good
home in Wales



Chartered
Institute of
Housing
Cymru

Shelter
Cymru



MAKING CHANGE HAPPEN

We supported our fantastic members to help them turn equality commitments into reality

HERE IS A SNAPSHOT...





**69 total
members**

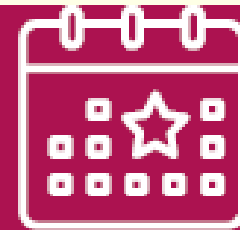
**83 helpline
enquiries**



**296 new
mailing list
sign ups**



**62 training &
support sessions
delivered**



**525
event
registrations**

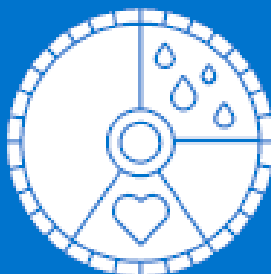
We engaged with
people in member
organisations

797



We sent **48**
email updates

We held **1** Making
Menopause Matter
Network meeting



We held

3



Welsh Housing
Equality
Networks

7 members achieved or working towards QED Award.
Our data shows **great** impacts!



86 jobs advertised with us



3 Good Practice Briefings



30 members signed up to Deeds Not Words pledge

7 free online webinars



Very good and left
feeling motivated to
integrate into work!

Really helpful session
making myself aware of my own **bias**.
It's definitely opened up my mind to be
more considerate when making
decisions and maybe not jump to
conclusions.

**Here's
what our
members
thought:**

Your support
throughout 2020
has been
invaluable.

Your input has been
very helpful and we
have made the
necessary changes to
strengthen our
strategic plan.



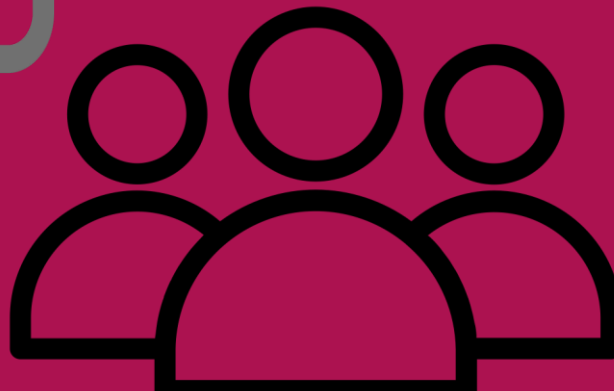
The format was excellent. Lots of discussion and application to our own organisation.

Very engaging and knowledgeable trainer who **spoke with passion** regarding the issues faced in society and not superficial. A very good person I imagine to **drive change** and open debate with.

Ok, a few more, we are so proud of our team!

Absolutely brilliant and extremely informative. Thank you!

Excellent session that was very **thought provoking** whilst being informative at the same time. The stats presented really put things **into perspective**



Dedicated
online
fora



Help in
addressing
refugee
homelessness



Contribution
to First
Minister's
Expert Group



Dedicated
Covid-19
resources page



Finances

Income:	£ 309,281
Expenditure:	£ 288,958
Net income:	£ 20,323
Actuarial pension loss:	(£105, 000)
Net movement in funds:	(£84,677)



THANK YOU!

**We could not have done
it without you!**

**All the kind and brave
people who supported,
challenged and worked
with us through their lived
experience**

Our wonderful team:

Ceri Meloy
Ross Thomas
Andrea Penny
Vicki Foley
Rob Milligan
Charlotte Gadd
Alicja Zalesinska



Our amazing trustees:

Jan Bell (Chair)

Jonathan Conway (Vice Chair until Jan 2021)

Craig Stephenson OBE (Vice chair from Jan 2021)

Mark Jennings

Matt Kennedy

Sarah Prescott

Omar Idris

Elaine Gilbert

Dr Lindsay Cordery-Bruce

Nazia Azad-Warren

Graham Findlay

Bill Rowlands

Robin Staines

Our fantastic associates:

Colin Heyman
Marilyn Bryan-Jones
Olympia Petrou
Dai Thomas
Helen Armstrong

Our funders:



Llywodraeth Cymru
Welsh Government

**And of course a big thank
you to all our members
and partners!**

REGISTERED COMPANY NUMBER: 05282554 (England and Wales)
REGISTERED CHARITY NUMBER: 1110078

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2021**

FOR

TAI PAWB

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

TAI PAWB

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FOR THE YEAR ENDED 31 MARCH 2021**

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TAI PAWB

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 MARCH 2021

TRUSTEES	Mr M Jennings (resigned 16.10.20) Ms J Bell (Chair until 29.01.21) Mr R Staines Mr J Conway (Vice Chair until 29.01.21) Mr M Kennedy Ms S Prescott (Vice Chair designate from 29.01.21) Mr C Stephenson (Chair designate from 29.01.21) Ms L Cordey-Bruce Mr W H D Rowlands Mrs E S Gilbert Mr G Findlay (appointed 16.10.20) Mrs N Azad-Warren (appointed 16.10.20) Mr O A T Idris (appointed 16.10.20)
REGISTERED OFFICE	Mariners House East Moors Road Cardiff CF24 5TD
REGISTERED COMPANY NUMBER	05282554 (England and Wales)
REGISTERED CHARITY NUMBER	1110078
INDEPENDENT AUDITORS	Bevan Buckland LLP Chartered Accountants And Statutory Auditors Ground Floor Cardigan House Castle Court Swansea Enterprise Park Swansea SA7 9LA

TAI PAWB
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Tai Pawb's objectives are contained in its Constitution. Its key objective is

"..to promote equality and diversity in the provision of housing in Wales, in particular social housing, for the benefit of the public in Wales by the elimination of discrimination on the grounds of race, age, disability, gender, transgender, sexual orientation or religion or belief."

The organisation's Strategic Plan 2017-2021 contains the following:

Purpose

- To inspire Wales to be a fairer place to live.

What we do

- We promote equality and social justice in housing in Wales.

Strategic Objectives and Priorities

Tai Pawb continued working to 3 strategic objectives and relevant corresponding priorities:

Advancing Rights and Increasing Fairness

- Increasing the provision of accessible housing in Wales
- Improving race relations and addressing race inequality and hate crime
- Addressing inequality in the private rent sector
- Alleviating the impact of the welfare reform and tackling socioeconomic inequality
- Facilitate better understanding and responses to mental health issues

Fostering Excellence in Equality and Diversity

- Delivering our QED Award
- Retaining and increasing membership
- Increasing involvement and co-production
- Delivering great services
- Reviewing member fees and benefits

Running an Innovative and Proactive Organisation

- Developing our research and evidence capacity
- Nurturing forward-thinking partnerships
- Improving communications and marketing
- Increasing long term sustainability
- Increasing our policy influence
- Embedding new structure

TAI PAWB

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021

OBJECTIVES AND ACTIVITIES

Key Achievements

Advancing Rights and Increasing Fairness

Increasing the provision of accessible housing in Wales:

- We completed and published cross sector research into Review of Accessible Housing Allocation in Gwent commissioned to Tai Pawb by Gwent Housing, Health and Social Care Partnership and Regional Partnership Board (in partnership with Disability Wales and Paul Bevan)
- Substantial contribution to Welsh Government's Adaptations Steering Board. Drafting a chapter for the forthcoming Welsh Government Adaptations Governance Framework
- Comprehensive, research-based response to Welsh Government's WDQR (new Welsh Development Quality Requirements) in partnership with Cymorth Cymru, with key sections focusing on accessibility requirements
- We held a number of online fora discussing the impact of Covid-19 on housing for disabled people, including allocations and adaptations. This featured discussions with Welsh Government officials and contributions from practitioners and disabled people. The fora fed into the Welsh Government and sector response to Covid-19
- We held Accessible Housing III: our annual seminar on accessible housing featuring key perspectives from officials, disabled people, disabled people's organisations and good practice from practitioners

Improving race relations and addressing race inequality and hate crime:

- Following on from our Refugee Housing and Support Feasibility Study, we supported the first pilot of refugee move-on accommodation in Newport, led by The Gap and supported by POBL group
- Commissioned by WLGA and in partnership with WSMP we produced a comprehensive Good Practice Guide on reducing homelessness amongst migrants, refugees and asylum seekers
- We helped coordinate the housing and homelessness response to COVID-19 in terms of housing refugees and asylum seekers including feeding messages from Welsh Refugee partners to the Welsh Government housing Covid response meetings and linking key partners together
- We launched Deeds not Words: a race equality challenge and a pledge to action for the Welsh housing sector with over 30 organisations pledging their commitment. Following the launch, we facilitated engagement with CEOs and carried out baseline surveys to enable measurement of progress, including a survey of over 830 employees in the sector
- We took an active part in the Welsh Government BAME Covid-19 Expert Advisory Group chaired by Professor Emmanuel Ogbonna and fed key issues and recommendations into the group's report. The report later influenced the development of Welsh Governments Race Equality Action Plan - we worked closely with the Welsh Government Housing officials, supporting them in production of the housing section of the plan.
- We carried out an analysis of housing associations' board diversity statistics over the last 4 years for the Welsh housing regulator including recommendations for action. This was published on WG website.
- In partnership with Newfields Law we delivered an EU Settlement Scheme information session for members followed by a member briefing.

Addressing inequality in the private rented sector:

- We have completed work on an e-learning package on mental health for private landlords commissioned by Rent Smart Wales and developed in partnership with NRLA and Platform

Alleviating the impact of the welfare reform and tackling socioeconomic inequality:

- Launched stage 2 of our Right to Housing Campaign: Back the Bill. This involved production of a draft Senedd Bill to incorporate the right to adequate housing into Welsh legislation. The Bill attracted over a 100 key signatories and was followed by a commitment from the housing minister to adopt right to adequate housing in Wales.
- Jointly with TPAS Cymru, we published FLOORED - a report on lack of flooring in social housing and the impact on wellbeing, poverty, health and the environment. The report had a tremendous impact with a large number of social landlords changing their policies and/or piloting provision of flooring in their properties and Welsh Government committed to changing national policy.

TAI PAWB
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

OBJECTIVES AND ACTIVITIES

- We held a member information session with the Welsh Government official leading on the introduction of Equality Act 2010 Socio-economic equality duty, followed by a member briefing.

Facilitate better understanding and responses to mental health issues:

- We completed the above work on an e-learning package. We held a webinar on the impact of Covid-19 on mental health issues and good practice responses

Fostering Excellence in Equality and Diversity

Delivering our QED Award:

- 7 housing associations achieved or were working towards QED. Our monitoring data shows the award is having significant impacts on organisations. QED was also transformed into a fully virtual experience.
- We have begun work on the next iteration of QED, focusing on leadership and governance.

Retaining and increasing membership:

- Maintaining a strong membership base with new RSL's and other organisations joining Tai Pawb following a departure of other members.
- Despite the risks associated with Covid - in 2020-2021 our membership base increased from 65 to 69 members.

Increasing involvement and co-production:

- We concluded the CAPITAL project with a report and toolkit publication - asset based engagement and facilitation work with refugees, asylum seekers and social tenants as part of Health Foundation funded partnership project with Public Health Wales. The project measured the impact of asset based community work with these groups and proved to increase levels of integration, self-efficacy, confidence and resilience. These factors combined account for around 10% of the health inequalities that are experienced by different groups
- We have engaged with over a 100 individuals from across membership to influence and input into our new strategy

Delivering great services:

- Understandably as priorities shifted due to the Covid-19 pandemic, our training and consultancy take up from members decreased. Despite this however we exceeded our reduced targets by:
 - Delivering double the projected amount of consultancy and training with members
 - Responding to 83 Member helpline enquiries
 - Delivering 62 training and member support events attended by 525 people - we expanded the range of free events, session and fora to help members consider the impact of Covid-19 on diverse tenants and staff as the pandemic unfolded and to provide a link between tenant and member concerns and Welsh Government policy makers
 - Assisting partner organisations through commissions to undertake research
 - Engaging with nearly 800 people across our member organisations
- We were pleased to develop new learning and development services to respond to member and societal needs, including Anti-racism training and a package of anti-racism support for Deeds not Words.
- We sent 48 topical email updates, advertised 86 sector roles, published 3 Good Practice Briefings on areas of equality, diversity and inclusion in housing, had nearly 300 new mailing list sign-ups and developed a Covid-19 and equality resources page

TAI PAWB
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

OBJECTIVES AND ACTIVITIES

Running an Innovative and Proactive Organisation

Developing our research and evidence capacity:

- Our Good Practice Guide on Migration and Homelessness commissioned by WLGA and developed jointly with WSMP has been published.
- We completed and published cross sector research into Review of Accessible Housing Allocation in Gwent commissioned to Tai Pawb by Gwent Housing, Health and Social Care Partnership and Regional Partnership Board (in partnership with Disability Wales and Paul Bevan)

Nurturing forward-thinking partnerships:

- Creation of a new role of Funding and Partnerships manager, strengthening of existing partnerships and development of new partnerships, including a partnership with Housing Justice Cymru, the Wallich, Oasis and Welsh Refugee Council to further develop homelessness response to refugee housing issues and partnership work with Ending Homelessness Consortia.

Improving communications and marketing:

- Re-aligning our communications and marketing to Covid-19 pandemic via production of an amended Communications and Marketing plan, which in the first phases of the pandemic focused on provision of information, events, for a and briefings for members on the equality impacts and responses to Covid-19. This included a production of Covid-19 dedicated webpage with resources

Increasing long term sustainability:

- Investment in Funding and Partnership Manager role and subsequent new work on developing partnerships, funding bids and fundraising strategy. The post has already been instrumental in developing a fundraising strategy, new partnerships and securing additional funds to deliver on our purpose
- Move from a full-time office to a part-time office provision through move from our office at Dumballs Road to a part time office provision with Care and Repair Cymru and a hybrid working model. This allowed the organisation to counteract some of the financial effects of Covid-19 and secure a more affordable space going forward
- Move from a previous IT system to a new virtual Microsoft Teams IT system enabling improvements to working from home arrangements and reducing costs.

Increasing our policy influence:

- Further development of our influencing capacity with regular engagement with key Senedd MS's relevant to our work and feeding into Senedd processes.
- Influencing via our 'manifesto' for Senedd elections in 2021
- All of our policy influencing and support for Welsh Government work have resulted in changes to policy or commitment to bring in changes, including: Back the Bill, FLOORED report, work on Race Equality Action plan and adaptations

Embedding new structure:

- Comprehensive team and board engagement in feeding into the current and future direction of Tai Pawb, including production of theory of change and new strategy
- Safeguarding team wellbeing and performance throughout the Covid-19 pandemic:
 - Switch to virtual flexible working arrangements including scrapping timesheets and focus on outcomes-based performance. Improving flexible arrangements for family, caring and public duties
 - Production of Covid-19 policy covering health and safety and new virtual working arrangements
 - 2 reflection sessions with the team learning from the new virtual working arrangements and subsequent move to a hybrid working model (April 2021)

TAI PAWB
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

FINANCIAL REVIEW

Principal funding sources

Tai Pawb continues to supplement core funding with income from membership fees, training, consultancy and Tai Pawb events. The restructure of staff and membership benefits is also a planned move towards greater sustainability in face of previous cuts to Tai Pawb's core funding. Appointment of Fundraising and Partnerships Manager is another key element of the goal of increased sustainability going forward and diversification of funding streams, with core unrestricted funding secured from Oak Foundation in July 2021 and project funding secured from Comic Relief in July 2021.

This year, Funding and Partnerships manager focused on the development of a fundraising strategy with the aim of focusing our work on increasing financial sustainability. The strategy was finalised in 2021-2022 and outlined key goals and actions needed to increase income, engagement and sustainability with SMART objectives and financial targets.

Despite the losses in income from consultancy and training in the first year of Covid-19 pandemic, Tai Pawb had a good financial result owing to: sustaining membership income, securing partnership grant funding and commissions, obtaining a small grant from Rayne Foundation to counteract the financial effects of Covid-19 and putting some staff members on the furlough scheme.

Investment policy

Investments are ruled by policies contained in Tai Pawb finance handbook and the Memorandum and Articles of Association.

Reserves policy

Tai Pawb continues to have a reserves policy and to hold reserves. The organisation's reserves policy aims to mitigate against closure and invests in strategic development costs. The amount of reserves should cover 5 months net operating costs plus closure costs.

Organisation's balance sheet also reflects its liabilities in terms of participation in Social Housing Pension Scheme. The organisation had a sufficient level of designated reserves in accordance with the policy at the end of March 2021. Trustees are closely monitoring the ongoing effect of Social Housing Pension Scheme liabilities.

Reserves policy is shared and reviewed by the trustees each year ahead of year end to ensure sufficient level and appropriate use of reserves. The policy was last reviewed in February 2021 with a new provision that additional funds may also be designated for setting off actuarial gains against possible future losses on the Social Housing Pension Scheme.

PLANS FOR FUTURE PERIODS

These plans are outlined in our new Strategy 2021-2026. Internally this is supplemented by Work Plan which is developed on an annual basis.

TAI PAWB
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governance Structure

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity's governance structure is supported by its constitution document, the Memorandum and Articles of Association and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity has a membership structure consisting of categories of membership, with these being Supporters, Affiliates, Commercial, Full Members.

The charity's board of trustees can have at least nine and no more than eighteen members, all of whom must be over the age of eighteen.

Each category of membership has been allocated a specific number of seats on the Board. Where a specific expertise gap is identified, further trustees can be appointed as co-optees, where members have full voting rights.

The number of places allocated to each category of membership is detailed below:

Category of Membership	Number of Seats Available
Supporters	3
Affiliate (Third Sector)	4
Full Member (Local Authorities)	2
Full Member (Registered Social Landlords)	2
Affiliate (Other Housing Interests)	1
Co-optees (Recruited for specific skills etc.)	6
TOTAL NUMBER OF SEATS	18

Annual General Meeting

Tai Pawb held its previous Annual General Meeting on 16 October 2020. Audit plan was presented and discussed with the board on 10 July 2020. The audited accounts were presented to the Board by the independent auditors at the Board meeting held on 16 October 2020.

The Chair and Director went through their respective reports with regards to Tai Pawb's activities in the preceding year.

Trustee Induction and Training

The trustees attend a number of Board meetings on a regular basis. Tai Pawb holds events and seminars across Wales and some of Tai Pawb's Board members attend these events to increase their knowledge and experience around equality and diversity issues. All new trustees are inducted and encouraged to attend WCVA trustee and other courses.

TAI PAWB
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The board reviewed its approach to risk management and assurance with the introduction of the following changes in 2020-2021.

- Risk register has been reviewed and re-structured to better reflect Tai Pawb risk approach.
- Risk register is shared with the board at each board meeting
- Report on risk movement and new risks is shared with the board at each board meeting
- Additional report is provided to trustees on each new risk identified via a new 'Risk on a page' template

The board and staff held a strategy away day in March 2021. The aim of the day was to feed ideas, including consideration of barriers and risks, into the development of the forthcoming new strategy. The information gathered has subsequently fed into further sessions with staff and a plan of strategy development going forward.

The board recognised the risk to continuity due to the planned departure of Chair, Janice Bell in July 2021. The board mitigated against this by appointing a Vice Chair, Craig Stephenson OBE, at the board meeting on 29 January 2021 with the view that the vice chair would succeed the chair upon departure. At the same time, the board also made plans to appoint Sarah Prescott as Vice Chair at 9th July 2021 Board meeting. The board thanked Jonathan Conway for his role as Vice Chair and strong commitment to Tai Pawb over the recent years.

Brexit

While there is uncertainty as to the ongoing impact of Brexit, no significant risks were identified in 2020-2021 however this will be subject to ongoing monitoring by the board.

COVID-19

The outbreak of the COVID-19 pandemic towards the end of the financial year 2019-2020 presented significant risks to the organisation. Tai Pawb put significant measures in place to protect the charity, its beneficiaries and staff. Although initial measures were introduced in the second half of March 2020, trustees feel that it is important to outline the organisation's overall response to the pandemic below, including the action and decisions that followed in 2020, in order to demonstrate assurance as to the going concern of the charity.

- Business Continuity Framework - business continuity review was undertaken towards the end of March 2020/beginning of April 2020. The board received and accepted a business continuity framework in April 2020 via Business Continuity report which outlined how the charity planned to safeguard: the interests of our members and stakeholders, charity's reputation & brand, charity's income-generating activities. The framework outlined how we were managing and planned to manage risk, respond to emerging issues and continue to fulfil our mission in this challenging time. It also outlined a range of measures undertaken by the charity, including: communication with the team and management of responsibilities, risk assessment (a separate Covid-19 risk register was developed and agreed by the board (this was subsequently embedded within our general and reviewed risk register), response identification (including amended work plan and communications strategy to reflect new circumstances and capacity to deliver), plan (resources to maintain resilience), documentation and communication (how we planned to communicate with stakeholders and document risks and response), testing (identifying and implementing new ways of working), continuous review (business continuity is reviewed at each board meeting). Extensive report was provided on specific activities undertaken to safeguard the health and safety of staff and the business, including moving all staff to working from home, ensuring IT provision and security, moving services online, engagement with members and funders and other activity, ensuring health and safety of the home working environment and the broader wellbeing of staff.

TAI PAWB
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

- Several staff members were put on furlough in order to counteract the reduction in income and mitigate the financial risk to the charity which could impact on the ability to pay staff. Advice from Welsh Government in relation to furlough and public funds was taken into consideration and followed (assessment was made and report presented to the board on the proportion of self-generated vs. public funds (grant)).

- Several trustees attended sessions delivered by WCVA focused on COVID-19 and governance. Key learning was fed back to the board/staff and a decision was made to provide increased assurance to the board in the form of bi-weekly updates for the board on the work of Tai Pawb, including budget reporting.

- Following significant scrutiny and input from the board in the beginning of April 2020, new budget was prepared to reflect forecast changes in activity and a potential reduction in income.

- Recovery framework - this was developed following input from staff and subsequently scrutinised by the board. Sessions were held with SMT and wider team to learn lessons from the initial lockdown in the form of a 4+1 review. Recovery framework is being continuously implemented and reviewed as the pandemic situation changes. Wider lessons will be implemented in the course of the development of new strategy. Wellbeing sessions were held with staff with the help of a mental health and wellbeing consultant, reflecting on the new working environment and challenges ahead.

- Communication with the auditors was maintained during this period with a separate session organised with the auditors and the board to present and discuss audit plan. Trustees asked whether COVID-19 considerations could be included in the audit report for 2019-2020 with auditors reporting that this was going to be a bigger consideration and section within the audit report for the subsequent financial year (due to the pandemic only being announced in the second half of March 2020). Upon request from trustees, the auditors attended subsequent board meeting to present an interim audit report, identifying key risks and findings. Final accounts and report would be presented to the board at the board meeting on the 16 October 2020.

- Tai Pawb received a small grant from Rayne Foundation to counteract some of the financial effects of Covid-19 (mainly reduction in training and consultancy income)

Management

The Board of Trustees managed members of staff comprising a Director, Head of Business, Policy and Public Affairs Manager and Membership Manager, Funding and Partnerships Manager, Communications and Marketing Officer and Finance and Administration Officer. The Director works with the oversight of and in partnership with the trustees to support them in the fulfilment of their obligations, in determining and reviewing the organisation's strategic direction and providing assurance on Tai Pawb's activities, governance and risk. Regular contact is maintained with the chair who holds 121 meetings with the director between board meetings.

This is also done in consultation with staff, where the Director has responsibility for overseeing the operational management of aspects of Tai Pawb together with the Senior Management Team comprising of Head of Business and Policy and Public Affairs Manager.

Throughout 2020-2021 all staff were working from home with a move to hybrid working model in April 2021.

Skills and Equality Monitoring

Tai Pawb has an Equality and Diversity policy which makes a commitment to equality and diversity in the workplace and within its activities. Equality monitoring is carried out regularly to assess the extent to which Tai Pawb effectively ensures the representation of people from a cross-section of society on its Board and amongst its staff members. Equality and skills audit is undertaken annually with board ahead of board recruitment cycle.

Equality monitoring information was collated in relation to staff members and Board members for the period 2020-2021

TAI PAWB
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

The results showed under-representation in some areas including: Black, Asian and minority ethnic people, women, under 24s and over 65s, disabled people, tenants. It was agreed that the recruitment would focus on ethnic minority people, disabled people and women. In terms of skills, the board decided that the recruitment would focus on skills in: accessible housing, race issues and skills needed for successful Covid-10 recovery with a focus on innovation and digital entrepreneurship/product development.

New trustees were recruited onto the board at the AGM of 2020 - with representation improved across ethnicity and disability strands and skills in accessible housing, innovation and community engagement/race issues.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Tai Pawb for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- 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 charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

AUDITORS

Bevan Buckland LLP were appointed as the charitable company's auditors.

Approved by order of the board of trustees on and signed on its behalf by:

.....
Mr C Stephenson - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF TAI PAWB

Opinion

We have audited the financial statements of Tai Pawb (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position 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 (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors 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 this gives rise to a material misstatement in the financial statements themselves. 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF TAI PAWB

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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 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 trustees are responsible for assessing the 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 charitable company or to cease operations, or have no realistic alternative but to do so.

Our 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 a Report of the Independent Auditors 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF TAI PAWB

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- enquiring of management, including obtaining and reviewing supporting documentation, concerning the Charity's policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual. suspected or alleged fraud;
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud.
- obtaining an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the Charity, The key laws and regulations we considered in this context included the UK Companies Act and relevant tax legislation.

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- enquiring of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- evaluating the operational rationale of any significant transactions that are unusual or outside the normal course of operations.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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 Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
TAI PAWB**

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. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Alison Vickers (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date:

TAI PAWB
STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Membership Fees		63,265	-	63,265	63,650
Tai Pawb Events		2,553	-	2,553	16,331
Charitable Activities		230,266	-	230,266	256,876
Investment income	3	1,240	-	1,240	1,429
Other income		<u>11,957</u>	<u>-</u>	<u>11,957</u>	<u>19,702</u>
Total		309,281	-	309,281	357,988
EXPENDITURE ON					
Charitable activities					
Membership Fees		-	-	-	-
Charitable Activities		288,958	-	288,958	351,602
Total		<u>288,958</u>	<u>-</u>	<u>288,958</u>	<u>351,602</u>
NET INCOME		20,323	-	20,323	6,386
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit schemes		<u>(105,000)</u>	<u>-</u>	<u>(105,000)</u>	<u>57,000</u>
Net movement in funds		(84,677)	-	(84,677)	63,386
RECONCILIATION OF FUNDS					
Total funds brought forward		215,945	-	215,945	152,559
TOTAL FUNDS CARRIED FORWARD		<u><u>131,268</u></u>	<u><u>-</u></u>	<u><u>131,268</u></u>	<u><u>215,945</u></u>

The notes form part of these financial statements

TAI PAWB (REGISTERED NUMBER: 05282554)

**STATEMENT OF FINANCIAL POSITION
31 MARCH 2021**

	Notes	Unrestricted funds £	Restricted fund £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Intangible assets	8	3,577	-	3,577	5,501
Tangible assets	9	<u>1,032</u>	<u>-</u>	<u>1,032</u>	<u>4,055</u>
		4,609	-	4,609	9,556
CURRENT ASSETS					
Debtors	10	50,024	-	50,024	60,750
Cash at bank and in hand		<u>265,284</u>	<u>-</u>	<u>265,284</u>	<u>235,338</u>
		315,308	-	315,308	296,088
CREDITORS					
Amounts falling due within one year	11	<u>(22,849)</u>	<u>-</u>	<u>(22,849)</u>	<u>(19,499)</u>
NET CURRENT ASSETS		<u>292,459</u>	<u>-</u>	<u>292,459</u>	<u>276,589</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		297,068	-	297,068	286,145
CREDITORS					
Amounts falling due after more than one year	12	(800)	-	(800)	(1,200)
PENSION LIABILITY	15	<u>(165,000)</u>	<u>-</u>	<u>(165,000)</u>	<u>(69,000)</u>
NET ASSETS		<u>131,268</u>	<u>-</u>	<u>131,268</u>	<u>215,945</u>
FUNDS	14				
Unrestricted funds				<u>131,268</u>	<u>215,945</u>
TOTAL FUNDS				<u>131,268</u>	<u>215,945</u>

The notes form part of these financial statements

TAI PAWB (REGISTERED NUMBER: 05282554)

STATEMENT OF FINANCIAL POSITION - continued
31 MARCH 2021

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

 on (Nov 1, 2021 14:26 GMT)

.....
Mr C Stephenson - Trustee

 on (Nov 1, 2021 14:25 GMT)

.....
Ms S Prescott - Trustee

The notes form part of these financial statements

TAI PAWB

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. STATUTORY INFORMATION

Tai Pawb is a charitable company, limited by guarantee, registered in England and Wales. The charity's registered number and registered office address can be found on the Reference and Administrative Details page.

The presentation currency of the financial statements is the Pound Sterling (£).

2. ACCOUNTING POLICIES

Basis of preparing the financial statements and going concern

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Critical accounting judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgments about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results in the future may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

Estimation Uncertainty

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. Management consider their to be no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

Income recognition

All income is recognised in the Statement of Financial Activities once 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.

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.

Membership income is recognised when invoices for membership fees are invoiced to the members. For existing members this would be the 1 April, and for new members this would be the date of application.

TAI PAWB

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

2. ACCOUNTING POLICIES - continued

Income recognition

Training income is recognised when the Charity has entitlement to it which would generally be when the training course has been performed.

Donations are recognised when the Charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

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 interest paid or payable by the bank.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Intangible assets

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Website costs are being amortised evenly over its estimated useful life of 4 years.
Computer Software is being amortised evenly over its estimated useful life of 5 years.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% on cost
Computer equipment	- 33% on cost

Cost comprises the purchase price of the asset and expenditure directly attributable to the acquisition of the item.

A fixed asset is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset. The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to the income statement.

Impairment of fixed assets

The charity performs impairment testing where there are any indicators of impairment. Impairment is calculated as the difference between the carrying value and the recoverable value of the asset. Recoverable value is the higher of net realisable value and estimated value in use at the date the impairment loss is recognised. Value in use represents the present value of expected future discounted cash flows. If incurred, impairment is recognised immediately in the income statement.

Where an impairment loss subsequently reverses, the carrying value of the asset is increased to the revised estimate of the recoverable amount, but so that the increased carrying value does not exceed the carrying value that would have been determined if no impairment loss had been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately as a credit to the income statement.

TAI PAWB

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

2. ACCOUNTING POLICIES - continued

Corporation taxation

The charity is exempt from corporation tax on its charitable activities.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Derivative financial instruments are initially recorded at cost and thereafter at fair value with changes recognised in profit or loss.

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.

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.

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.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes falling in future time periods.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity has obligations to pay pension benefits to certain employees. The pension accounting disclosure for this scheme has changed from a Present Value Approach to a Defined Benefit Approach in this financial year. This is due to sufficient information now available for an employer in SHPS to account for its obligation on a Defined Benefit basis (i.e. stating assets and obligations).

For defined benefit schemes the amounts charged to the Statement of Financial Activities are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period until vesting occurs. The interest cost and expected return on assets are shown as a net amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in the Statement of Financial Activities.

TAI PAWB

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

2. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

Defined benefit schemes are funded, with the assets of the scheme held separately from those of the charity, in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The resulting defined benefit asset or liability, net of the related deferred tax, is presented separately after other net assets on the face of the balance sheet.

Operating leases

Rentals paid under operating leases are charged to the SOFA on a straight line basis over the period of the lease.

3. INVESTMENT INCOME

	2021	2020
	£	£
Bank account interest	<u>1,240</u>	<u>1,429</u>

4. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Auditors' remuneration	4,949	4,695
Auditors' remuneration for non audit work	1,556	1,169
Depreciation - owned assets	2,578	3,095
Deficit on disposal of fixed assets	445	-
Website development costs amortisation	623	2,498
Computer software amortisation	<u>1,301</u>	<u>1,626</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

TAI PAWB

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

6. STAFF COSTS

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

	2021	2020
Senior management team	3	3
Office staff	<u>4</u>	<u>4</u>
	<u><u>7</u></u>	<u><u>7</u></u>

No employees received emoluments in excess of £60,000.

During the year salaries of £105,944 (2020: £120,193) were paid to key management.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Membership Fees	63,650	-	63,650
Tai Pawb Events	16,331	-	16,331
Charitable Activities	225,830	31,046	256,876
Investment income	1,429	-	1,429
Other income	<u>19,702</u>	<u>-</u>	<u>19,702</u>
Total	326,942	31,046	357,988
EXPENDITURE ON			
Charitable activities			
Charitable Activities	315,095	36,507	351,602
NET INCOME/(EXPENDITURE)	11,847	(5,461)	6,386
Transfers between funds	<u>15,711</u>	<u>(15,711)</u>	<u>-</u>
Other recognised gains/(losses)			
Actuarial gains on defined benefit schemes	<u>57,000</u>	<u>-</u>	<u>57,000</u>
Net movement in funds	84,558	(21,172)	63,386
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>131,387</u>	<u>21,172</u>	<u>152,559</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>215,945</u></u>	<u><u>-</u></u>	<u><u>215,945</u></u>

TAI PAWB

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

8. INTANGIBLE FIXED ASSETS

	Website development costs £	Computer software £	Totals £
COST			
At 1 April 2020 and 31 March 2021	<u>9,990</u>	<u>6,504</u>	<u>16,494</u>
AMORTISATION			
At 1 April 2020	9,367	1,626	10,993
Charge for year	<u>623</u>	<u>1,301</u>	<u>1,924</u>
At 31 March 2021	<u>9,990</u>	<u>2,927</u>	<u>12,917</u>
NET BOOK VALUE			
At 31 March 2021	<u>-</u>	<u>3,577</u>	<u>3,577</u>
At 31 March 2020	<u>623</u>	<u>4,878</u>	<u>5,501</u>

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2020	2,624	8,182	10,806
Disposals	<u>(2,624)</u>	<u>(3,271)</u>	<u>(5,895)</u>
At 31 March 2021	<u>-</u>	<u>4,911</u>	<u>4,911</u>
DEPRECIATION			
At 1 April 2020	1,695	5,056	6,751
Charge for year	656	1,922	2,578
Eliminated on disposal	<u>(2,351)</u>	<u>(3,099)</u>	<u>(5,450)</u>
At 31 March 2021	<u>-</u>	<u>3,879</u>	<u>3,879</u>
NET BOOK VALUE			
At 31 March 2021	<u>-</u>	<u>1,032</u>	<u>1,032</u>
At 31 March 2020	<u>929</u>	<u>3,126</u>	<u>4,055</u>

TAI PAWB

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade debtors	2,200	3,536
Other debtors	43,790	51,386
Prepayments	<u>4,034</u>	<u>5,828</u>
	<u>50,024</u>	<u>60,750</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Trade creditors	4,727	5,021
Social security and other taxes	4,894	4,099
Other creditors	1,466	2,621
Accruals and deferred income	<u>11,762</u>	<u>7,758</u>
	<u>22,849</u>	<u>19,499</u>

12. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2021	2020
	£	£
Accruals and deferred income	<u>800</u>	<u>1,200</u>

13. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2021	2020
	£	£
Within one year	8,933	2,990
Between one and five years	<u>2,064</u>	<u>2,741</u>
	<u>10,997</u>	<u>5,731</u>

14. MOVEMENT IN FUNDS

	At 1.4.20	Net movement	Transfers between	At
	£	in funds	funds	31.3.21
		£	£	£
Unrestricted funds				
General funds	30,543	(79,730)	57,331	8,144
Designated Funds	175,846	-	(57,331)	118,515
Designated Capital Assets	<u>9,556</u>	<u>(4,947)</u>	<u>-</u>	<u>4,609</u>
	<u>215,945</u>	<u>(84,677)</u>	<u>-</u>	<u>131,268</u>
TOTAL FUNDS	<u>215,945</u>	<u>(84,677)</u>	<u>-</u>	<u>131,268</u>

TAI PAWB

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General funds	309,281	(284,011)	(105,000)	(79,730)
Designated Capital Assets	<u>-</u>	<u>(4,947)</u>	<u>-</u>	<u>(4,947)</u>
	<u>309,281</u>	<u>(288,958)</u>	<u>(105,000)</u>	<u>(84,677)</u>
TOTAL FUNDS	<u>309,281</u>	<u>(288,958)</u>	<u>(105,000)</u>	<u>(84,677)</u>

Comparatives for movement in funds

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.20 £
Unrestricted funds				
General funds	2,470	76,066	(47,993)	30,543
Designated Funds	112,937	-	62,909	175,846
Designated Capital Assets	<u>15,980</u>	<u>(7,219)</u>	<u>795</u>	<u>9,556</u>
	131,387	68,847	15,711	215,945
Restricted funds				
Big Lottery	<u>21,172</u>	<u>(5,461)</u>	<u>(15,711)</u>	<u>-</u>
TOTAL FUNDS	<u>152,559</u>	<u>63,386</u>	<u>-</u>	<u>215,945</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General funds	326,942	(307,876)	57,000	76,066
Designated Capital Assets	<u>-</u>	<u>(7,219)</u>	<u>-</u>	<u>(7,219)</u>
	326,942	(315,095)	57,000	68,847
Restricted funds				
Big Lottery	<u>31,046</u>	<u>(36,507)</u>	<u>-</u>	<u>(5,461)</u>
TOTAL FUNDS	<u>357,988</u>	<u>(351,602)</u>	<u>57,000</u>	<u>63,386</u>

TAI PAWB

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General funds	2,470	(3,664)	9,338	8,144
Designated Funds	112,937	-	5,578	118,515
Designated Capital Assets	<u>15,980</u>	<u>(12,166)</u>	<u>795</u>	<u>4,609</u>
	131,387	(15,830)	15,711	131,268
Restricted funds				
Big Lottery	<u>21,172</u>	<u>(5,461)</u>	<u>(15,711)</u>	<u>-</u>
TOTAL FUNDS	<u>152,559</u>	<u>(21,291)</u>	<u>-</u>	<u>131,268</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General funds	636,223	(591,887)	(48,000)	(3,664)
Designated Capital Assets	<u>-</u>	<u>(12,166)</u>	<u>-</u>	<u>(12,166)</u>
	636,223	(604,053)	(48,000)	(15,830)
Restricted funds				
Big Lottery	<u>31,046</u>	<u>(36,507)</u>	<u>-</u>	<u>(5,461)</u>
TOTAL FUNDS	<u>667,269</u>	<u>(640,560)</u>	<u>(48,000)</u>	<u>(21,291)</u>

Designated Funds

The designated funds are made up as follows:

	2021 £	2020 £
Net Running Costs	68,000	68,000
Closure Costs	20,515	20,846
Strategic Development Costs	13,000	30,000
Pension Scheme Costs	<u>17,000</u>	<u>57,000</u>
	<u>118,515</u>	<u>175,846</u>

The net running costs represent over five months of the charity's expenditure, less membership fees.

Closure costs represent the total expenditure that would be incurred in the event of the charity ceasing to operate. The trustees have no current issues with the going concern of the charity but believe it is prudent to set aside this amount.

TAI PAWB

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

14. MOVEMENT IN FUNDS - continued

Strategic development costs represents the funds set aside to help meet the charity's medium term strategic plan.

Pension scheme costs represents funds set aside to help the charity meet the anticipated future losses in the pension scheme.

15. EMPLOYEE BENEFIT OBLIGATIONS

The Pensions Trust - Social Housing Pension Scheme (SHPS)

SHPS is a multi employer pension schemes which provides benefits to non- associated participating employers. The scheme is classed as a defined benefit scheme in the UK. The scheme is classified as 'last man standing' arrangement. Therefore each employer is liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

For financial years ending on or after 31 March 2019 the way in which an employer's Defined Benefit pension obligation in SHPS is stated in its company accounts has changed. Previously there has been insufficient information available for an employer in SHPS to account for its obligations on a Defined Benefit basis (i.e stating assets and obligations). As a result, and as required by FRS 102, employers have been accounting for the obligation by stating the present value of agreed future deficit repayment contributions.

If sufficient information is not available in a multi employer Defined Benefit scheme, as was previously the case, then FRS 102 requires that an employer participating in the scheme should recognise

- a liability for any employer contribution scheduled in the future arising from the scheme's agreed deficit recovery plan and
- The resulting expense in profit or loss.

For financial years ending on or after 31 March 2019, full defined benefit accounting information has been provided (termed 'Defined Benefit Approach'). As a result the approach of reporting the deficit recovery plan contribution (termed 'Present Value Approach') will no longer comply with FRS 102.

FRS 102 requires that an employer participating in a Defined Benefit scheme should recognise:

- a liability for its obligations under the scheme net of scheme assets and
- the net change in that liability during the accounting period as the cost of the Defined Benefit scheme during the period

TAI PAWB

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

15. EMPLOYEE BENEFIT OBLIGATIONS - continued

The amounts recognised in the Statement of Financial Position are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Present value of funded obligations	-	-
Fair value of plan assets	<u>408,000</u>	<u>347,000</u>
	408,000	347,000
Present value of unfunded obligations	<u>(573,000)</u>	<u>(416,000)</u>
Deficit	<u>(165,000)</u>	<u>(69,000)</u>
Net liability	<u>(165,000)</u>	<u>(69,000)</u>

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Current service cost	-	-
Net interest from net defined benefit asset/liability	2,000	3,000
Past service cost	-	-
Expenses	<u>2,000</u>	<u>2,000</u>
	<u>4,000</u>	<u>5,000</u>
Actual return on plan assets	<u>3,000</u>	<u>(38,000)</u>

TAI PAWB

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

15. EMPLOYEE BENEFIT OBLIGATIONS - continued

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Opening defined benefit obligation	416,000	464,000
Interest cost	10,000	11,000
Expenses	2,000	2,000
Actuarial (gains)/losses from scheme experience	(2,000)	16,000
Benefits paid	(4,000)	(4,000)
Remeasurements:		
Actuarial (gains)/losses from changes in demographic assumptions	2,000	(4,000)
Actuarial (gains)/losses from changes in financial assumptions	149,000	(69,000)
	<u>573,000</u>	<u>416,000</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Opening fair value of scheme assets	347,000	329,000
Contributions by employer	13,000	14,000
Interest income	8,000	8,000
Benefits paid	(4,000)	(4,000)
Return on plan assets (excluding interest income)	44,000	-
	<u>408,000</u>	<u>347,000</u>

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Actuarial gains/(losses) from changes in demographic assumptions	(2,000)	4,000
Actuarial gains/(losses) from changes in financial assumptions	(149,000)	69,000
Return on plan assets (excluding interest income)	44,000	-
Actuarial gains/(losses) from scheme experience	2,000	(16,000)
	<u>(105,000)</u>	<u>57,000</u>

TAI PAWB

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2021**

15. EMPLOYEE BENEFIT OBLIGATIONS - continued

The major categories of scheme assets as amounts of total scheme assets are as follows:

	Defined benefit pension plans	
	2021	2020
	£	£
Global Equity	65,000	51,000
Absolute Return	23,000	18,000
Credit Relative Value	13,000	10,000
Emerging Markets Debt	17,000	10,000
Risk Sharing	15,000	12,000
Insurance-Linked Securities	10,000	11,000
Property	8,000	8,000
Infrastructure	27,000	26,000
Corporate Bond Fund	24,000	20,000
Secured Income	17,000	13,000
Liability Driven Investment	104,000	115,000
Other	<u>85,000</u>	<u>53,000</u>
	<u>408,000</u>	<u>347,000</u>

Included in Other are the following types of assets: Distressed Opportunities, Alternative Risk Premia, Private Debt, Opportunistic Illiquid credit, High Yield, Opportunistic Credit, Liquid Credit, Long Lease Property and Net Current Assets.

None of the fair value of the assets shown include any direct investments in the employer's own financial instruments or any property occupied by, or other assets used by, the employer.

Principal actuarial assumptions at the Statement of Financial Position date (expressed as weighted averages):

	2021	2020
Discount rate	2.22%	2.32%
Salary growth	3.88%	2.48%
RPI Inflation	3.18%	2.48%
CPI Inflation	2.88%	1.48%

The morality assumptions adopted at 31 March 2021 imply the following life expectancies:

	Life expectancy at age 65 (years)
Male retiring in 2021	21.6
Female retiring in 2021	23.5
Male retiring in 2041	22.9
Female retiring in 2041	25.1

TAI PAWB

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2021

16. RELATED PARTY DISCLOSURES

During the year £26,728 was received from 12 organisations where Tai Pawb trustees are either trustees at these other organisations or hold positions of significant influence. These fees were for membership subscriptions, training, consultancy and fees to attend seminars. All transactions were conducted at an arms length basis.

17. SHARE CAPITAL

The charitable company is limited by guarantee and as such has no share capital. In the event of the charitable company being wound up, the liability of each member is limited to £1.

18. GOVERNMENT GRANTS

During the year the charity received government support as part of the Job Retention Scheme during the ongoing pandemic. The total amount received in the year was £3,891.

TAI PAWB

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Investment income		
Bank account interest	1,240	1,429
Charitable activities		
Membership fees	63,265	63,650
Conference and other events	2,553	16,331
Grants	175,995	205,041
Consultancy fees	36,416	22,465
Training	17,855	29,370
	<u>296,084</u>	<u>336,857</u>
Other income		
Other income	8,066	19,702
Government grants	3,891	-
	<u>11,957</u>	<u>19,702</u>
Total incoming resources	309,281	357,988
EXPENDITURE		
Charitable activities		
Staff costs	214,823	215,203
Office rent	9,780	10,090
Insurance	1,258	1,527
Utility costs	2,365	2,634
Telephone	2,545	2,943
Postage and stationery	299	938
Advertising	1,199	-
Staff travel & subsistence	666	6,337
Conference staff attendance	1,211	1,832
Publication costs	1,091	12,952
IT & other equipment	14,392	10,616
Legal & professional	538	31
Training	14,968	21,537
Service charges	-	30
Office overheads	1,516	2,280
Subscriptions	3,607	3,664
Conference promotion	-	1,255
Event expenditure	80	6,660
Non Tai Pawb events	70	1,284
Human resources support	1,540	1,497
Health & safety	-	13
Carried forward	<u>271,948</u>	<u>303,323</u>

This page does not form part of the statutory financial statements

TAI PAWB

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021**

	2021 £	2020 £
Charitable activities		
Brought forward	271,948	303,323
Website/E-Zine	-	354
Recruitment costs	472	772
QED costs	15	6,889
Amortisation of website development cost	623	2,498
Computer software	1,301	1,626
Depreciation of fixtures & fittings	656	656
Depreciation of computer equipment	1,922	2,439
Loss on sale of tangible fixed assets	<u>445</u>	<u>-</u>
	277,382	318,557
Support costs		
Finance		
Bank charges	396	492
Support costs		
Pension scheme operating cost	2,000	2,000
Auditors' remuneration	4,949	4,695
Auditors' remuneration for non audit work	1,556	1,169
Consultancy fees	675	21,689
Interest on pension scheme liabilities	<u>2,000</u>	<u>3,000</u>
	11,180	32,553
Total resources expended	<u>288,958</u>	<u>351,602</u>
Net income	<u><u>20,323</u></u>	<u><u>6,386</u></u>

Audit Findings Report for the year ended 31st March 2021



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The contents of this report relate only to those matters which came to our attention during the conduct of our normal audit procedures which are designed primarily for the purpose of expressing our opinion on the financial statements and giving a value for money conclusion. Our audit is not designed to test all internal controls or identify all areas of control weakness. The terms and conditions, under which our audit will be performed, including our roles and responsibilities and auditors, are set out in our letters of engagement. These have been issued separately.

However, where, as part of our testing, we identify any control weaknesses, we will report these to you. In consequence, our work cannot be relied upon to disclose defalcations or other irregularities, or to include all possible improvements in internal control that a more extensive special examination might identify. We do not accept any responsibility for any loss occasioned to any third party acting, or refraining from acting on the basis of the content of this report, as this report was not prepared for, nor intended for, any other purpose.

Executive Summary

This report highlights the key issues affecting the results of the Charity and the preparation of the financial statements for the year ended 31st March 2021. It is also used to report our audit findings to management and those charged with governance in accordance with the requirements of International Standard on Auditing (UK) 260.

We are required to report whether, in our opinion, the Charity's financial statements give a true and fair view of the financial position of the Charity and its income and expenditure for the year and whether they have been properly prepared in accordance with FRS 102.

Status of our audit	<p>We have completed the majority of our audit work. The main items outstanding are:</p> <ul style="list-style-type: none"> Finalise profit & loss testing including employee checks Final review of post balance sheet events with the board
Audit opinion	On the completion of the items outstanding, we expect to issue an unmodified opinion.
Materiality	Final materiality has been set at £10,000, using a benchmark of 3% of turnover and taking into consideration total gross assets and other factors such as surplus for the year. A level of £500 has been set as our clearly trivial level.
Audit risks & other areas of focus	We have no significant items to highlight regarding significant audit risks and other areas of audit focus.
Accounting estimate and judgements	We have highlighted two key estimates and judgements. We have no issues to report in this area and considered the process of estimation to be appropriate and key assumptions to be well balanced for these items.
Internal controls	<p>Our audit is not designed to test all internal controls or identify all areas of control weakness. However, where, as part of our testing, we identified any control weaknesses, we report these.</p> <p>Our work has not identified any control weaknesses this year.</p>

Adjustments from draft trial balance	We have made adjustments to the draft trial balance totalling £108,374, subsequently the charity's surplus was reduced by this amount. The adjustments are noted in further detail later in this report.
Unadjusted misstatements	We have not identified any unadjusted misstatements.
Other matters	Nothing else to report.
Independence	We are not aware of any relationships between Bevan Buckland LLP and the Charity that in our professional judgement, may reasonably be thought to bear on our integrity, independence and objectivity in performing our duties as auditors.

Acknowledgement

We would like to take this opportunity to record our appreciation for the assistance provided by Andrea Penny and other staff during our audit.

Audit approach

The auditing findings report presents the observations arising from the audit that are significant to the responsibility of those charged with governance to oversee the financial reporting process, as required by International Standard on Auditing (UK) 260.

As auditor we are responsible for performing the audit in accordance with International Standards on Auditing (UK), which is directed towards forming and expressing an opinion on the financial statements that have been prepared by management with the oversight of those charged with governance. The audit of the financial statements does not relieve management or those charged with governance their responsibilities for the preparation of the financial statements.

Materiality

In performing our audit, we apply the concept of materiality, following the requirements of International Standard on Auditing (UK) (ISA) 320: Materiality in planning and performing an audit. The standard states that 'misstatements, including omissions, are considered to be material if they, individually or in the aggregate, could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.



We determined overall materiality to be £10,000. We have considered whether this level remained appropriate during the course of the audit and have made no changes to our overall materiality.

Area	Planning materiality	Final materiality
Overall	£10,000	£10,000

We also set an amount below which misstatements would be clearly trivial and would not need to be accumulated or reported to those charged with governance because we would not expect that the accumulated effect of such amounts would have a material impact on the financial statements. We have defined the amount below which misstatements would be clearly trivial to be £500.

Areas of significant risk

We raised a number of significant risks in our audit plan where we detailed work we would be carrying out as part of our audit procedures. We performed procedures during the audit to address each of these risks and ensure the financial statements are free from a material misstatement.

Risk	Overall Risk Factor	Work completed, issues & assurance gained
Revenue recognition <i>There is a presumption that revenue recognition is a significant risk on every audit engagement (ISA (UK) 240)</i>	High	<p>We examined and tested the process through which management has identified and quantified income. We also performed substantive testing on a sample of transactions.</p> <p>No issues were found in this area. Based on the work undertaken we are satisfied that revenue recognition is not materially misstated.</p>
Management Override of Controls <i>Management override of controls should be considered a risk on every engagement (ISA (UK&I) 240.74)</i>	High	<p>During the course of our audit we have undertaken the following procedures:</p> <ul style="list-style-type: none">  Considered indication of management bias in accounting estimates and their overall appropriateness.  Reviewing journal entries and other adjustments made at the end of the accounting period; and <p>There are no issues we wish to bring to your attention arising from the procedures undertaken.</p>
Economic fallout due to Covid-19 and restrictions	High	<p>We reviewed the year end assets for any potential signs of impairment or required provisions as well as future funding approved for the charity.</p> <p>There are no issues we wish to bring to your attention arising from the procedures undertaken.</p>

Additional audit risks

Risk	Overall Risk Factor	Work completed, issues & assurance gained
Going Concern – grant income	Low	<p>We reviewed budgets and available correspondence with funders to satisfy ourselves that the charity will have sufficient reserves to continue operating until Autumn 2022.</p> <p>There are no issues we wish to bring to your attention arising from the procedures undertaken.</p>
Going Concern – Pension deficit	Low	<p>We reviewed the budgets prepared for next year to ensure the charity will be able to operate for the next 12 months.</p> <p>There are no issues we wish to bring to your attention arising from the procedures undertaken.</p>
Treatment of expenditure between restricted and unrestricted funds	Low	<p>We did not identify any restricted funds received this year and therefore all expenditure has been treated as part of the unrestricted funds of the charity.</p>
Creditors cut-off, accruals and completeness of creditors	Low	<p>We reviewed invoices, payments and receipts around the year end to ensure they are accounted for in the correct period.</p> <p>There are no issues we wish to bring to your attention arising from the procedures undertaken.</p>

Accounting estimates and judgements

Accounting estimates vary widely in nature and are required to be made by management when the monetary amounts cannot be directly observed. The measurement of these monetary amounts is subject to estimation uncertainty, which reflects inherent limitations in knowledge or data. The process of making accounting estimates involves selecting and applying a method using assumptions and data, which requires judgement by management and can give rise to complexity in measurement. We have outlined below a summary and how we assess the key accounting judgements applied by management.

Assessment

- We consider the estimate to potentially be materially misstated and disagree with judgements used to derive the estimate or estimation process
- We consider it unlikely that the estimate is materially misstated, however we consider assumptions used in the estimation process to be optimistic
- We consider it unlikely that the estimate is materially misstated, however we consider assumptions used in the estimation process to be cautious
- We consider the process of estimation to be appropriate and key assumptions to be well balanced

Key Estimate	Assessment	Summary of policy
Economic life of assets (depreciation)	●	The estimations of the useful economic life of the charity's assets and are based on industry standards adjusted to reflect your own experience. We have no issues surrounding the basis of the estimate and disclosure.
Provision and accruals	●	Management bases its judgements on the circumstances relating to each specific event and upon currently available information. Accruals have been prepared from invoices after the year end and purchase orders not fulfilled at year end.

As part of the requirements of ISA (UK) 540 we will require written representations whether the methods, significant assumptions and the data used in making the accounting estimates and the related party disclosures are appropriate to achieve recognition, measurement or disclosure that is in accordance with applicable reporting framework and as such has been included on the draft letter of representation provided.

Internal Controls

The purpose of an audit is to express an opinion on the financial statements. The matters reported here are limited to those deficiencies we have identified during the course of the audit and that we have concluded are of sufficient importance to merit being reported to you.

Our audit included consideration of internal controls relevant to the preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of internal control. We considered and walked through the internal controls for year ended 31st March 2021.

The following control issues were identified during the audit. These control issues are categorised according to the level of risk attached:

- Red Significant weaknesses – risk of material misstatement
- Amber Significant deficiency – risk of significant misstatement
- Yellow Deficiency – risk of inconsequential misstatement

	Area of control	Issue and risk	Recommendations	Management Response
	No control weaknesses were identified during our audit testing this year			

Follow up of prior year audit recommendations

The following summarises the progress made to implement recommendations identified in our prior year audit findings reports.

Assessment	Issue and recommendation	Update on actions taken to address the issue
●	No control weaknesses were highlighted in the previous year	

Adjustments from the draft trial balance

We are required to report all items above our trivial threshold to those charged with governance, whether or not the financial statements have been adjusted by management. Below is a summary of the adjustments made from the initial trial balance received to the financial statements along with the impact on the primary statements.

Income Statement		Balance sheet		Description
Dr £	Cr £	Dr £	Cr £	
1	1,924		1,924	Amortisation of intangible fixed assets
2	3,023		3,023	Depreciation and cost of disposals of tangible fixed assets
3		86	86	Write off of historic debtor balances
4	7,476		7,476	Year-end movement on other debtors
5	1,794		1,794	Year-end movement on prepayments
6		4,000	4,000	Annual employers' allowance for 2020/21
7	1,524		1,524	Year-end movement on deferred income
8	719		719	Year-end movement on accruals
9	4,000		4,000	Recognised operating costs of the pension scheme
10	105,000		105,000	Recognised loss on present value of the pension scheme
11		13,000	13,000	Monthly employer contributions to SHPS; rounded to nearest £000 to match SHPS report (Actual contributions: £13,051)
	125,460	17,086	125,460	Accumulated effect of adjustments

The total aggregate of the above adjustments resulted in decreasing the charity's surplus by £108,374

Unadjusted misstatements

Below is a summary of any unadjusted misstatements identified during the course of our audit except for those deemed trivial. In line with ISA (UK) 450 'Evaluation of misstatements identified during the audit' we will require a written representation confirming the reasoning for not making these adjustments.

Income Statement		Balance sheet		Description
Dr £	Cr £	Dr £	Cr £	
				No unadjusted misstatements have been identified.
	-	-	-	Accumulated effect of adjustments

Other Matters

Fraud

- We have previously discussed the risk of fraud in our planning report. We have not been made aware of any material incidents in the period and no other issues have been identified during the course of our audit.

Laws & Regulations

- You have not made us aware of any significant incidencies of non-compliance with relevant laws and regulations and we have not identified any incidences from our audit work.

Related parties

- In forming an opinion on the financial statements, we are required to evaluate whether identified related party relationships and transactions have been appropriately accounted for and disclosed. We have no issues to report in this area.

Written representations

- A letter of representation has been requested from the board, including specific representations. This has been provided externally to this report.

Disclosures

- Our review found no material omissions in the financial statements

Accounting policies

- The accounting policies used to prepare the financial statements are considered to be appropriate and are in accordance with the relevant accounting standards.

Appendix 1 – Auditor independence and objectivity

Bevan Buckland LLP is required to maintain independence from Tai Pawb in line with the Ethical Standard (2019) issued by the Financial Reporting Council (FRC) and the ethical pronouncements established by the auditor's relevant professional body, in our case the Institute of Chartered Accountants in England & Wales. In addition, our reputation and continued success as a firm depends on us maintaining auditor independence. We have procedures in place to ensure that any conflicts of interest of which we are aware are communicated to directors and appropriate action taken. This includes all relationships between Bevan Buckland LLP and Tai Pawb that, in our professional judgement, may reasonably be thought to bear on our independence and objectivity of the audit engagement partner and the audit staff.

However, there may be factors known by the board of which we are not aware. Our letter of engagement requires the board to notify us if it becomes aware that any person becomes connected with Bevan Buckland LLP and we will be asking the board to give us written representations that there are no such matters at the conclusion of the audit.

Maintaining and assessing our independence is a continual process throughout the audit cycle. However, we will formally confirm our independence and any significant matters we have considered in assessing any threats to our independence and objectivity in our Report to the board.

We have made enquires of all Bevan Buckland LLP teams providing services to you for compliance matters to ensure our independence is maintained.

In our judgement we have complied with the UK regulatory and professional requirements including the Ethical Standard (2019) issued by the FRC. We are not aware of any relationships between Bevan Buckland LLP and the Charity, that in our professional judgement, may reasonably be thought to bear on our integrity, independence and objectivity at the date of the audit plan. As a result we are able to express an objective opinion on the financial statements.

Safeguards

As part of the firms safeguards, all audits are subject to a review by a second partner or independent reviewing officer. The review undertook all high risk areas, significant judgements, financial statements, audit plan and audit findings reports.

Appendix 2 - Strategic, Financial & Governance Health Check

Strategic	Current year	Prior year
Charity has stated strategic objectives in trustees report	●	●
Charity reports progress against these objectives	●	●
Are the activities of the Charity in line with the Charity objects?	●	●
Charity has a long term strategy/plan?	●	●
Charity produces an annual budget?	●	●
Charity reports against budget/strategy?	●	●

Financial	Current year	Prior year
Unrestricted surplus	●	●
Net current assets	●	●
Positive "free reserves"	●	●
Reserves policy in place	●	●
Reserves level in line with policy	●	●
What level of reserves are required?	●	●
Charity has budgets in place for at least 12 months	●	●
Over reliance on one large funder for grant income?	●	●

Risk	Current year	Prior year
Risk register in place	●	●
Risk Register regularly reviewed	●	●
Have all appropriate risks been identified?	●	●
Appropriate actions taken in response to risks identified	●	●

Governance	Current year	Prior year
Have the board held sufficient meetings in the year?	●	●
Is the financial reporting to the board clear, transparent, readily understood by all board members at each meeting?	●	●
Have the board reviewed their internal controls recently?	●	●
Are minutes of all board meetings kept?	●	●
Do you have procedures in place to deal with conflicts of interest?	●	●



“Your Local Financial Team”

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