Alex Ferry Foundation

England & Wales · Charity number 1179847

Details

Other names	ALEX FERRY LIMITED
Status	Registered
Legal form	Charitable company
Company number	11145243
Registered	2018-09-07
Register	View on the Charity Commission register

Contact

Address	Alex Ferry Foundation 10 Salamanca Place Vauxhall London SE1 7HB
Phone	02081945915
Website	www.ferryfoundation.org.uk

Activities

Objects: The Charity's objects (the "Objects") are specifically restricted to the following:(1) The relief of financial hardship/poverty among workers and former workers (and their families and dependants) in the UK shipbuilding and engineering industries and in related manufacturing industries, including relief from the consequences of unemployment among former workers in those industries in such ways as may be thought fit, including assistance to find employment.(2) The promotion of education and/or training (including through apprenticeships) of workers and former workers in the UK shipbuilding and engineering industries and in related manufacturing industries and their spouses/partners and children in full-time education (up to the age of 25), including education and/or training in matters of health and safety in the workplace.(3) The carrying out and publishing of research into the provision of occupational pensions, and educating the public in that subject.(4) The carrying out and publishing of research into ways in which the quality of life of workers in the UK shipbuilding and engineering industries and in related manufacturing industries might be improved, including their work/life balance.(5) The relief of sickness and the preservation of health among workers and former workers (and their families and dependants) in the UK shipbuilding and engineering industries and in related manufacturing industries. Nothing in the Articles shall authorise an application of the property of the Charity for purposes which are not charitable (for the avoidance of doubt, charitable purposes include such purposes as are specified by section 7 of the Charities and Trustee Investment (Scotland) Act 2005 and/or section 2 of the Charities Act (Northern Ireland) 2008).

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Activities: N/A

Classification

- **How:** Makes Grants To Organisations, Sponsors Or Undertakes Research
- **What:** The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty
- **Who:** Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£444,000	£795,000	-	-
2023-12-31	£459,000	£937,000	-	-
2022-12-31	£426,000	£776,000	-	-
2021-12-31	£377,000	£629,000	-	-
2020-12-31	£209,000	£733,000	-	-

Trustees

Name	Role	Appointed
John David Emerson	Chair	2020-11-11
Aladair McDiarmid		2018-09-17
Colin Stevenson		2018-10-17
Diana Margaret Holland		2018-12-10
Dominic Bradbury		2023-01-01
Duncan McPhee		2018-10-17
MR TIM GRIFFITHS		2018-10-17
Mahfooz Khan		2023-01-01
Matthew Roberts		2023-01-01

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Alex Ferry Foundation

England & Wales - Charity number 1179847

Accounts

Alex Ferry Foundation

Annual Report and Financial Statements

31 December 2024

Charity Registration No. 1179847

Company Registration No. 11145243 (England and Wales)

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Reference and administrative information

Trustees	D Emerson (Chair of the Board) (Appointed 7 February 2024) D Bradbury (Lay Member) T Griffiths (Lay Member) D M Holland (CSEU Member) M Khan (Lay Member) A J McDiarmid (CSEU Member) D S McPhee (Lay Member) M Roberts (CSEU Member) C Stevenson (Lay Member)
Executive Director	K Goddard
External Relations Director	I Waddell
Finance and Administration Manager	N Ojike
Principal office	10 Salamanca Place Vauxhall London SE1 7HB
Charity number	1179847
Company registration number	11145243 (England and Wales)
Auditor	Buzzacott Audit LLP 130 Wood Street London EC2V 6DL
Principal Bankers	Unity Trust Bank Plc Four Brindleyplace Birmingham B1 2JB
Legal advisors	Bates Wells 10 Queen Street Place London EC4R 1BE

Reference and administrative information

Investment advisors	Rathbones Investment Management Ltd 8 Finsbury Circus Finsbury London EC2M 7AZ

The Trustees present their statutory report together with the financial statements of Alex Ferry Foundation (the 'Foundation' or the 'charitable company') for the year ended 31 December 2024.

The report has been prepared in accordance with Part 8 of the Charities Act 2011.

The financial statements have been prepared in accordance with the accounting policies set out on pages 20 to 22 of the attached financial statements and comply with the charitable company's Articles of Association, applicable laws and the requirements 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).

STATEMENT FROM THE CHAIR

The Alex Ferry Foundation is a registered charity which was established on 24 December 2018, following the release of funds from the Confederation of Shipbuilding and Engineering Unions' (CSEU) 35-Hour Week campaign fund by a court order.

The Foundation and its trustees operate two grant-making programmes. The first, the Community Grants Scheme, supports community causes across the UK. The causes are identified and endorsed by CSEU districts and are then assessed to ensure they meet the due diligence requirements of the Foundation. The second is the Research Grants Scheme, which makes grants to a range of organisations interested in the issue of good work, the future of work and the role of the trade union movement.

PUBLIC BENEFIT

We have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

FINANCIAL STATEMENTS

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

INCORPORATION AND GOVERNING DOCUMENT

Alex Ferry Limited was incorporated on 11 January 2018 as a private company limited by guarantee with no share capital under the company registration number 11145243. The company was registered with the Charity Commission on 7 September 2018 under the charity registration number 1179847. On 14 May 2019 the company changed its name to Alex Ferry Foundation. The Foundation is governed by its Articles of Association.

ADMINISTRATIVE DETAILS

Details of the legal and administrative information in relation to the Foundation are set out at the front of the financial statements. These details include the trustees of the Foundation as well as the organisations providing banking services, investment advice, legal advice, and audit services.

OBJECTIVES AND ACTIVITIES

The Alex Ferry Foundation has the following aims and objectives as laid out in our registration document with the Charity Commission. The Foundation's objects are specifically directed to the following activities for their beneficiaries:

- The relief of financial hardship/poverty.
- The relief of sickness and the preservation of health.
- The promotion of education and/or training.
- The carrying out and publishing of research into ways in which the quality of life of workers in the UK shipbuilding and engineering industries and in related manufacturing industries, might be improved, including their work/life balance.

The trustees have set out how these objectives will be achieved in their Strategic Plan 2024 – 2027. The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Foundation should undertake.

TRUSTEES

The trustees meet at least five times in any calendar year and discuss progress, strategy, and future plans. All key decisions affecting the Foundation are agreed at these meetings. The day-to-day management of the Foundation is delegated by the trustees to Keiran Goddard as Executive Director who regularly meets with the Chair (Independent Director).

The Foundation continues to work closely with the CSEU and shares premises and some operational efficiencies with the organisation.

ACTIVITIES

The Foundation continues to operate with a small executive team dedicated to ensuring that the organisation delivers on its vital mission: to serve workers and former workers within their communities and to support and promote access to good, secure work; now and into the future.

ACTIVITIES (continued)

Our mission can be seen as running through our grant-making over the past year, from developing research around workers' voice, trade unionism, the just transition and shorter working time (an issue that, due to the origins of the Foundation, will always be at the heart of everything we do); to our responsive, locally-focused funding of communities throughout the UK. But our mission does not begin and end with the grants that we make. We have also been working hard to raise awareness of work-related issues, for example by supporting research profiling the benefits of shorter working time and enacting The Breathe Safe campaign, which is focused on the deleterious health impact of weld fume. We look to drive impact both across and beyond civil society. To this end, we have been active in discussions with researchers, grant-makers and think tanks throughout the course of the year, with the aim of sharing our unique mission as widely as possible and leveraging more interest, finance, and support to the cause of 'good work'.

Throughout the period covered by this report, the Foundation has worked hard to be adaptable, attentive, and pragmatic in how we meet our charitable aims.

STRATEGY

The Board has continued to follow the approved Strategic Plan throughout 2024; implementing and developing our Community Grants Programme, driven by knowledge and ideas from local trade union groups in the relevant unions. In addition, we have developed a wide-ranging and well-respected suite of research grants, looking to influence the debate about the future of work in ways that are relevant to the interests of our beneficiary groups, their wider community, and the trade union movement.

During this period, the Foundation has gone from strength to strength; distributing substantial funds through our community grants programme to vital local organisations, supporting a range of high-quality work-related research, and beginning to build strong connections between trade unions, research institutions and civil society more broadly.

In order to deliver against our 2024-27 strategic priorities, the Foundation has invested in an additional staff member, primarily focused on communications, partnerships and operational efficiencies.

INVESTMENTS

The Board continued monitoring its investment strategy in line with its investment policy statement – July 2021. However, as of February 2024, the Board codified a decision to be more flexible in the use of the Foundation's capital, allowing for a strategic and flexible spend down horizon of 20 years, a decision taken in order to provide the Foundation with the operating funds it needs to meet its charitable objectives in a responsive and impactful way. The investment statement for 2025 will be updated to reflect this.

The key elements of the investment policy at present are:

1. Generate an income (from the investments, capital growth and reserves) to meet the planned annual expenditure.

2. Use the reserve over the period to stabilise income shortfalls.

ACHIEVEMENT AND PERFORMANCE

As a grant-making organisation, the Alex Ferry Foundation does not undertake fundraising activities in order to fulfil its charitable aims and objectives. Instead, they are addressed via our two primary programmes as outlined below in the 'grants' section of this document. The income funding this grant-making is derived from our investments, in-line with the investment policy also detailed herein.

While reduced, there remained some small underspend relative to our stated ambition within the Community Grants Programme. The Executive and Board are taking measures to ensure this amount will be distributed in-line with our strategic objectives over the coming months and that mechanisms are in place to ensure we use our income to deliver our charitable mission effectively and efficiently. The Research Grant Programme was distributed in full and on time. The Foundation requires each grantee to report upon completion of the funded project. This reporting requires grantees to identify the outcomes and outputs of the grant against stated aims and also state any factors that have hindered impact or delivery.

GRANTS

Community Grants

2024 saw the continuation of our Community Grants programme on a UK-wide scale, spanning ten UK geographical areas:

East Midlands	Eastern
North West	Northern Ireland
Scotland	North East, Yorkshire, and Humberside
South West	Southern
West Midlands	Wales

Our Community Grants programme focused on funding organisations that make a positive contribution to the local community, improving places, spaces and addressing genuine need on the ground.

Community grants range from £500 to £10,000 and are targeted at registered charities with an income of less than £2million per annum and some track record of delivery. In order to make community grants, the Foundation has worked closely with CSEU District Committees. District Committees identify charitable projects that reflect both their local priorities and those of the Foundation, making recommendations which are then considered against criteria and administered by the executive. In the period covered by this report, over £336,000 of community grants were awarded, with £32,680 underspend rolled into 2025 budgets for the districts where it is applicable.

Research Grants

The Foundation remains true to its origins in the struggle for shorter working time. It is dedicated to funding research and policy that make strategic and long-term interventions in the debate around work; namely how to ensure that the future of work is just and has the desires, needs, and demands of working people at its heart. To this end we have distributed over £198,000 in research grants over the past twelve months, to a range of organisations and projects, a number of which will continue to deliver outputs into 2025.

GRANTS (continued)

Research Grants (continued)
The review of the Foundation's financial position takes place at the last meeting within the reporting period at its November Board meeting. The review is conducted alongside receiving reports from the Foundation's Investment managers and independent financial advisers. It is conducted against the background of the 10-year funding plan which allows a reasonable risk across the portfolio.

FINANCIAL REVIEW

Results for the year
The results for the year are provided in the statement of financial activities on page 17.

Income for the year ended 31 December 2024 totalled £444,000 (2023: £459,000) which was wholly derived from the charity's investments.

Expenditure in the year ended 31 December 2024 totalled £795,000 (2024: £724,000) principally reflecting grant making activity discussed earlier in this report, and the cost of managing the Foundation's investments.

Net expenditure for the year before investment gains, therefore, amounted to £351,000 (2023: net expenditure of £478,000). After accounting for investment gains of £6,708,000 (2023: £537,000), the overall net increase in funds for the year amounted to £6,357,000 (2023: £59,000).

Financial position, reserves policy and going concern
The total value of the Foundation's unrestricted fund balance at the year-end was £28,205,000 (2023: £21,848,000).

This balance is largely represented by the value of the Foundation's investments which as at 31 December 2024 totalled £28,217,000 (2023: £21,713,000). Of this amount, £15,045,000 (2023: £14,427,000) reflects the market value of the charity's listed investment portfolio at the balance sheet date.

In addition, the Foundation has a shareholding of 1,892,500 shares, with Unity Trust Bank, valued at the close of 2024 at £13,172,000. While this valuation represents a significant increase in the share value relative to the original purchase cost, the holding is relatively illiquid and low yield, meaning it is sub-optimal in terms of helping to meet the Foundation's charitable aims. The Executive Director is engaged in an ongoing process aimed at resolving this issue.

The Foundation's reserve policy is in two parts. A short-term reserve provides immediate liquidity for one year and is deposited in 'safe' assets, such as bank accounts. Its target value is one year's expenditure less the anticipated income. A long-term reserve provides exposure to long term economic growth.

At the end of this reporting year there were no uncertainties about the Foundation continuing as a going concern.

FINANCIAL REVIEW (continued)

Financial position, reserves policy and going concern (continued)
There were no significant events that have affected the financial performance of the Foundation during the year ending 31 December 2024

With inflation easing, interest rates have largely stabilised, and although the broader economy has remained volatile, outright recession has been narrowly avoided. However, the operating environment has remained challenging, the cost of living crisis means need has continued to grow, while market and economic performance has been brittle and erratic.

Sadly, the outlook for 2025 is arguably even bleaker, supply chain instability, ecological collapse, energy prices, tariff-wars, political extremism and geopolitical conflict seeming to be the order of the day, all of which have significant market implications. The Foundation is having to continually review its market expectations in the light of ongoing headwinds and volatility, remaining cognisant of our investment strategy and also our primary requirement to fulfil our charitable mission.

Investment policy and performance
A full review was undertaken in 2021 with the newly appointed independent financial advisers which looked into all aspects of the Foundation's investment strategy and advised accordingly.

The Board reviewed and approved its investment policy in July 2021 which includes the key points set out below:

The Alex Ferry Foundation appoints professional investment management to manage the assets on a discretionary basis, in line with this investment policy. The Foundation will maintain a nominated list of authorised signatories, two of which are required to sign instructions to the investment manager. Those nominated Trustees have responsibility for advising the Board on variations in strategy and in monitoring the investment assets against target. Performance will be reviewed by the full Board on a six-monthly basis, and the investment manager(s) will be required to present at least once a year to the Board.

The trustees have responsibility for varying strategy and monitoring the investment assets against target.

At least every six months the trustees will review financial performance, ESG activity; and provide the following information on a quarterly basis:

- The market value of investments, compared with the up-to-date Target Value;
- The market value, since inception, compared to CPI + 4%;
- A market-based benchmark return (70% in global equities, 30% in global bonds);
- A peer group benchmark such as the ARC Steady Growth Index.
- The base currency of the investment portfolio is Sterling.

FINANCIAL REVIEW (continued)

Investment policy and performance (continued)
The AFF's assets can be invested widely and in line with Charity Commission guidance and best practice according to the appointed manager's discretion. Investments into derivatives or derivative based investments are permitted only for efficient portfolio purposes and not for speculation. The long-term fund investment objective is to produce a sustainable flow of cash (after fees and inflation) over 4% over the long term.

The trustees continue to assess the major risks to which the Foundation portfolio is exposed and recognise the primacy of the investment management risk. The Trustees have ongoing arrangements with independent professional advice.

Grant making policy
The Trustees will pay due regard to guidance issued by the Charity Commission in deciding what activities to undertake. As a new Foundation with limited staff resources, the Trustees have decided that they will not offer grants to individuals. They will instead concentrate on offering grants to charitable projects that fulfil the aims and objectives of the Foundation. The details of the grant making strategy are contained in the Trustees' report and Strategic Plan.

The Foundation will also work with other organisations including other charities, benevolent funds, foundations, and research bodies to identify and deliver UK-wide campaigns and projects related to its aims and objectives.

PLANS FOR FUTURE PERIODS
Over the next twelve months the Foundation will continue to deliver on its 2024-2027 strategy. While our charitable aims remain unchanged, we nonetheless are in the fortunate position of being able to reflect on the Foundation's activities and processes and look to refine and improve them to generate maximum impact, including when this requires additional expenditure. We will continue to drive forward the community grants programme, ensuring that expenditure happens across all districts at a level that delivers much needed direct support on an ongoing and focused basis. We will also look to capitalise on the opportunities of the present moment as it relates to our research agenda; ensuring that we produce work that is usable and relevant on the shopfloor and in the many ongoing campaigns to secure better working conditions for employees in the face of the many economic and political headwinds that continue to hinder the progress of the broader historical labour movement. We will do all of this within the new context of a Labour government, which it is hoped may present additional opportunities to drive forward our work and worker-focused charitable mission within a legislative framework. We also have high hopes for the ongoing development of our Breathe Safe Campaign, which is already beginning to make progress and gather support within the UK Parliament and amongst the affected workforce and their families.

Throughout all of this, we will continue to work collaboratively with both the trade union movement and civil society, making a case for visions of the future that include good work, supportive communities, and a commitment to working together in solidarity.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J F Rowse (Chair of the Board to February 2024)
D Emerson (Independent Member and Chair from February 2024)
T Griffiths (Lay Member)
M Khan (Lay Member)
D M Holland (CSEU Member)
D Bradbury (Lay Member)
A J McDiarmid (CSEU Member)
D S McPhee (Lay Member)
M Roberts (CSEU Member)
C Stevenson (Lay Member)

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

Throughout 2024, the executive staff of the Foundation consisted of one full-time and two part-time members of staff, currently consisting of an executive director, a director of external relations and a finance manager. In addition, at the end of 2024, we appointed a new member of part time staff, focusing on communications and programmes. Day-to-day operations are undertaken by this executive team, while all grant expenditure beyond the community grant process and above a nominal level is ratified by the trustee board during scheduled meetings. Pay levels are set by the board, subject to an annual review process and benchmarked against comparable roles within the sector.

The trustees consider that they, together with the Executive Director and the Finance and Administration Manager comprise the key management personnel of the Foundation. Trustees are not remunerated for their services. The remuneration of other members of key management personnel are reviewed annually and approved by the trustees.

RECRUITMENT

The Trustees are elected in accordance with the Articles of Association which provides for five lay member Trustees and three trade union officers appointed by the CSEU.

The three trade union officers are elected by the CSEU Executive Committee and serve for a four-year period.

The five lay members are elected at a specially convened meeting once every four years comprising solely of lay representatives of the CSEU District Committees. These elections took place in October 2022.

The Independent Director is elected by board members and also holds office for four years and was re-elected at the November Board meeting.

Any board member resigning within that period, including the Independent Director, is replaced by the above methods to serve out the remaining period of office.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors of Alex Ferry Foundation for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in in Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102);;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Foundation will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

DISCLOSURE OF INFORMATION TO AUDITOR

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' Report was approved by the Board of Trustees.



D Emerson CBE
Chair of the Board

Date: 30 July 2025

Independent auditor's report to the members of Alex Ferry Foundation

Opinion

We have audited the financial statements of Alex Ferry Foundation (the 'charitable company') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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 other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report, which is also the directors' report for the purposes of company law, 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 trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or

Matters on which we are required to report by exception (continued)

- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities contained within the trustees' reprot, 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.

Auditor's responsibilities for the audit of the financial statements

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

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with applicable laws and regulations, was as follows:

- the engagement director ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and

Auditor's responsibilities for the audit of the financial statements (continued)

- we obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of those responsible for the operation of the charity as to their knowledge of actual, suspected and alleged fraud; and

- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships; and

- reviewed journal entries to identify unusual transactions.

In response to the risk or irregularities and non-compliance with laws and regulations, we designed procedures which included but were not limited to:

- review of the minutes of meetings of those charged with governance; and

- enquiring of those responsible for the operation of the charity as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Gumayel Miah (Senior Statutory Auditor)
For and on behalf of Buzzacott Audit LLP
Statutory Auditor
130 Wood Street
London
EC2V 6DL

Date: 01 August 2025

Statement of financial activities Year to 31 December 2024
Including income and expenditure account

	Notes	**Un-restricted funds £'000**	**Restricted funds £'000**	**Total funds 2024 £'000**	Un-restricted funds £'000	Restricted funds £'000	Total funds 2023 £'000
Income from:							
Investments	1	**444**	**—**	**444**	253	206	459
Total income		**444**	**—**	**444**	253	206	459
Expenditure on:							
Raising funds	2	**71**	**—**	**71**	53	57	110
Charitable activities	3	**724**	**—**	**724**	827	—	827
Total expenditure		**795**	**—**	**795**	880	57	937
Net (expenditure) / income before investment gains and losses		**(351)**	**—**	**(351)**	(627)	149	(478)
Net gains on the revaluation and disposal of investments	9	**6,708**	**—**	**6,708**	366	171	537
Net income / (expenditure)		**6,357**	**—**	**6,357**	(261)	320	59
Gross transfers between funds	14	**—**	**—**	**—**	11,933	(11,933)	—
Net movement in funds		**6,357**	**—**	**6,357**	11,672	(11,613)	59
Funds reconciliation:							
Balances brought forward at 1 January 2024		**21,848**	**—**	**21,848**	10,176	11,613	21,789
Balances carried forward at 31 December 2024		**28,205**	**—**	**28,205**	21,848	—	21,848

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

As disclosed within note 14 to the financial statements, restricted income and expenditure in the year ended 31 December 2023 related to the "Retention Fund". This fund was initially created by the Court Order that released funds from the CSEU 35 Hour Week Campaign Fund and led to the formation of the Foundation. A final transfer of the remaining balance on the Retention Fund was completed in December 2023, as required by the Court Order. All income and expenditure for the year ended 31 December 2024 was in respect of unrestricted funds.

Balance sheet 31 December 2024

	Notes	2024 £'000	2024 £'000	2023 £'000	2023 £'000
Fixed assets					
Investments	9		**28,217**		21,713
			28,217		21,713
Current assets					
Debtors	13	**3**		3	
Cash at bank and in hand		**104**		286	
		107		289	
Creditors: amounts falling due within one year	13	**(119)**		(154)	
Net current (liabilities) / assets			**(12)**		135
Total net assets			**28,205**		21,848
Income funds					
Restricted funds	14		**—**		—
Unrestricted funds			**28,205**		21,848
			28,205		21,848

The financial statements were approved by the Trustees on



D Emerson CBE
Chair of the Board

Date: 30 July 2025

Alex Ferry Foundation
Company Registration Number: 11145243 (England and Wales)

Statement of cash flows Year to 31 December 2024

	Notes	**2024 £'000**	2023 £'000
Cash flows from operating activities			
Net cash used in operating activities		**(758)**	(845)
Cash flows from investing activities			
Investment income received		**442**	362
Cash withdrawn from portfolio		**134**	18
Net cash provided by investing activities		**576**	380
Net decrease in cash and cash equivalents		**(182)**	(465)
Cash and cash equivalents at beginning of year		**286**	751
Cash and cash equivalents at end of year		**104**	286

Notes to the statement of cash flows for the year ended 31 December 2024

A Reconciliation of net income / (expenditure) to net cash used in operating activities

	2024 £'000	2023 £'000
Net expenditure	**6,357**	59
Adjustments for:		
Investment income receivable	**(444)**	(459)
Net gains on the revaluation and disposal of investments	**(6,708)**	527
Investment management fees	**71**	110
Decrease in debtors	**—**	2
Decrease in creditors	**(34)**	(20)
Net cash used in operational activities	**(758)**	(845)

No separate reconciliation of net debt has been prepared as the charity held no external debt finance in either the current or comparative reporting period.

.

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

Basis of accounting

The financial statements have been prepared under the historical cost convention as modified for the revaluation of investment assets as explained within the relevant accounting policies below.

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

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and judgements

In the application of the Foundation's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The only significant item within these financial statements where an estimate or judgement has been needed is in relation to the determination of the fair value of unlisted equity investments. As there is no active market for these shares, the fair value has been determined with reference to the latest price at which new shared have been issued (or bought back) (see 'investments' below).

Assessment of going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements.

The Trustees have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. This is because the charity is in a net asset position and received sufficient additional investment income after the year end to meet the cost of its budgeted grant-making activities.

Income
Income is recognised in the period in which the charitable company has entitlement to the income, the amount of income can be measured reliably and it is probable that the income will be received.

Investment income is recognised once the dividend or similar distribution has been declared and notification has been received of the amount due.

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 and the basis of apportioning costs
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is inclusive of irrecoverable VAT.

Expenditure includes the following:

- Expenditure on charitable activities comprises the grants payable and any incidental expenses payable associated with the furtherance of charity's objectives, including support and governance costs.
    - Grants payable are included in the statement of financial activities when approved and when the intended recipient has either received the funds or been informed of the decision to make the grant and has satisfied all related conditions. Grants where the beneficiary has not been informed or has to meet certain conditions before the grant is released are not accrued for but are noted as financial commitments in the notes to the financial statements.
    - Support costs are allocated in full to the expenditure on charitable activities.

Pension costs
The Foundation operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Foundation in an independently administered fund. Pension costs are debited to the statement of financial activities in the year in which the employer contributions are payable to the scheme.

Investments
Investments are included in the financial statements at fair value. If fair value cannot be measured reliably, it is measured at cost less impairment. Gains and losses are recognised in the statement of financial activities.

With respect to listed investments, as there is an active market for such assets, the fair value is determined with reference to the quoted price of the security being traded on the relevant stock exchange.

Investments (continued)
With respect to unlisted investments, the shares are not traded in an active market, and therefore the fair value is determined with reference to the latest price at which new shares have been issued (or bought back).

Realised gains (or losses) on investment assets are calculated as the difference between disposal proceeds and their opening carrying value or their purchase value is acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value at that date. Realised and unrealised investment gains (or losses) are combined in the statement of financial activities and are credited (or debited) in the year in which they arise.

Debtors
Debtors are recognised at the settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand
Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short term deposits. Cash placed on deposit for more than one year is disclosed as a fixed asset investment. Cash and cash instruments held within the investment portfolio are designated to facilitate investment transactions and are therefore not classified as cash and cash equivalents.

Creditors and provisions
Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Fund accounting
Restricted funds represent the balance of amounts received where the donor requires the monies to be applied for specific purposes.

The general fund represents unrestricted funds that have not been set aside for specific purposes. It is available for use at the discretion of trustees in furthering the objectives of the Foundation and managing the risks to which the Foundation is exposed.

1 Income from investments

	Un-restricted funds £'000	**Restricted funds £'000**	**Total funds 2024 £'000**	Un-restricted funds £'000	Restricted funds £'000	Total funds 2023 £'000
Investment income	**442**	**—**	**442**	248	194	442
Interest receivable	**2**	**—**	**2**	5	12	17
	444	**—**	**444**	253	206	459

2 Expenditure on raising funds

	Un-restricted funds £'000	**Restricted funds £'000**	**Total funds 2024 £'000**	Un-restricted funds £'000	Restricted funds £'000	Total funds 2023 £'000
Investment management fees	**71**	**—**	**71**	53	57	110
	71	**—**	**71**	53	57	110

3 Expenditure on charitable activities

	Unrestricted funds	
	2024 £'000	2023 £'000
Grant funding of activities		
- Community grants (note 4)	**254**	296
- Research grants (note 5)	**204**	212
	458	508
Support costs (note 7)	**238**	288
Governance costs (note 7)	**28**	31
	724	827

The charity awards community and research grants for education and training purposes. All grants were awarded to institutions and no grants were awarded to individuals in both of the above financial periods. Details of the grants awarded are recorded at notes 4 and 5 to the financial statements.

4 Grants payable: community grants

	2024 £'000	2023 £'000
Ardgowan	**6**	—
Advantage! Barrow Raiders Community Foundation	**—**	10
A S D Rainbows	**—**	5
Acacia Family Support	**—**	3
Asbestos Community Trust	**—**	3
Belfast Kitchen	**10**	—
Bethany Community Outreach	**4**	—
Bilton Hall Community Trust	**—**	2
Biopolar Scotland	**10**	—
Birmingham Peoples Centre	**—**	5
Calon Hearts	**—**	5
Campaign Bootcamp	**—**	5
Church on the Street Ministries	**—**	5
Cleckheaton Foodbank	**—**	7
Community Veterans	**9**	—
Connected for Life	**4**	—
Doorway	**4**	3
Good Shepherd Services	**—**	3
If U Care Share	**10**	9
Improving Lives Plymouth	**10**	—
Jeremiah's Journey	**6**	—
Kids in Action	**10**	—
Ledbury Food Bank	**—**	3
Making Miracles	**4**	—
Men's Shed Goven	**—**	5
Mid Norfolk Foodbank	**4**	—
Ministry Area of Cynon Valley South	**10**	—
Mixtup	**5**	—
North Devon Display Gym	**9**	—
North Staffordshire Asperger's/Autism Association (NSAAA)	**3**	—
North Staffordshire Aspergers Autism Association	**4**	—
Salford Unemployed and Community Resource Centre	**—**	10
Southampton Advice Representation Centre (SARC)	**—**	10
Staffordshire Network for Mental Health	**4**	3
Smethwick Church Action Network	**—**	3
Steamship Freshspring Trust	**10**	—
Suited for Sucess	**4**	—
Sunlight Development Trust	**4**	—
Support Future	**4**	—
Survivors Of Bereavement by Suicide	**1**	—
Swindon Food Collective	**4**	—
Thamesdown Hydrotherapy Pool Association	**4**	—
Emmanuel House Support Centre	**—**	10
The Benefit Advice Shop	**5**	—
The Challenging Behaviour Foundation	**4**	—
England Deaf Rugby Union	**5**	—
Everybody Dance	**4**	—
Colne Open Door Centre	**—**	10
Derbyshire Unemployed Worker's Centre	**—**	20
East Belfast Mission	**—**	10
The Ben Parker Trust Fund	**—**	7

4 Grants payable: community grants (continued)

	2024 £'000	2023 £'000
West View Advice & Resource Centre	**—**	10
Chums	**4**	10
Daventry Contact	**—**	10
Derby Toc-H Children's Camp	**—**	10
Lee Gardens Pool Committee	**—**	10
Ligoniel Improvement Association	**10**	—
Little Miracles CIO	**4**	—
Glasgow Barons	**5**	10
Haven Kilmacolm	**10**	—
Headway Swindon & District	**4**	—
Liverpool Six Community Association	**—**	10
Lochee Community Larder & Cafe	**—**	10
The Peoples Orchestra	**—**	5
The Really Amazing Charity TRAC	**—**	5
The Monthly Alzheimer's Support Evenings (MASE)	**4**	—
The Open Door Centre (Swindon and District) Ltd	**4**	—
Scottish Hazards	**—**	10
TWCAU	**5**	—
The Pyramid at Anderston	**—**	10
Phoenix Education Centre	**10**	—
Plymouth Youth sailing Club	**10**	—
Power2	**—**	20
RockSolid Dundee	**9**	—
Safe New Futures	**4**	—
Sorted Counselling Services	**4**	—
Valley Kids	**—**	10
Yorkshire & Humberside Asbestos Victim's support group (SARAG)	**10**	—
Wrexham Miners Project	**10**	—
Grants committed in the prior year but subsequently cancelled	**(28)**	—
Total community grants (note 3)	**254**	296

As at 31 December 2024, the Foundation had not committed to any community grants (2023: £nil) where the criteria for recognising the award within expenditure has not yet been met in full, and therefore not yet included within these financial statements.

5 Grants payable: research grants

	2024 £'000	2023 £'000
4 Day Week	**32**	25
Institute for Public Policy Research	**20**	15
European Work Time Network	**—**	7
Unions21	**—**	16
Breathe Safe Campaign	**4**	13
Common Wealth	**20**	20
FairShare T/A ShareAction	**—**	—
Autonomy	**37**	33
Feminise Politics Now	**10**	—
Labour Transfer Summer School	**5**	—
The Equality Trust	**25**	—
Centre for Local Economic Strategies	**20**	—
The Centre of Progressive Change	**15**	16
Pensions & Investment Research Consultants	**16**	34
Other	**—**	33
Total research grants (note 3)	**204**	212

As at 31 December 2024, the Foundation had not committed to any research grants (2023: £nil) where the criteria for recognising the award within expenditure has not yet been met in full, and therefore not yet included within these financial statements.

6 Support costs

	Support costs £'000	**Gover-nance costs £'000**	**Total funds 2024 £'000**	Support costs £'000	Gover-nance costs £'000	Total funds 2023 £'000
Personnel costs	**199**	**—**	**199**	229	—	229
Travel and subsistence	**9**	**—**	**9**	1	—	1
Occupancy costs	**10**	**—**	**10**	12	—	12
Legal and professional	**1**	**—**	**1**	10	—	10
Premises costs	**14**	**—**	**14**	26	—	26
HR costs	**1**	**—**	**1**	7	—	7
Meeting costs	**4**	**—**	**4**	3	—	3
Audit fees	**—**	**16**	**16**	—	25	25
Non-audit fees		**12**	**12**	—	6	6
	238	**28**	**266**	288	31	319

All support costs are allocated to the expenditure on charitable activities. Governance costs includes payments to the auditors of £16,000 (2023: £25,000) for audit services and £12,000 (2023: £6,300) in respect of non-audit services.

7 Personnel

	2024	2023
	£'000	£'000
The average monthly number of individuals paid during the year	**2**	3

	2024	2023
Staff costs	**£'000**	£'000
Wages and salaries	**165**	210
Freelance costs	**—**	2
Social security costs	**15**	15
Other pension costs	**19**	19
Recharges	**—**	(17)
	199	229

Wages and salaries include amounts recharged of £nil (2023: £50,952) from other entities for individuals who carry on our charitable activities. These individuals are not employed by Alex Ferry Foundation.

Recharges of £nil (2023: £17,313) arise from staff time costs spent with the Confederation of Shipbuilding and Engineering Unions.

The key management personnel of the charity comprises the Trustees, Executive Director and Finance and Administration Manager. The Trustees do not receive any remuneration but are able to reclaim out-of-pocket expenses incurred in exercising their duties as trustees as detailed in note 8. The total employee benefits of the other key management personnel of the charity were £199,240 (2023: £229,313).

The number of employees whose annual remuneration was £60,000 or more were:

	2024	2023
	£'000	£'000
£60,001 - £70,000	**1**	**—**
£80,001 - £90,000	**—**	1
£90,001 - £100,000	**1**	**—**

8 Trustees

During the year expenses incurred by five (2023: ten) of the Trustees and reimbursed to them amounted to £3,365 in relation to travel expenses (2023: £1,305).

9 Investments

	2024 £'000	2023 £'000
Listed investments (note 10)	**14,994**	13,887
Cash held by investment manager for re-investment (note 10)	**51**	540
Unlisted investments (note 11)	**13,172**	7,286
	28,217	21,713

Net gains / (losses) on the revaluation and disposal of investments as recognised within the statement of financial activities can be analysed as follows:

	Un-restricted funds £'000	**Restricted funds £'000**	**Total funds 2024 £'000**	Un-restricted funds £'000	Restricted funds £'000	Total funds 2023 £'000
Listed investments						
Unrealised gains on the revaluation of listed investments (note 10)	**815**	**—**	**815**	427	207	634
Realised gain / (loss) on the disposal of listed investments (note 10)	**7**	**—**	**7**	(61)	(36)	(97)
Unlisted investments						
Unrealised gains on the revaluation of unlisted investments (note 11)	**5,886**	**—**	**5,886**	**—**	**—**	**—**
	6,708	**—**	**6,708**	366	171	537

10 Listed investments

	2024 £'000	2023 £'000
Listed investments		
Market value as at 1 January 2024	**13,887**	13,336
Add: Acquisitions at cost	**4,153**	1,605
Less: Disposals proceeds	**(3,868)**	(1,591)
Realised gain / (loss) on disposal	**7**	(97)
Unrealised gain on revaluation	**815**	634
Market value as at 31 December 2024	**14,994**	13,887
Cash held by investment managers	**51**	540
	15,045	14,427

All listed investments were dealt with on a recognised stock exchange. The historic cost of the above listed investments as at 31 December 2024 was £13,389,000.

11 Unlisted investments

	2024	2023
	£'000	£'000
Shares in non-traded ordinary shares in UK equity	**13,172**	7,286

Unlisted investments relate to a holding in Unity Trust Bank Plc and are carried on the balance sheet at fair value with any gain or loss being credited or charged to income or expenditure. The shares are not traded and therefore there is no active market for these shares through which the fair value of these shares may be determined. The shares are therefore valued with reference to the latest price at which new shares have been offered (or bought back).

12 Debtors

Amounts falling due within one year:	**2024**	2023
	£'000	£'000
Prepayments and accrued income	**3**	1
Other Debtors	**—**	2
	3	3

13 Creditors: amounts falling due within one year

	2024	2023
	£'000	£'000
Accruals and deferred income	**11**	24
Other creditors	**108**	130
	119	154

14 Restricted funds

The income funds of the charity include restricted funds comprising the following amounts held on trust for specific purposes:

	Balance at 1 January 2024 £'000	Income £'000	Movement in funds: Expend-iture £'000	Movement in funds: Transfers £'000	Investment gains and losses £'000	**Balance at 31 December 2024 £'000**
The Retention Fund	—	—	—	—	—	—

	Balance at 1 January 2023 £'000	*Income £'000*	*Movement in funds: Expend-iture £'000*	*Movement in funds: Transfers £'000*	*Investment gains and losses £'000*	*Balance at 31 December 2023 £'000*
The Retention Fund	*11,613*	*206*	*(57)*	*(11,933)*	*171*	*—*

This restricted income fund related to the "Retention Fund" held by separate trustees for the benefit of the Foundation. The Retention Fund was created by the Court Order that released funds from the CSEU 35 Hour Week Campaign Fund and led to the formation of the Foundation. The trustees of the Retention Fund could make transfers to the unrestricted funds of the Foundation in certain circumstances.

The transfer made during the year ended 31 December 2023 related to one lump sum received from the Retention Fund by way of a final transfer as required by the Court Order. This is classified as a movement between restricted and unrestricted funds, following the Retention Fund becoming unrestricted during December 2023.

15 Related party transactions

The Foundation paid a net amount of £nil (2023: £33,638) for recharge to the Confederation of Shipbuilding and Engineering Unions of £nil (2023: £17,313) for the Foundation staff that worked for the Confederation of Shipbuilding and Engineering Unions and recharge from the Confederation of Shipbuilding and Engineering Unions of £nil (2023: £50,952) for its staff that worked for the Foundation.

The Foundation received £nil (2023: £16,977) from the Confederation of Shipbuilding and Engineering Unions in respect of recharged occupancy costs as the Foundation provides accommodation resources to the Confederation.

I Waddell, the External Relations Director of the Foundation, is General Secretary of the Confederation. D M Holland, A J McDiarmid and M Roberts, who are CSEU Member trustees of the Foundation, are members of the Executive Council of the Confederation.

Other than the above and the matters disclosed within notes 7 and 8 to the financial statements, there were no other related party transactions during the period of report (2023 – no other transactions).

Alex Ferry Foundation

England & Wales - Charity number 1179847

Accounts

Charity Registration No. 1179847

Company Registration No. 11145243 (England and Wales)

ALEX FERRY FOUNDATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

(A COMPANY LIMITED BY GUARANTEE)

ALEX FERRY FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	D Emerson (Chair of the Board)	(Appointed 7 February 2024)
	T Griffiths (Lay Member)	
	D M Holland (CSEU Member)	
	A J McDiarmid (CSEU Member)	
	D S McPhee (Lay Member)	
	C Stevenson (Lay Member)	
	M Roberts (CSEU Member)	(Appointed 1 January 2023)
	M Khan (Lay Member)	(Appointed 1 January 2023)
	D Bradbury (Lay Member)	(Appointed 1 January 2023)
Executive Director	K Goddard	
External Relations Director	I Waddell	
Finance and Administration Manager	N Ojike	
Charity number	1179847	
Company number	11145243	
Registered office	10 Salamanca Place Vauxhall London SE1 7HB	
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER	
Bankers	Unity Trust Bank Plc Four Brindleyplace Birmingham B1 2JB	
Legal advisors	Bates Wells 10 Queen Street Place London EC4R 1BE	
Investment advisors	Rathbones Investment Management Ltd 8 Finsbury Circus Finsbury London EC2M 7AZ	

ALEX FERRY FOUNDATION

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ALEX FERRY FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees present their report and financial statements for the year ended 31 December 2023.

Statement from the Chair
The Alex Ferry Foundation was established on 24 December 2018 following the granting of a Court Order releasing funds from the CSEU 35 Hour Week Campaign Fund. It is a registered charity, regulated by the Charity Commission.

The Foundation and its Trustees operate a Community Grants scheme supporting communities identified by Confederation of Ship Building and Engineering Unions (CSEU) districts and regions as causes they wish to support which meet the due diligence requirements of the Foundation. In a similar vein, the Foundation also makes Research Grants to a range of organisations.

The Funds of the Foundation were held in two parts, the first being the amount transferred on the day of registration (11 January 2018) and the second part being the remainder of the Fund (including a Unity Trust Bank plc shareholding) which was retained in the “Retention Fund” for a limited period to deal with any outstanding liabilities that might arise over a fixed period. In due course, this was passed to the Foundation by way of a final transfer as required by the Court Order. This process occurred in December 2023, at which point the “Retention Fund” was absorbed wholly into the Foundation, creating one single fund that can be used to further the charitable aims of the organisation.

Public Benefit
In making our decisions about public benefit and all activities of the Foundation we have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

Financial Statements
The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)(effective 1 January 2019)".

Incorporation and governing document
Alex Ferry Limited was incorporated on 11 January 2018 as a private company limited by guarantee with no share capital under the company registration number 11145243. The company was registered with the Charity Commission on 7 September 2018 under the charity registration number 1179847. On 14 May 2019 the company changed its name to Alex Ferry Foundation. The Foundation is governed by its Articles of Association.

Administrative details
Details of the legal and administrative information in relation to the Foundation are set out at the front of the financial statements. These details include the Trustees of the Foundation as well as the organisations providing banking services, investment advice, legal advice, and audit services..

Objectives and activities
The Alex Ferry Foundation has the following aims and objectives as laid out in our registration document with the Charity Commission. The Foundation's objects are specifically directed to the following activities for their beneficiaries:

- The relief of financial hardship/poverty.
- The relief of sickness and the preservation of health.
- The promotion of education and/or training.
- The carrying out and publishing of research into ways in which the quality of life of workers in the UK shipbuilding and engineering industries and in related manufacturing industries, might be improved, including their work/life balance.

The Trustees have set out how these objectives will be achieved in their Strategic Plan 2024 – 2027. The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Foundation should undertake.

The Foundation continues to operate with a small executive team dedicated to ensuring that the organisation delivers on its vital mission to serve workers and former workers within their communities as well as supporting and promoting access to good, secure work, both now and into the future.

Our mission can be seen as running through everything that the Foundation has done over the past year, whether it is in developing research around shorter working time (an issue that, due to the origins of the Foundation, will always be at the heart of everything we do), workers' voice, trade unionism, the just transition, or in our responsive, locally focused funding of communities throughout the UK. But our mission does not begin and end with the grants that we make. We have also been working hard to raise awareness of work-related issues, supporting research profiling the benefits of shorter working time and supporting the Breathe Safe Campaign, for instance, both across and beyond civil society. To this end, we have been active in discussions with researchers, grant-makers and think tanks throughout the course of the year, with the aim of sharing our unique mission as widely as possible and leveraging more interest, finance, and support to the cause of 'good work'.

Throughout the period covered by this report, the Foundation has worked hard to be adaptable, attentive, and pragmatic in how we meet our charitable aims.

Strategy

The Board has continued to follow the approved Strategic Plan throughout 2023; developing, extending, and implementing our local community grant-making programme, driven by ideas from local trade union groups in the relevant unions. In addition, we have developed a wide-ranging and well-respected suite of research grants, looking to influence the debate about the future of work in ways that are relevant to the interests of our beneficiary groups, their wider community, and the trade union movement.

During this period, the Foundation has gone from strength to strength; distributing substantial funds through our community grants programme to vital local organisations, supporting a range of high-quality work-related research, and beginning to build strong connections between trade unions, research institutions and civil society more broadly.

As we reached the end of the period covered by the strategic plan, the Foundation also began the process of assessing its work and developing a refined and enhanced strategic plan covering the 2024-27 period. This process was undertaken with outside expert facilitation and will provide a robust framework for operational and financial decision making in the forthcoming years.

Achievements and performance

As a grant-making organisation, the Alex Ferry Foundation undertakes no fundraising activity in order to fulfil its charitable aims and objectives, rather they are discharged via our two primary programmes as outlined below in the 'grants' section of this document. This grant-making is funded via income derived from our investment portfolio, in-line with the investment policy also detailed herein.

While there remained some underspend relative to our stated ambition within the community grants programme, the executive and board are taking measures to ensure that this underspend will be distributed in-line with our strategic objectives over the coming months and that mechanisms are in place to ensure we use our income to deliver our charitable mission effectively and efficiently. The research grant programme experienced fewer operational disruptions and was distributed in full and on time. On an individual level, the Foundation requires each grantee to report progress six months after receiving a grant and then again upon the completion. This reporting requires grantees to identify the outcomes and outputs of the grant against stated aims and also state any factors that have hindered impact or delivery.

Grant policy

The Trustees will pay due regard to guidance issued by the Charity Commission in deciding what activities to undertake. As a new Foundation with limited staff resources, the Trustees have decided that they will not offer grants to individuals.

They will instead concentrate on offering grants to charitable projects that fulfil the aims and objectives of the Foundation. The details of the grant making strategy are contained in the Trustees' report and Strategic Plan.

The Foundation will also work with other organisations including other charities, benevolent funds, foundations, and research bodies to identify and deliver national campaigns and projects related to its aims and objectives.

Community Grants
2023 saw the continuation of our Community Grants programme on a national scale, spanning ten UK geographical areas:

East Midlands	Eastern
North West	Northern Ireland
Scotland	Southern
South West	Wales
West Midlands	Yorkshire, Humberside, and North East

In general, our Community Grants programme focused on funding organisations that make a positive contribution to the local community, improving places, spaces and addressing genuine need on the ground.

Community grants range from £500 to £10,000 and are targeted at registered charities with an income of less than £2million per annum and some track record of delivery. In order to make community grants the Foundation has worked closely with CSEU District Committees. District Committees identify charitable projects that reflect both their local priorities and those of the Foundation, making recommendations which are then considered against criteria and administered by the executive. In the period covered by this report, £296,000 of community grants were awarded, with underspend rolled into 2024 budgets for the districts where it is applicable.

Research Grants
True to its origin in the struggle for shorter working time, the Foundation is dedicated to funding research and policy that makes strategic and long-term interventions in the debate around how to ensure that the future of work is both just and has the desires, needs, and demands of working people at its heart. To this end we have distributed £212,000 in research grants over the past twelve months, to a range of organisations and projects, a number of which will continue to deliver outputs into 2024.

Financial review
The review of the Foundation's financial position takes place at the last meeting within the reporting period at its November Board meeting. The review is conducted alongside receiving reports from the Foundation's Investment managers and independent financial advisers. It is conducted against the background of the 10-year funding plan which allows a reasonable risk across the portfolio.

The Foundation contained the full amount of the Retention Fund (RF), mentioned earlier in the report, in a restricted fund throughout the reporting period. This continued until December 2023. At this stage, it became fully available to the Foundation as part of its investment portfolio and was transferred to unrestricted funds as required by the Court Order.

The value of the Fund's assets available to the Foundation at the end of reporting were £21.9m, following the transfer of restricted funds to unrestricted funds.

At the end of this reporting year there were no uncertainties about the Foundation continuing as a going concern.

There were no significant events that have affected the financial performance of the Foundation during the year ending 31 December 2023.

With inflation easing, interest rates have largely stabilised, and although the broader economy has remained volatile, outright recession has been avoided. However, the operating environment has remained challenging, the cost of living crisis means need has continued to grow, while market and economic performance has been brittle and erratic.

High interest rates, soaring bond yields and a strong dollar all helped rattle market nerves at the beginning of the period. The fixed income market witnessed a significant downturn, marked by long-term US government bond yields reaching levels not witnessed in 15 years or more. The surge in bond yields triggered market turbulence, impacting everything from real estate to equities. Markets bounced back strongly in November, driven by belief the Fed has stopped raising interest rates. The Fed and the UK central bank both kept interest rates on hold again in their December meetings, providing broad hints we have now reached the peak of the current cycle of rate increases. While the outlook for 2024 is arguably more stable, the Foundation is having to continually review its market expectations in the light of ongoing headwinds and volatility, remaining cognisant of our investment strategy and also our primary requirement to fulfil our charitable mission.

Reserves policy
The Foundation's reserve policy is in two parts. A short-term reserve provides immediate liquidity for one year and is deposited in "safe" assets, such as bank accounts. Its target value is one year's expenditure less the anticipated income. A long-term reserve provides exposure to long term economic growth. Its target value will be £9.6 million (at 1 April 2022 subject to inflationary increases), increased annually by CPI inflation from then and is invested to achieve high, long term sustainable growth.

The value of the Fund's assets available to the Foundation at the end of reporting were £21.9 million.

Investment policy and performance
The Board continued monitoring its investment strategy in line with its investment policy statement. This will include the aim of maintaining the capital value of the Foundation's investments at no less than its real value on 1 June 2020.

It will also maintain the Board's investment policy of total-return investment. The key elements of the policy are to:

1. Generate an income (from the investments, capital growth and reserves) to meet the planned annual expenditure.
2. Use the reserve over the period to stabilise income shortfalls.

A full review was undertaken in 2021 with the newly appointed independent financial advisers which looked into all aspects of the Foundation's investment strategy and advised accordingly.

The Board reviewed and approved its investment policy in July 2021 which includes the key points set out below:
The Alex Ferry Foundation appoints professional investment management to manage the assets on a discretionary basis, in line with this investment policy. The Foundation will maintain a nominated list of authorised signatories, two of which are required to sign instructions to the investment manager. Those nominated Trustees have responsibility for advising the Board on variations in strategy and in monitoring the investment assets against target. Performance will be reviewed by the full Board on a six-monthly basis, and the investment manager(s) will be required to present at least once a year to the Board.

The Trustees have responsibility for varying strategy and monitoring the investment assets against target.

At least every six months the Trustees will review financial performance, ESG activity; and provide the following information on a quarterly basis:

- The market value of investments, compared with the up-to-date Target Value;
- The market value, since inception, compared to CPI + 4%;
- A market-based benchmark return (70% in global equities, 30% in global bonds);
- A peer group benchmark such as the ARC Steady Growth Index.

The base currency of the investment portfolio is Sterling.

The AFF's assets can be invested widely and in line with Charity Commission guidance and best practice according to the appointed manager's discretion. Investments into derivatives or derivative based investments are permitted only for efficient portfolio purposes and not for speculation. The long-term fund investment objective is to produce a sustainable flow of cash (after fees and inflation) over 4% over the long term.

The Trustees continue to assess the major risks to which the Foundation portfolio is exposed and recognise the primacy of the investment management risk. The Trustees have ongoing arrangements with independent professional advice.

Fundraising activities
The Foundation has not carried out any fundraising activities.

Plans for Future Periods

Over the next twelve months the Foundation will move into a new strategic phase, 2024-2027, which will be implemented in accordance with a published plan developed in accordance with trustees and outside facilitators. While our charitable aims remain unchanged, we nonetheless are in the fortunate position of being able to reflect on the Foundation's first real strategic cycle and look to refine our focus and commitments, as well as look to maximise the way we leverage our endowment in the service of our mission. We will continue to drive forward the community grants programme, ensuring that expenditure happens across all districts at a level that delivers much needed direct support on an ongoing and focused basis. We will also look to capitalise on the opportunities of the present moment as it relates to our research agenda; ensuring that we produce work that is usable and relevant on the shopfloor and in the many ongoing campaigns to secure better working conditions for employees in the face of the many economic and political headwinds that continue to hinder the progress of the broader historical labour movement. We will do all of this within the broader context of a change in government, which may present additional opportunities to drive forward our charitable mission within a legislative framework. We also have high hopes for the ongoing development of our Breathe Safe Campaign, which is already beginning to make progress and gather support within the UK Parliament and amongst the affected workforce and their families.

Throughout all of this, we will continue to work collaboratively with both the trade union movement and civil society, making a case for visions of the future that include good work, supportive communities, and a commitment to working together in solidarity.

Structure, governance and management

The Foundation is a company limited by guarantee.

The Trustees meet at least five times in any calendar year and discuss progress, strategy, and future plans. All key decisions affecting the Foundation are agreed at these meetings. The day-to-day management of the Foundation is delegated by the Trustees to Keiran Goddard as Executive Director who regularly meets with the Chair and Independent Director, David Emerson.

The Foundation continues to work closely with the Confederation of Shipbuilding & Engineering Unions and shares premises and resources with that body.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J F Rowse (Chair of the Board)	(Resigned 7 February 2024)
D Emerson (Chair of the Board)	(Appointed 7 February 2024)
T Griffiths (Lay Member)	
D M Holland (CSEU Member)	
A J McDiarmid (CSEU Member)	
D S McPhee (Lay Member)	
H Scullion (Subscriber)	(Resigned 7 February 2024)
C Stevenson (Lay Member)	
M Roberts (CSEU Member)	(Appointed 1 January 2023)
M Khan (Lay Member)	(Appointed 1 January 2023)
D Bradbury (Lay Member)	(Appointed 1 January 2023)

The newly elected Trustees replace S G Hibbert (resigned 31 December 2022), R A Holmes (resigned 31 December 2022) and R Murdoch (resigned 04 March 2022) respectively and assumed office on 1 January 2023.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

The executive staff of the Foundation consists of one full time member of staff and two part time members of staff, currently consisting of an executive director, a director of external relations and a finance manager. Day to day operations are undertaken by this executive team, while all grant expenditure out with the community grant process and above a nominal level is ratified by the trustee board during scheduled meetings. Pay levels are set by the board, subject to an annual review process and benchmarked against comparable roles within the sector.

Recruitment
The Trustees are elected in accordance with the Articles of Association which provides for five lay member Trustees and three trade union officers appointed by the CSEU.

The three trade union officers elected by the CSEU Executive Committee and serve for a four-year period.

The Five lay members are elected at a specially convened meeting once every four years comprising solely of lay representatives of the CSEU District Committees. These elections took place in January 2023.

The Independent Director is elected by Board members and also holds office for four years and was re-elected at the November Board meeting. Any Board member resigning within that period, including the Independent Director, is replaced by the above methods to serve out the remaining period of office.

Disclosure of information to auditor
Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report was approved by the Board of Trustees.

David Emerson.....
D Emerson CBE
Chair of the Board

Dated: 14 Aug 2024 .....

ALEX FERRY FOUNDATION

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees, who are also the directors of Alex Ferry Foundation for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 Foundation and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Foundation will continue in operation.

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

ALEX FERRY FOUNDATION

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ALEX FERRY FOUNDATION

Opinion

We have audited the financial statements of Alex Ferry Foundation (the 'charity') for the year ended 31 December 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Foundation 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 Foundation'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report 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 Foundation and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Foundation for the purpose 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 Foundation'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.

Auditor's responsibilities for the audit of the financial statements

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

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.

As part of our planning process:

- We enquired of management the systems and controls the Foundation has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The Foundation did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Foundation. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011 and Companies Act 2006.
- We considered the incentives and opportunities that exist in the Foundation, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Foundation, together with the discussions held with the Foundation at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key income lines, in particular cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds.
- Reviewing and challenging the assumption and judgements made by management in their significant accounting estimates.
- Obtaining third-party confirmation of material bank balances and investments.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the Foundation board minutes for discussions of irregularities including fraud.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF ALEX FERRY FOUNDATION

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the directors of the company.

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

Use of our report

This report is made solely to the 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.

Carol Rudge

Carol Rudge (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

14 Aug 2024

ALEX FERRY FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	**Unrestricted funds 2023 £'000s**	**Restricted funds 2023 £'000s**	**Total 2023 £'000s**	Unrestricted funds 2022 £'000s	Restricted funds 2022 £'000s	Total 2022 £'000s
Income from:							
Investments	**3**	253	206	459	254	172	426
Expenditure on:							
Raising funds	**4**	53	57	110	55	30	85
Charitable activities	**5**	827	-	827	667	24	691
Total resources expended		880	57	937	722	54	776
Net gains/(losses) on investments	**10**	366	171	537	(1,004)	(413)	(1,417)
Net incoming/(outgoing) resources before transfers		(261)	320	59	(1,472)	(295)	(1,767)
Gross transfers between funds	**15**	11,933	(11,933)	-	-	-	-
Net movement in funds		11,672	(11,613)	59	(1,472)	(295)	(1,767)
Fund balances at 1 January 2023		10,176	11,613	21,789	11,648	11,908	23,556
Fund balances at 31 December 2023		21,848	-	21,848	10,176	11,613	21,789

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ALEX FERRY FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 £'000s	2023 £'000s	2022 £'000s	2022 £'000s
Fixed assets					
Investments	**11**		21,713		21,207
Current assets					
Debtors	**13**	3		5	
Cash at bank and in hand		286		751	
		289		756	
Creditors: amounts falling due within one year	**14**	(154)		(174)	
Net current assets			135		582
Total assets less current liabilities			21,848		21,789
Income funds					
Restricted funds	**16**		-		11,613
Unrestricted funds			21,848		10,176
			21,848		21,789

The financial statements were approved by the Trustees on 14 Aug 2024.....

David Emerson
.....

D Emerson CBE
Chair of the Board

Company Registration No. 11145243

ALEX FERRY FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	2023 £'000s	2023 £'000s	2022 £'000s	2022 £'000s
Cash flows from operating activities					
Cash absorbed by operations	**19**		(845)		(648)
Investing activities					
Cash withdrawn from portfolio		362		347	
Investment income received		18		81	
Net cash generated from investing activities			380		428
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(465)		(220)
Cash and cash equivalents at beginning of year			751		971
Cash and cash equivalents at end of year			286		751

1 Accounting policies

Charity information

Alex Ferry Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is 10 Salamanca Place, Vauxhall, London, SE1 7HB, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Article of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Foundation is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Foundation. Monetary amounts in these financial statements are rounded to the nearest £'000.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, after considering future financial projections, the Trustees have a reasonable expectation that the Foundation has adequate resources to continue in operational existence for at least 12 months from the approval of these accounts and for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Investment income is accounted for on an accruals basis.

1.5 Expenditure

Resources expended are recognised in the period to which they relate.

Governance includes the costs of compliance with constitutional and statutory requirements.

Grants payable are charged to the statement of financial activities in the period in which the grant commitment is made and a liability is recognised for the full amount of the grant award, unless there are conditions attaching to its payment which limit the recognition.

1.6 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date using quoted prices in an active market. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred. For unlisted investments, when their fair value at each reporting date cannot be reasonably estimated these are measured at their latest purchase offer.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand and other short-term liquid investments with original maturities of three months or less.

1 Accounting policies **(Continued)**

1.8 Financial instruments

The Foundation has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Foundation's balance sheet when the Foundation becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Foundation's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Foundation is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the Foundation's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

As at 31 December 2023 the carrying amount of the following asset was subject to judgement:
-The fair value of unlisted equity investments are based on the latest purchase offer.

3 Investments

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2023	**2023**	**2023**	2022	2022	2022
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Investment income	248	194	442	243	168	411
Interest receivable	5	12	17	11	4	15
	253	206	459	254	172	426

4 Raising funds

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2023	**2023**	**2023**	2022	2022	2022
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Investment management fees	53	57	110	55	30	85
	53	57	110	55	30	85

5 Charitable activities

	2023	**2022**
	£'000s	**£'000s**
Grant funding of activities (see note 6)	508	353
Support costs (see note 7)	288	301
Governance costs (see note 7)	31	37
	827	691
Analysis by fund		
Unrestricted funds	827	667
Restricted funds	-	24
	827	691

The charity awards community and research grants for education and training purposes.

6 Grants payable

	2023	2022
	£'000s	£'000s
Grants to institutions:		
Community grants		
Advantage! Barrow Raiders Community Foundation	10	-
A S D Rainbows	5	-
Acacia Family Support	3	-
Asbestos Community Trust	3	-
Bilton Hall Cimmunity Trust	2	-
Birmingham Peoples Centre	5	-
Calon Hearts	5	-
Campaign Bootcamp	5	-
Church on the Street Ministries	5	-
Cleckheaton Foodbank	7	-
Doorway	3	-
Good Shepherd Services	3	-
If U Care Share	9	5
In This Together	-	10
Kids in Action	-	10
Ledbury Food Bank	3	-
Mind in Furness	-	9
People's Kitchen Belfast	-	10
Men's Shed Goven	5	-
Salford Unemployed and Community Resource Centre	10	-
Southampton Advice Representation Centre (SARC)	10	10
Staffordshire Network for Mental Health	3	-
Smethwick Church Action Network	3	-
Emmanuel House Support Centre	10	-
Colne Open Door Centre	10	-
Derbyshire Unemployed Worker's Centre	20	-
East Belfast Mission	10	-
The Ben Parker Trust Fund	7	-
West View Advice & Resource Centre	10	-
Argyle Community Trust	-	9
Blood Bikes Wales	-	10
Chums	10	-
Daventry Contact	10	-
Derby Toc-H Children's Camp	10	-
Dracena Centre	-	10
Devon Community Foundation (DCF)	-	10
Fairefield Community Sports Hub	-	10
Lee Gardens Pool Committee	10	-
Glasgow Barons	10	-
Liverpool Six Community Association	10	-
Lochee Community Larder & Cafe	10	-
The Peoples Orchestra	5	-
The Really Amazing Charity TRAC	5	-
Scottish Hazards	10	-
The Pyramid at Anderston	10	-

6	**Grants payable**		**(Continued)**
	People's Kitchen Belfast	-	10
	Playlist for life	-	-
	Power2	20	-
	Valley Kids	10	-
	West Midlands Regions	-	-
	Working Class Movement Library	-	10
		296	123
	Research grants		
	4 Day Week	25	-
	Institute for Public Policy Research	15	15
	European Work Time Network	7	-
	Institute of Employment Rights	-	20
	Unions21	16	15
	Breathe Safe Campaign	13	-
	Common Wealth	20	-
	FairShare T/A ShareAction	-	-
	Autonomy	33	32
	Cleaners Unite	-	13
	The Equality Trust	-	16
	Fabian Society	-	15
	Institute for the Future of Work	-	15
	Jimmy Reid Foundation	-	14
	The Centre of Progressive Change	16	-
	Pensions & Investment Research Consultants	34	30
	Progressive Economy Forum	-	10
	Other	33	35
		212	230
		508	353

7 Support costs

	Support costs	**Governance costs**	**2023**	Support costs	Governance costs	2022
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Personnel costs	229	-	229	221	-	221
Travel and subsistence	1	-	1	1	-	1
Occupancy costs	12	-	12	19	-	19
Legal and professional	10	-	10	30	-	30
Premises costs	26	-	26	19	-	19
HR costs	7	-	7	8	-	8
Meeting costs	3	-	3	3	-	3
Audit fees	-	25	25	-	29	29
Non - audit fees	-	6	6	-	8	8
	288	31	319	301	37	338
Analysed between						
Charitable activities	288	31	319	301	37	338

Governance costs includes payments to the auditors of £25,000 (2022: £29,000) for audit fees and £6,300 (2022: £8,000) in respect of non-audit fees.

8 Trustees

During the year expenses incurred by ten (2022: ten) of the Trustees and reimbursed to them amounted to £1,305 in relation to travel expenses (2022: £1,538).

9 Personnel

The average monthly number of individuals paid during the year was:

	2023	**2022**
	Number	**Number**
	3	3

Personnel costs	**2023**	**2022**
	£'000s	**£'000s**
Wages and salaries	210	191
Freelance costs	2	11
Social security costs	15	14
Other pension costs	19	17
Recharges	(17)	(12)
	229	221

9 Personnel **(Continued)**

Wages and salaries include amounts recharged of £50,952 (2022: £47,899) from other entities for individuals who carry on our charitable activities. These individuals are not employed by Alex Ferry Foundation.

Recharges of £17,313 (2022: £11,542) arise from staff time costs spent with the Confederation of Shipbuilding and Engineering Unions.

The key management personnel of the charity comprises the Trustees, Executive Directors and Finance and Administration Manager. The Trustees do not receive any remuneration, except as stated in note 8. The total employee benefits of the other key management personnel of the charity were £229,313 (2022: £220,368).

The number of employees whose annual remuneration was £60,000 or more were:

	2023	**2022**
	Number	**Number**
£80,001 - £90,000	1	1

10 Net gains/(losses) on investments

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2023	**2023**	**2023**	2022	2022	2022
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Revaluation of investments	427	207	634	(759)	(305)	(1,064)
(Loss)/gain on sale of investments	(61)	(36)	(97)	(245)	(108)	(353)
	366	171	537	(1,004)	(413)	(1,417)

11 Fixed asset investments

	Listed investments	Unlisted investments	Cash in portfolio	Total
	£'000s	£'000s	£'000s	£'000s
Cost or valuation				
At 1 January 2023	13,336	7,286	585	21,207
Additions	1,605	-	(1,605)	-
Valuation changes	634	-	-	634
Investment management fees	-	-	(110)	(110)
Cash withdrawn	-	-	(363)	(363)
Dividends received	-	-	442	442
Disposals	(1,688)	-	1,591	(97)
At 31 December 2023	13,887	7,286	540	21,713
Carrying amount				
At 31 December 2023	13,887	7,286	540	21,713
At 31 December 2022	13,336	7,286	585	21,207

12 Financial instruments

	2023	2022
	£'000s	£'000s
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	21,713	21,207

13 Debtors

	2023	2022
Amounts falling due within one year:	£'000s	£'000s
Other debtors	2	-
Prepayments and accrued income	1	5
	3	5

14 Creditors: amounts falling due within one year

	2023	2022
	£'000s	£'000s
Other creditors	130	136
Accruals and deferred income	24	38
	154	174

15 Retirement benefit schemes

Defined contribution schemes

The Foundation operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Foundation in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £19,143 (2022: £16,819).

16 Restricted funds

The income funds of the charity include restricted funds comprising the following amounts held on trust for specific purposes:

	Movement in funds					Movement in funds				
	Balance at 1 January 2022	Incoming resources	Resources expended	Revaluations, gains and losses	Balance at 1 January 2023	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 December 2023
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
The Retention Fund	11,908	172	(54)	(413)	11,613	206	(57)	(11,933)	171	-

This restricted income fund is the "Retention Fund" held by separate trustees for the benefit of the Foundation. The Retention Fund was created by the Court Order that released funds from the CSEU 35 Hour Week Campaign Fund and led to the formation of the Foundation. The trustees of the Retention Fund can make transfers to the unrestricted funds of the Foundation in certain circumstances.

The transfer made during the year relates to one lump sum received from the Retention Fund by way of a final transfer as required by the Court Order. This is classified as a movement between restricted and unrestricted funds, following the Retention Fund becoming unrestricted during December 2023.

17 Analysis of net assets between funds

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2023	**2023**	**2023**	2022	2022	2022
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Fund balances at 31 December 2023 are represented by:						
Investments	21,713	-	21,713	9,894	11,313	21,207
Current assets/(liabilities)	135	-	135	282	300	582
	21,848	-	21,848	10,176	11,613	21,789

18 Related party transactions

The Foundation paid a net amount of £33,638 (2022: £36,158) for recharge to the Confederation of Shipbuilding and Engineering Unions of £17,313 (2022: £11,542) for the Foundation staff that worked for the Confederation of Shipbuilding and Engineering Unions and recharge from the Confederation of Shipbuilding and Engineering Unions of £50,952 (2022: £47,899) for its staff that worked for the Foundation.

The Foundation received £16,977 (2022: £15,583) from the Confederation of Shipbuilding and Engineering Unions in respect of recharged occupancy costs as the Foundation provides accommodation resources to the Confederation.

I Waddell, the External Relations Director of the Foundation, is General Secretary of the Confederation. D M Holland, A J McDiarmid and M Roberts, who are CSEU Member trustees of the Foundation, are members of the Executive Council of the Confederation.

19 Cash generated from operations	**2023**	**2022**
	£'000s	**£'000s**
Surplus/(deficit) for the year	59	(1,767)
Adjustments for:		
Investment income recognised in statement of financial activities	(459)	(426)
Loss on disposal of investments	97	353
Fair value gains and losses on investments	(634)	1,064
Investment management fees	110	85
Movements in working capital:		
Decrease in debtors	2	6
(Decrease)/increase in creditors	(20)	37
Cash absorbed by operations	(845)	(648)

20 **Analysis of changes in net funds**

The charity had no debt during the year.

Alex Ferry Foundation

England & Wales - Charity number 1179847

Accounts

Charity Registration No. 1179847

Company Registration No. 11145243 (England and Wales)

ALEX FERRY FOUNDATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

(A COMPANY LIMITED BY GUARANTEE)

ALEX FERRY FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J F Rowse (Chair of the Board)	
	D Emerson (Independent Member)	
	T Griffiths (Lay Member)	
	D M Holland (CSEU Member)	
	A J McDiarmid (CSEU Member)	
	D S McPhee (Lay Member)	
	H Scullion (Subscriber)	
	C Stevenson (Lay Member)	
	M Roberts (CSEU Member)	(Appointed 1 January 2023)
	M Khan (Lay Member)	(Appointed 1 January 2023)
	D Bradbury (Lay Member)	(Appointed 1 January 2023)
External Relations Director	I Waddell	
Executive Director	K Goddard	
Finance and Administration Manager	N Ojike	
Charity number	1179847	
Company number	11145243	
Registered office	10 Salamanca Place Vauxhall London SE1 7HB	
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER	
Bankers	Unity Trust Bank Plc Four Brindleyplace Birmingham B1 2JB	
Legal advisors	Bates Wells 10 Queen Street Place London EC4R 1BE	
Investment advisors	Rathbones Investment Management Ltd 8 Finsbury Circus Finsbury London EC2M 7AZ	

ALEX FERRY FOUNDATION

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ALEX FERRY FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees present their report and financial statements for the year ended 31 December 2022.

Statement from the Chair
The Alex Ferry Foundation was established on 24 December 2018 following the granting of a Court Order releasing funds from the CSEU 35 Hour Week Campaign Fund. It is a registered charity, regulated by the Charity Commission.

The Foundation and its Trustees operate a Community Grants scheme supporting communities identified by Confederation of Ship Building and Engineering Unions (CSEU) districts and regions as causes they wish to support and meet the due diligence requirements of the Foundation. In a similar vein, the Foundation also makes Research Grants to a range of organisations.

The Funds of the Foundation are in two parts, the first being the amount transferred on the day of registration and the second part being the remainder of the Fund (including a Unity Trust Bank plc shareholding) which is retained in the “Retention Fund” for a limited period to deal with any outstanding liabilities that may arise over a fixed period. In due course, this will pass to the Foundation by way of a final transfer as required by the Court Order. This process will occur in September 2023, at which point the “retention fund” will be absorbed wholly into the Foundation, creating one single fund that can be used to further the charitable aims of the organisation.

Public Benefit
In making our decisions about public benefit and all activities of the Foundation we have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

Financial Statements
The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

Incorporation and governing document
Alex Ferry Limited was incorporated on 11 January 2018 as a private company limited by guarantee with no share capital under the company registration number 11145243. The company was registered with the Charity Commission on 7 September 2018 under the charity registration number 1179847. On 14 May 2019 the company changed its name to Alex Ferry Foundation. The Foundation is governed by its Articles of Association.

Administrative details
Details of the legal and administrative information in relation to the Foundation are set out at the front of the financial statements. These details include the Trustees of the Foundation as well as the organisations providing banking services, investment advice, legal advice and audit services.

Objectives and activities
The Alex Ferry Foundation has the following aims and objectives as laid out in our registration document with the Charity Commission. The Foundation's objects are specifically directed to the following activities for their beneficiaries:

- The relief of financial hardship/poverty.
- The relief of sickness and the preservation of health.
- The promotion of education and/or training.
- The carrying out and publishing of research into ways in which the quality of life of workers in the UK shipbuilding and engineering industries and in related manufacturing industries, might be improved, including their work/life balance.

The Trustees have set out how these objectives will be achieved in their Strategic Plan 2020 - 2022. This strategy will be reviewed towards the end of 2023 in order to establish renewed strategic priorities for the 2023-2026 period of operation.

Trustees
The Trustees meet at least five times in any calendar year and discuss progress, strategy and future plans. All key decisions affecting the Foundation are agreed at these meetings. The day-to-day management of the Foundation is delegated by the Trustees to Keiran Goddard as Executive Director who regularly meets with the Chair and Independent Director.

The Foundation continues to work closely with the Confederation of Shipbuilding & Engineering Unions and shares premises and resources with that body.

Activities

The Foundation continues to operate with a small executive team dedicated to ensuring that the organisation delivers on its vital mission to serve workers and former workers within their communities as well as supporting and promoting access to good, secure work, both now and into the future.

Our mission can be seen as running through everything that the Foundation has done over the past year, whether it is in developing research around shorter working time (an issue that, due to the origins of the Foundation, will always be at the heart of everything we do), workers' voice, trade unionism, the just transition, or in our responsive, locally focused funding of communities throughout the UK. But our mission does not begin and end with the grants that we make. We have also been working hard to raise awareness of work-related issues, supporting research profiling the benefits of shorter working time and supporting the Breathe Safe Campaign, for instance, both across and beyond civil society. To this end, we have been active in discussions with researchers, grant-makers and think tanks throughout the course of the year, with the aim of sharing our unique mission as widely as possible and leveraging more interest, finance and support to the cause of 'good work'.

Throughout the period covered by this report, the Foundation has worked hard to be adaptable, attentive and pragmatic in how we meet our charitable aims.

Strategy

The Board has continued to follow the approved Strategic Plan throughout 2022; developing, extending and implementing our local community grant-making programme, driven by ideas from local trade union groups in the relevant unions. In addition, we have developed a wide-ranging and well-respected suite of research grants, looking to influence the debate about the future of work in ways that are relevant to the interests of our beneficiary groups, their wider community and the trade union movement.

During this period, the Foundation has gone from strength to strength; distributing substantial funds through our community grants programme to vital local organisations, supporting a range of high-quality work-related research, and beginning to build strong connections between trade unions, research institutions and civil society more broadly.

The feedback from the organisations we work with has already been inspiring, and we look forward to developing and expanding our grants programmes further throughout 2023.

Investments

The Board continued monitoring its investment strategy. This will include the aim of maintaining the capital value of the Foundation's investments at no less than its real value on the 1 June 2020.

It will also maintain the Board's investment policy of total-return investment. The key elements of the policy are to:

1. Generate an income (from the investments, capital growth and reserves) to meet the planned annual expenditure.
2. The reserves may be used over the period to stabilise income shortfalls.

Achievements and performance

As a grant-making organisation, the Alex Ferry Foundation undertakes no fundraising activity in order to fulfil its charitable aims and objectives, rather they are discharged via our two primary programmes as outlined below in the 'grants' section of this document. This grant-making is funded via income derived from our funding, in-line with the investment policy also detailed herein.

While there was some underspend relative to our stated ambition within the community grants programme, the executive and board are taking measures to ensure that this underspend will be distributed in-line with our strategic objectives over the coming months. The research grant programme experienced fewer operational disruptions and was distributed in full and on time. On an individual level, the Foundation requires each grantee to report progress six months after receiving a grant and then again upon the completion. This reporting requires grantees to identify the outcomes and outputs of the grant against stated aims and also state any factors that have hindered impact or delivery.

Community Grants

2022 saw the continuation of our Community Grants programme on a national scale, spanning ten geographical areas across the UK. In general, our Community Grants programme focused on funding organisations that make a positive contribution to the local community, improving places, spaces and addressing genuine need on the ground.

Community grants range from £500 to £10,000 and are targeted at registered charities with an income of less than £2million per annum and some track record of delivery. In order to make community grants the Foundation has worked closely with CSEU District Committees. District Committees identify charitable projects that reflect both their local priorities and those of the Foundation, making recommendations which are then considered against criteria and administered by the executive. In the period covered by this report, over £123,000 of community grants were awarded, with underspend rolled into 2023 budgets for the districts where it is applicable.

Research Grants

True to its origin in the struggle for shorter working time, the Foundation is dedicated to funding research and policy that makes strategic and long-term interventions in the debate around how to ensure that the future of work is both just and has the desires, needs and demands of working people at its heart. To this end we have distributed over £230,000 in research grants over the past twelve months, to a range of organisations and projects, a number of which will continue to deliver outputs into 2023.

Financial review

The review of the Foundation's financial position takes place at the last meeting within the reporting period at its November/ December Board meeting. The review is conducted alongside receiving reports from the Foundation's Investment managers and independent financial advisers. It is conducted against the background of the 10-year funding plan which allows a reasonable risk across the portfolio.

The Foundation's unrestricted fund balance at the year-end was approximately £10.2 million.

At the end of this reporting year there were no uncertainties about the Foundation continuing as a going concern.

There were no significant events that have affected the financial performance of the Foundation during the year ending 31 December 2022.

The Foundation was established with a charitable donation of £14 million from the CSEU 35 Hour Week Campaign Fund. This donation was in the form of an in-specie transfer of listed investments. As at 31 December 2022 this fund had net assets of £10.2 million. The Retention Fund, of which the Foundation is the sole beneficiary and referred to in the third paragraph of this report, has net assets of £11.6 million. The Retention Fund is incorporated in the Foundation accounts but shown as a "restricted fund" until the time period elapses in 2023. After which, it becomes fully available to the Foundation.

After the strong performance of 2021, financial markets were weak and volatile over 2022 as we grappled with high inflation (driven by the effects of the pandemic and exacerbated by the war in Ukraine), rising interest rates (to help combat inflation) and slowing economic growth (as a result of higher inflation and interest rates).

Global equity markets fell sharply on news of Russia invading Ukraine, with the UK and Europe bearing the brunt of the selling. Fallout from sanctions against Russia rippled through the markets, with some of the world's biggest companies pulling out of Russia after mounting pressure. Brent crude surged, briefly nudging $130 a barrel for the first time since September 2014, while wheat prices also soared by more than 60%. All eyes then turned to governments and central banks to see how they would help combat inflation and deal with the cost-of-living crisis, with central banks across the globe raising interest rates to levels not seen for almost 15 years.

A mild winter helped oil prices come down and the combination of better-than-expected economic data and lower-than-expected US inflation figures sparked a rally in stocks towards the end of the year, while bond yields fell. The rally did not make up for the losses accumulated throughout the year, however, and while UK equities were broadly flat, overseas equities ended the year down -7.8% while the UK government bond index was down -23.8%. The Foundation portfolio was not immune from these falls and was down -6.62% for the year.

Reserves policy
The Foundation's reserve policy is in two parts. A short-term reserve provides immediate liquidity for one year and is deposited in "safe" assets, such as bank accounts. Its target value is one year's expenditure less the anticipated income. A long-term reserve provides exposure to long term economic growth. Its target value will be £9.6 million, increased annually by CPI inflation from then and is invested to achieve high, long term sustainable growth.

The Foundation currently contains the full amount of the Retention Fund (RF), mentioned earlier in the Report, in a restricted fund at the end of this reporting year. This will continue until the third quarter of 2023. At this stage, it will become fully available to the Foundation as part of its investment portfolio. At the end of this reporting year the value of the restricted fund was approximately £11.6 million.

The value of the Fund's assets available to the Foundation at the end of reporting were £10.2 million, excluding the value of the restricted fund.

Investment policy and performance
A full review was undertaken in 2021 with the newly appointed independent financial advisers which looked into all aspects of the Foundation's investment strategy and advised accordingly.

The Board reviewed and approved its investment policy in July 2021 which includes the key points set out below:
The Alex Ferry Foundation appoints professional investment management to manage the assets on a discretionary basis, in line with this investment policy. The Foundation will maintain a nominated list of authorised signatories, two of which are required to sign instructions to the investment manager. Those nominated Trustees have responsibility for advising the Board on variations in strategy and in monitoring the investment assets against target. Performance will be reviewed by the full Board on a six-monthly basis, and the investment manager(s) will be required to present at least once a year to the Board.

At least every six months the Trustees will review financial performance, ESG activity and provide the following information on a quarterly basis;

- The market value of investments, compared with the up-to-date Target Value;
- The market value, since inception, compared to CPI + 4%;
- A market-based benchmark return (70% in global equities, 30% in global bonds);
- A peer group benchmark such as the ARC Steady Growth Index.

The base currency of the investment portfolio is Sterling.

The AFF's assets can be invested widely and in line with Charity Commission guidance and best practice according to the appointed manager's discretion. Investments into derivatives or derivative based investments are permitted only for efficient portfolio purposes and not for speculation. The long-term fund investment objective is to produce a sustainable flow of cash (after fees and inflation) over 4% over the long term.

In Q3 of 2023, the retention fund will be incorporated into the main AFF investment fund, creating a single unified capital base. This junction will represent a logical moment in which to look again at our investment strategy and ensure it supports our objectives over both the short and long term.

Fundraising activities
The Foundation has not carried out any fundraising activities.

The Trustees continue to assess the major risks to which the Foundation portfolio is exposed and recognise the primacy of the investment management risk. The Trustees have ongoing arrangements with independent professional advice.

Grant policy
As a new Foundation with limited staff resources, the Trustees have decided that they will not offer grants to individuals.

They will instead concentrate on offering grants to charitable projects that fulfil the aims and objectives of the Foundation. The details of the grant making strategy are contained in the Trustees' report and Strategic Plan.

The Foundation will also work with other organisations including other charities, benevolent funds, foundations and research bodies to identify and deliver national campaigns and projects related to its aims and objectives.

Plans for future periods

Over the next twelve months the Foundation will continue to drive forward its community grants programme, ensuring that expenditure happens across all districts at a level that delivers much needed direct support on an ongoing and focused basis. We will also look to capitalise on the opportunities of the present moment as it relates to our research agenda; ensuring that we produce work that is usable and relevant on the shopfloor and in the many ongoing campaigns to secure better working conditions for employees in the face of the many economic and political headwinds that continue to hinder the progress of the broader historical labour movement. Next year will also see us revive our Breathe Safe Campaign, which will look to raise awareness and ultimately change the legislative and regulatory environment around the dangers of weld fume.

Throughout all of this, we will continue to work collaboratively with both the trade union movement and civil society, making a case for visions of the future that include good work, supportive communities and a commitment to working together in solidarity.

Structure, governance and management

The Foundation is a company limited by guarantee.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J F Rowse (Chair of the Board)	
D Emerson (Independent Member)	
T Griffiths (Lay Member)	
S G Hibbert (Lay Member)	(Resigned 31 December 2022)
D M Holland (CSEU Member)	
R A Holmes (Lay Member)	(Resigned 31 December 2022)
A J McDiarmid (CSEU Member)	
D S McPhee (Lay Member)	
H Scullion (Subscriber)	
C Stevenson (Lay Member)	
R Murdoch (CSEU Member)	(Resigned 4 March 2022)
M Roberts (CSEU Member)	(Appointed 1 January 2023)
M Khan (Lay Member)	(Appointed 1 January 2023)
D Bradbury (Lay Member)	(Appointed 1 January 2023)

The newly elected Trustees replace S G Hibbert, R A Holmes and R Murdoch respectively and assumed office on the 1 January 2023.

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

The executive staff of the Foundation consists of one full time member or staff and two part time members of staff, currently consisting of an executive director, a director of external relations and a finance manager. Day to day operations are undertaken by this executive team, while all grant expenditure out with the community grant process and above a nominal level is ratified by the trustee board during scheduled meetings. Pay levels are set by the board, subject to an annual review process and benchmarked against comparable roles within the sector.

Recruitment

The Trustees are elected in accordance with the Articles of Association which provides for five lay member Trustees and three trade union officers appointed by the CSEU.

The three trade union officers elected by the CSEU Executive Committee and serve for a four-year period.

The Five lay members are elected at a specially convened meeting once every four years comprising solely of lay representatives of the CSEU District Committees. These elections took place in January 2023.

The Independent Director is elected by Board members and also holds office for four years and was re-elected at the November Board meeting. Any Board member resigning within that period, including the Independent Director, is replaced by the above methods to serve out the remaining period of office.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report was approved by the Board of Trustees.

John Rowse

J F Rowse

Dated: 02 Aug 2023

ALEX FERRY FOUNDATION

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees, who are also the directors of Alex Ferry Foundation for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 Foundation and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Foundation will continue in operation.

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

ALEX FERRY FOUNDATION

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ALEX FERRY FOUNDATION

Opinion

We have audited the financial statements of Alex Ferry Foundation (the 'charity') for the year ended 31 December 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Foundation 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 Foundation'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report 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 Foundation and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF ALEX FERRY FOUNDATION

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Foundation for the purpose 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 Foundation'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.

Auditor's responsibilities for the audit of the financial statements

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

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.

As part of our planning process:

- We enquired of management the systems and controls the Foundation has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The Foundation did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Foundation. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011 and Companies Act 2006.
- We considered the incentives and opportunities that exist in the Foundation, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Foundation, together with the discussions held with the Foundation at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key income lines, in particular cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds.
- Reviewing and challenging the assumption and judgements made by management in their significant accounting estimates.
- Obtaining third-party confirmation of material bank balances and investments.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the Foundation board minutes for discussions of irregularities including fraud.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF ALEX FERRY FOUNDATION

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the directors of the company.

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

Use of our report

This report is made solely to the 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.

Carol Rudge

Carol Rudge (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

.02.Aug.2023....

ALEX FERRY FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	**Unrestricted funds 2022 £'000s**	**Restricted funds 2022 £'000s**	**Total 2022 £'000s**	Unrestricted funds 2021 £'000s	Restricted funds 2021 £'000s	Total 2021 £'000s
Income from:							
Investments	**3**	254	172	426	228	149	377
Expenditure on:							
Raising funds	**4**	55	30	85	50	30	80
Charitable activities	**5**	667	24	691	515	34	549
Total resources expended		722	54	776	565	64	629
Net (losses)/gains on investments	**10**	(1,004)	(413)	(1,417)	1,279	4,013	5,292
Net (outgoing)/incoming resources before transfers		(1,472)	(295)	(1,767)	942	4,098	5,040
Gross transfers between funds	**15**	-	-	-	353	(353)	-
Net movement in funds		(1,472)	(295)	(1,767)	1,295	3,745	5,040
Fund balances at 1 January 2022		11,648	11,908	23,556	10,353	8,163	18,516
Fund balances at 31 December 2022		10,176	11,613	21,789	11,648	11,908	23,556

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ALEX FERRY FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 £'000s	2022 £'000s	2021 £'000s	2021 £'000s
Fixed assets					
Investments	**11**		21,207		22,711
Current assets					
Debtors	**13**	5		11	
Cash at bank and in hand		751		971	
		756		982	
Creditors: amounts falling due within one year	**14**	(174)		(137)	
Net current assets			582		845
Total assets less current liabilities			21,789		23,556
Income funds					
Restricted funds	**15**		11,613		11,908
Unrestricted funds			10,176		11,648
			21,789		23,556

The financial statements were approved by the Trustees on 02 Aug 2023

John Rowse

J F Rowse
Trustee

Company Registration No. 11145243

ALEX FERRY FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 £'000s	2022 £'000s	2021 £'000s	2021 £'000s
Cash flows from operating activities					
Cash absorbed by operations	**18**		(648)		(626)
Investing activities					
Cash withdrawn from portfolio		347		1,155	
Investment income received		81		68	
Net cash generated from investing activities			428		1,223
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(220)		597
Cash and cash equivalents at beginning of year			971		374
Cash and cash equivalents at end of year			751		971

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Charity information

Alex Ferry Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is 10 Salamanca Place, Vauxhall, London, SE1 7HB, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Article of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Foundation is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Foundation. Monetary amounts in these financial statements are rounded to the nearest £'000.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Foundation has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Investment income is accounted for on an accruals basis.

1.5 Expenditure

Resources expended are recognised in the period to which they relate.

Governance includes the costs of compliance with constitutional and statutory requirements.

Grants payable are charged to the statement of financial activities in the period in which the grant commitment is made and a liability is recognised for the full amount of the grant award, unless there are conditions attaching to its payment which limit the recognition.

1.6 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred. For unlisted investments, when their fair value at each reporting date cannot be reasonably estimated these are measured at their latest purchase offer.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

1 Accounting policies **(Continued)**

1.8 Financial instruments

The Foundation has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Foundation's balance sheet when the Foundation becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Foundation's contractual obligations expire or are discharged or cancelled.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Foundation is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the Foundation's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

As at 31 December 2022 the carrying amount of the following assets were subject to judgement or to estimation uncertainty:
-The fair value of unlisted equity investments are based on the latest purchase offer.
-The Trustees believe that the likelihood of any liability arising in relation to the Retention Fund is remote and have therefore not recognised a contingent liability.

3 Investments

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2022	**2022**	**2022**	2021	2021	2021
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Investment income	243	168	411	228	149	377
Interest receivable	11	4	15	-	-	-
	254	172	426	228	149	377

4 Raising funds

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2022	**2022**	**2022**	2021	2021	2021
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Investment management fees	55	30	85	50	30	80
	55	30	85	50	30	80

5 Charitable activities

	2022	**2021**
	£'000s	**£'000s**
Grant funding of activities (see note 6)	353	240
Support costs (see note 7)	301	276
Governance costs (see note 7)	37	33
	691	549
Analysis by fund		
Unrestricted funds	667	515
Restricted funds	24	34
	691	549

The charity awards community and research grants for education and training purposes.

6 Grants payable

	2022	2021
	£'000s	£'000s
Grants to institutions:		
Community grants		
North West Hazard Trust	-	10
Salford Unemployed and Community Resource Centre	-	10
Southampton Advice Representation Centre (SARC)	10	10
Derbyshire Unemployed Workers Centre (DUWC)	-	10
The Really Amazing Charity TRAC	-	10
Newhill Youth & Community Association	-	10
Plymouth VCSE (POP)	-	10
West View Advice & Resource Centre	-	10
Argyle Community Trust	9	-
Blood Bikes Wales	10	-
Dracena Centre	10	-
Devon Community Foundation (DCF)	10	-
Fairfield Community Sports Hub	10	-
If U Care Share	5	-
In this Together	10	-
Kids In Action	10	-
Mind in Furness	9	-
People's Kitchen Belfast	10	-
Playlist for life	10	-
Working Class Movement Library	10	-
Research grants		
Breathe Safe Project	-	11
Institute for Public Policy Research	15	17
Social Enterprise UK	-	18
Institute of Employment Rights	20	10
Unions21	15	15
CLASS	-	15
Common Wealth	-	20
FairShare T/A ShareAction	-	10
Autonomy	32	15
Cleaners Unite	13	-
The Equality Trust	16	-
Fabian Society	15	-
Institute for the Future of Work	15	-
Jimmy Reid Foundation	14	-
Pensions & Investment Research Consultants	30	-
Progressive Economy Forum	10	-
Other	35	29
	353	240

7 Support costs

	Support costs	**Governance costs**	**2022**	Support costs	Governance costs	2021
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Personnel costs	221	-	221	193	-	193
Travel and subsistence	1	-	1	2	-	2
Occupancy costs	19	-	19	23	-	23
Legal and professional	30	-	30	32	-	32
Premises costs	19	-	19	19	-	19
HR costs	8	-	8	6	-	6
Meeting costs	3	-	3	1	-	1
Audit fees	-	29	29	-	27	27
Non - audit fees	-	8	8	-	6	6
	301	37	338	276	33	309
Analysed between						
Charitable activities	301	37	338	276	33	309

Governance costs includes payments to the auditors of £29,000 (2021: £27,000) for audit fees and £8,000 (2021: £6,000) in respect of non-audit fees.

8 Trustees

During the year expenses incurred by ten of the Trustees and reimbursed to them amounted to £4,538 in relation to travel expenses (2021: £803).

9 Personnel

	2022	**2021**
	Number	**Number**
	3	3

Personnel costs	**2022**	**2021**
	£'000s	**£'000s**
Wages and salaries	191	178
Freelance costs	11	-
Social security costs	14	12
Other pension costs	17	14
Recharges	(12)	(11)
	221	193

9 Personnel **(Continued)**

Wages and salaries include amounts recharged of £47,899 (2021: £45,066) from other entities for individuals who carry on our charitable activities. These individuals are not employed by Alex Ferry Foundation.

Recharges of £11,542 (2021: £11,224) arise from staff time costs spent with the Confederation of Shipbuilding and Engineering Unions.

The key management personnel of the charity comprises the Trustees, Executive Directors and Finance and Administration Manager. The Trustees do not receive any remuneration, except as stated in note 8. The total employee benefits of the other key management personnel of the charity were £220,368.

The number of employees whose annual remuneration was £60,000 or more were:

	2022	**2021**
	Number	**Number**
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-

10 Net (losses)/gains on investments

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2022	**2022**	**2022**	2021	2021	2021
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Revaluation of investments	(759)	(305)	(1,064)	820	3,845	4,665
(Loss)/gain on sale of investments	(245)	(108)	(353)	459	168	627
	(1,004)	(413)	(1,417)	1,279	4,013	5,292

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

11 Fixed asset investments

	Listed investments £'000s	Unlisted investments £'000s	Cash in portfolio £'000s	Total £'000s
Cost or valuation				
At 1 January 2022	15,161	7,286	264	22,711
Additions	2,520	-	(2,520)	-
Valuation changes	(1,064)	-	-	(1,064)
Investment management fees	-	-	(82)	(82)
Cash withdrawn	-	-	(350)	(350)
Dividends received	-	-	334	334
Interest recevied	-	-	11	11
Disposals	(3,281)	-	2,928	(353)
At 31 December 2022	13,336	7,286	585	21,207
Carrying amount				
At 31 December 2022	13,336	7,286	585	21,207
At 31 December 2021	15,161	7,286	264	22,711

12 Financial instruments

	2022 £'000s	2021 £'000s
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	13,336	15,161

13 Debtors

	2022 £'000s	2021 £'000s
Amounts falling due within one year:		
Prepayments and accrued income	5	11

14 Creditors: amounts falling due within one year

	2022 £'000s	2021 £'000s
Other creditors	136	86
Accruals and deferred income	38	51
	174	137

15 Restricted funds

The income funds of the charity include restricted funds comprising the following amounts held on trust for specific purposes:

		Movement in funds					Movement in funds			
	Balance at 1 January 2021	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 1 January 2022	Incoming resources	Resources expended	Revaluations, gains and losses	Balance at 31 December 2022
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
The Retention Fund	8,163	149	(64)	(353)	4,013	11,908	172	(54)	(413)	11,613

This restricted income fund is the "Retention Fund" held by separate trustees for the benefit of the Foundation. The Retention Fund was created by the Court Order that released funds from the CSEU 35 Hour Week Campaign Fund and led to the formation of the Foundation. This fund is currently held by the trustees of the Retention Fund to meet any outstanding liabilities, in accordance with the Court Order. The trustees of the Retention Fund can make transfers to the unrestricted funds of the Foundation in certain circumstances and in due course the Retention Fund will pass to the Unrestricted Funds of the Foundation by way of a final transfer as required by the Court Order.

The transfer relates to one lump sum received from the Retention Fund. This is classified as a movement between the restricted and unrestricted fund, following the Retention Fund becoming a restricted fund of the foundation.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

16 Analysis of net assets between funds

	Unrestricted funds 2022 £'000s	**Restricted funds 2022 £'000s**	**Total 2022 £'000s**	Unrestricted funds 2021 £'000s	Restricted funds 2021 £'000s	Total 2021 £'000s
Fund balances at 31 December 2022 are represented by:						
Investments	9,894	11,313	21,207	11,036	11,675	22,711
Current assets/(liabilities)	282	300	582	612	233	845
	10,176	11,613	21,789	11,648	11,908	23,556

17 Related party transactions

The Foundation paid £36,158 (2021: £33,842) to the Confederation of Shipbuilding and Engineering Unions in respect of the recharged staff costs as the Confederation provides staffing resources to the Foundation.

The Foundation received £15,583 (2021: £15,096) from the Confederation of Shipbuilding and Engineering Unions in respect of recharged occupancy costs as the Foundation provides accommodation resources to the Confederation.

I Waddell, the Executive Director of the Foundation, is General Secretary of the Confederation. D M Holland, A J McDiarmid and M Roberts, who are CSEU Member trustees of the Foundation, are members of the Executive Council of the Confederation.

18 Cash generated from operations	**2022**	**2021**
	£'000s	**£'000s**
(Deficit)/surpus for the year	(1,767)	5,040
Adjustments for:		
Investment income recognised in statement of financial activities	(426)	(377)
Loss/(gain) on disposal of investments	353	(627)
Fair value gains and losses on investments	1,064	(4,665)
Investment management fees	85	80
Movements in working capital:		
Decrease/(increase) in debtors	6	(1)
Increase/(decrease) in creditors	37	(76)
Cash absorbed by operations	(648)	(626)

19 Analysis of changes in net funds

The charity had no debt during the year.

Alex Ferry Foundation

England & Wales - Charity number 1179847

Accounts

Charity Registration No. 1179847

Company Registration No. 11145243 (England and Wales)

ALEX FERRY FOUNDATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

(A COMPANY LIMITED BY GUARANTEE)

ALEX FERRY FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J F Rowse (Chair of the Board) D Emerson (Independent Member) T Griffiths (Lay Member) S G Hibbert (Lay Member) D M Holland (CSEU Member) R A Holmes (Lay Member) A J McDiarmid (CSEU Member) D S McPhee (Lay Member) H Scullion (Subscriber) C Stevenson (Lay Member)
Executive Director	I Waddell
Deputy Director	K Goddard
Finance and Administration Manager	N Ojike
Charity number	1179847
Company number	11145243
Registered office	10 Salamanca Place Vauxhall London SE1 7HB
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER
Bankers	Unity Trust Bank Plc Four Brindleyplace Birmingham B1 2JB
Legal advisors	Bates Wells 10 Queen Street Place London EC4R 1BE
Investment advisors	Rathbones Investment Management Ltd 8 Finsbury Circus Finsbury London EC2M 7AZ

ALEX FERRY FOUNDATION

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ALEX FERRY FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDING 31 DECEMBER 2021

Statement from the Chair
The Alex Ferry Foundation was established on 24 December 2018 following the granting of a Court Order releasing funds from the CSEU 35 Hour Week Campaign Fund. It is a registered charity, regulated by the Charity Commission.

The Foundation and its Trustees operate a Community Grants scheme supporting communities identified by CSEU districts and regions as causes they wish to support and meet the due diligence requirements of the Foundation. In a similar vein, the Foundation also makes Research Grants to a range of organisations.

The Funds of the Foundation are in two parts, the first being the amount transferred on the day of registration and the second part being the remainder of the Fund (including a Unity Trust Bank plc shareholding) which is retained in the "Retention Fund" for a limited period to deal with any outstanding liabilities that may arise over a fixed period. In due course, this will pass to the Foundation by way of a final transfer as required by the Court Order. This process will occur in September 2023, at which point the "retention fund" will be absorbed wholly into the Foundation, creating one single fund that can be used to further the charitable aims of the organisation.

Public Benefit
In making our decisions about public benefit and all activities of the Foundation we have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

Financial Statements
The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

Incorporation and governing document
Alex Ferry Limited was incorporated on 11 January 2018 as a private company limited by guarantee with no share capital under the company registration number 11145243. The company was registered with the Charity Commission on 7 September 2018 under the charity registration number 1179847. On 14 May 2019 the company changed its name to Alex Ferry Foundation. The Foundation is governed by its Articles of Association.

Administrative details
Details of the legal and administrative information in relation to the Foundation are set out at the front of the financial statements. These details include the Trustees of the Foundation as well as the organisations providing banking services, investment advice, legal advice and audit services.

Objectives and activities
The Alex Ferry Foundation has the following aims and objectives as laid out in our registration document with the Charity Commission. The Foundation's objects are specifically directed to the following activities for their beneficiaries:

- The relief of financial hardship/poverty.
- The relief of sickness and the preservation of health.
- The promotion of education and/or training.
- The carrying out and publishing of research into ways in which the quality of life of workers in the UK shipbuilding and engineering industries and in related manufacturing industries, might be improved, including their work/life balance.

The Trustees have set out how these objectives will be achieved in their Strategic Plan 2020 - 2022. The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Foundation should undertake.

Trustees
The Trustees meet at least five times in any calendar year and discuss progress, strategy and future plans. All key decisions affecting the Foundation are agreed at these meetings. The day-to-day management of the Foundation is delegated by the Trustees to Ian Waddell as Executive Director who regularly meets with the Chair and Independent Director.

The Foundation continues to work closely with the Confederation of Shipbuilding & Engineering Unions and shares premises and resources with that body.

Activities
The Foundation continues to operate with a small executive team dedicated to ensuring that the organisation delivers on its vital mission to serve workers and former workers within their communities as well as supporting and promoting access to good, secure work, both now and into the future.

Our mission can be seen as running through everything that the Foundation has done over the past year, whether it is in developing research around shorter working time (an issue that, due to the origins of the Foundation, will always be at the heart of everything we do), workers' voice, trade unionism, the just transition, or in our responsive, locally focused funding of communities throughout the UK during the Covid19 pandemic and its ongoing aftermath, socially and economically.
But our mission does not begin and end with the grants that we make. We have also been working hard to raise awareness of work-related issues, both across and beyond civil society. To this end, we have been active in discussions with researchers, grant-makers and think tanks throughout the course of the year, with the aim of sharing our unique mission as widely as possible and leveraging more interest, finance and support to the cause of 'good work'.

Throughout the period covered by this report, the Foundation has worked hard to be adaptable, attentive and pragmatic in how we meet our charitable aims.

Strategy
The Board has continued to follow the approved Strategic Plan throughout 2021; developing, extending and implementing our local community grant-making programme, driven by ideas from local trade union groups in the relevant unions. In addition, we have developed a wide-ranging and well-respected suite of research grants, looking to influence the debate about the future of work in ways that are relevant to the interests of our beneficiary groups, their wider community and the trade union movement.

During this period, despite the practical and operational challenges presented by Covid19, the Foundation has gone from strength to strength; distributing substantial funds through our community grants programme to vital local organisations, supporting a range of high-quality work-related research, and beginning to build strong connections between trade unions, research institutions and civil society more broadly.

The feedback from the organisations we work with has already been inspiring, and we look forward to developing and expanding our grants programmes further throughout 2022.

Investments
The Board is in the processes of reviewing its investment strategy in line with the impact of Covid19 on the investments. This will include the aim of maintaining the capital value of the Foundation's investments at no less than its real value on the 1 June 2020.

It will also maintain the Board's investment policy of total-return investment. The key elements of the policy are to:

1. Generate an income (from the investments, capital growth and reserves) to meet the planned annual expenditure.
2. The reserves may be used over the period to stabilise income shortfalls.

The Board took further independent advice to support trustees in managing the investments in 2021.

Achievement and performance
As a grant-making organisation, the Alex Ferry Foundation undertakes no fundraising activity in order to fulfil its charitable aims and objectives, rather they are discharged via our two primary programmes as outlined below in the 'grants' section of this document. This grant-making is funded via income derived from our endowment, in-line with the investment policy also detailed herein.

While there was some underspend relative to our stated ambition within the community grants programme, the executive and board are taking measures to ensure that this underspend will be distributed in-line with our strategic objectives over the coming months. The research grant programme experienced fewer operational disruptions and was distributed in full and on time. On an individual level, the Foundation requires each grantee to report progress six months after receiving a grant and then again upon the completion. This reporting requires grantees to identify the outcomes and outputs of the grant against stated aims and also state any factors that have hindered impact or delivery.

Grants

Community Grants
2021 saw the launch of our Community Grants programme on a national scale, spanning ten geographical areas across the UK. In general, our Community Grants programme focused on funding organisations that make a positive contribution to the local community, improving places, spaces and addressing genuine need on the ground.

Community grants range from £500 to £10,000 and are targeted at registered charities with an income of less than £2million per annum and some track record of delivery. In order to make community grants the Foundation has worked closely with CSEU District Committees. District Committees identify charitable projects that reflect both their local priorities and those of the Foundation, making recommendations which are then considered against criteria and administered by the executive. In the period covered by this report, over £80,000 of community grants were awarded, with underspend rolled into 2022 budgets for the districts where it is applicable

Research Grants
True to its origin in the struggle for shorter working time, the Foundation is dedicated to funding research and policy that makes strategic and long-term interventions in the debate around how to ensure that the future of work is both just and has the desires, needs and demands of working people at its heart. To this end we have distributed over £131,000 in research grants over the past twelve months, to a range of organisations and projects, a number of which will continue to deliver outputs into 2022.

Financial review
The review of the Foundation's financial position takes place at the last meeting within the reporting period at its November/December Board meeting. The review is conducted alongside receiving reports from the Foundation Investment managers and independent financial advisers. It is conducted against the background of the 10-year funding plan which allows a reasonable risk across the portfolio.

The Foundation's unrestricted fund balance at the year-end was approximately £11.7 million.

The Foundation draws down running cost funds on a quarterly basis notified to the investment managers at the beginning of each financial year to meet the grant making and research programmes and running costs. In the year ending this reporting year this amounted to £650,000.

The Foundation's reserve policy is in two parts. A short-term reserve provides immediate liquidity for one year and is deposited in "safe" assets, such as bank accounts. Its target value is one year's expenditure less the anticipated income. A long-term reserve providing exposure to long term economic growth. Its target value will be £9.6m (at 1 April 2021), increased annually by CPI inflation from then and is invested to achieve high, long term sustainable growth.

The Foundation currently contains the full amount of the Retention Fund (RF), mentioned earlier in the Report, in a restricted fund at the end of this reporting year. This will continue until the third quarter of 2023. At this stage, it will become fully available to the Foundation as part of its investment portfolio. At the end of this reporting year the value of the restricted fund was £11.9m.

The value of the Fund's assets available to the Foundation at the end of reporting were £11.6m, excluding the value of the restricted fund.

At the end of this reporting year there were no uncertainties about the Foundation continuing as a going concern.

There were no significant events that have affected the financial performance of the Foundation during the year ending 31 December 2021.

The Foundation was established with a charitable donation of £14million from the CSEU 35 Hour Week Campaign Fund. This donation was in the form of an in-specie transfer of listed investments. As at 31 December 2021 this Foundation investment portfolio had an asset value of £11.7 million. A separate entity, now called The Retention Fund, of which the Foundation is the sole beneficiary and referred to in the third paragraph of this report, has a combined valuation of £11.9 million. Following further legal advice the Trustees were informed that the Retention Fund should be incorporated in the Foundation accounts but shown as a "restricted fund" until the time period elapses in 2023. After which, it becomes fully available to the Foundation. The Foundation accounts have been adjusted to show this, and the relevant regulatory bodies have been informed separately of the change.

Following the difficult year in 2020, 2021 saw a significant improvement in economic and corporate profit growth as economies recovered from the depths of the pandemic. Despite ongoing concerns about inflation and supply shortages, the global stock markets performed well and finished the year with decent gains. In October, US stocks had a record month, with the S&P 500 surging by 6.9%, its biggest monthly gain for 2021. The FTSE 100 also rose to a near 20-month high in October, recovering all losses since the pandemic began. However, at the end of November discovery of the new Omicron variant and what it could mean for vaccine efficacy and the potential return of lockdowns unsettled markets. Despite this, the UK stock market ended the year up 18.4%

The impact on the Foundation portfolio of an overall improvement, after fixed costs, of approximately 10% together with the upward movement in the Unity Bank valuation held in the Retention Fund, gave a total investment portfolio of £22.7m.

Fixed interest investments had a challenging year with UK gilts declining by 5.2% and corporate bonds also weaker. One of the reasons for this was due to investors shifting out of low-risk investments like gilts into higher risk equities. In addition, investors became increasingly concerned, as the year progressed, with rising inflation and the prospect of rising interest rates.

Investment policy and performance
A full review was undertaken in 2021 with the newly appointed independent financial advisers which looked into all aspects of the Foundation's investment strategy and advised accordingly.

The Board reviewed and approved its investment policy in July 2021 which includes the key points set out below:

The Alex Ferry Foundation appoints professional investment management to manage the assets on a discretionary basis, in line with this investment policy. The Foundation will maintain a nominated list of authorised signatories, two of which are required to sign instructions to the investment manager. Those nominated Trustees have responsibility for advising the Board on variations in strategy and in monitoring the investment assets against target. Performance will be reviewed by the full Board on a six-monthly basis, and the investment manager(s) will be required to present at least once a year to the Board.

The Trustees have responsibility for varying strategy and monitoring the investment assets against target.

The Investment Manager is required to present at least once every year to the Board.

At least every six months the Trustees will review financial performance, ESG activity;

- Provide the following information on a quarterly basis;
- The market value of investments, compared with the up-to-date Target Value;
- The market value, since inception, compared to CPI + 4%;
- A market-based benchmark return (70% in global equities, 30% in global bonds);
- A peer group benchmark such as the ARC Steady Growth Index.

The base currency of the investment portfolio is Sterling.

The AFF's assets can be invested widely and in line with Charity Commission guidance and best practice according to the appointed manager's discretion. Investments into derivatives or derivative based investments are permitted only for efficient portfolio purposes and not for speculation. The long-term fund investment objective is to produce a sustainable flow of cash (after fees and inflation) over 4% over the long term.

The Foundation has not carried out any fundraising activities.

The Trustees continue to assess the major risks to which the Foundation portfolio is exposed and recognise the primacy of the investment management risk. The Trustees have ongoing arrangements with independent professional advice.

Grant policy
The Trustees will pay due regard to guidance issued by the Charity Commission in deciding what activities to undertake. As a new Foundation with limited staff resources, the Trustees have decided that they will not offer grants to individuals.

They will instead concentrate on offering grants to charitable projects that fulfil the aims and objectives of the Foundation. The details of the grant making strategy are contained in the Trustees' report and Strategic Plan.

The Foundation will also work with other organisations including other charities, benevolent funds, foundations and research bodies to identify and deliver national campaigns and projects related to its aims and objectives.

Plans for future periods
2021 was a landmark year for the Foundation, and we have been thrilled and proud to deliver on our mission to support communities across the UK and drive a research agenda that demands a dignified, worker-first approach to the challenges of the present and those emerging on the horizon. That said, we are still a young organisation, and we are committed to improving, refining and expanding our impact in the years ahead.

Over the next twelve months the Foundation will continue to drive forward its community grants programme, ensuring that expenditure happens across all districts at a level that delivers much needed direct support on an ongoing and focused basis. We will also look to capitalise on the opportunities of the present moment as it relates to our research agenda; ensuring that we produce work that is usable and relevant on the shopfloor and in the many ongoing campaigns to secure better working conditions for employees in the face of the many economic and political headwinds that continue to hinder the progress of the broader historical labour movement. Next year will also see us revivify our Breathe Safe Campaign, which will look to raise awareness and ultimately change the legislative and regulatory environment around the dangers of weld fume.

Throughout all of this, we will continue to work collaboratively with both the trade union movement and civil society, making a case for visions of the future that include good work, supportive communities and a commitment to working together in solidarity.

Structure, governance, and management
The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

J F Rowse (Chair of the Board)
D Emerson (Independent Member)
T Griffiths (Lay Member)
S G Hibbert (Lay Member)
D M Holland (CSEU Member)
R A Holmes (Lay Member)
A J McDiarmid (CSEU Member)
D S McPhee (Lay Member)
R Murdoch (CSEU Member) (Resigned 4th March 2022)
H Scullion (Subscriber)
C Stevenson (Lay Member)

None of the Trustees has any beneficial interest in the company. All of the Trustees are members of the company and guarantee to contribute £10 in the event of a winding up.

The executive staff of the Foundation consists of one full time member or staff and two part time members of staff, currently consisting of an executive director, a director of external relations and a finance manager. Day to day operations are undertaken by this executive team, while all grant expenditure out with the community grant process and above a nominal level is ratified by the trustee board during scheduled meetings. Pay levels are set by the board, subject to an annual review process and benchmarked against comparable roles within the sector.

Recruitment
The Trustees are elected in accordance with the Articles of Association which provides for five lay member Trustees and three trade union officers appointed by the CSEU.

The three trade union officers elected by the CSEU Executive Committee and serve for a four-year period.

The Five lay members are elected at a specially convened meeting once every four years comprising solely of lay representatives of the CSEU District Committees.

The Independent Director is elected by Board members and also holds office for four years. Any Board member resigning within that period, including the Independent Director, is replaced by the above methods to serve out the remaining period of office.

Disclosure of information to auditor
Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' report was approved by the Board of Trustees.

John Rowse
.....
J F Rowse

Date: 20 Dec 2022 .....

ALEX FERRY FOUNDATION

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees, who are also the directors of Alex Ferry Foundation for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 Foundation and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Foundation will continue in operation.

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

ALEX FERRY FOUNDATION

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF ALEX FERRY FOUNDATION

Opinion

We have audited the financial statements of Alex Ferry Foundation (the 'charity') for the year ended 31 December 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 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; 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 *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Foundation 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 Foundation'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report 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 Foundation and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the Trustees' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities, the Trustees, who are also the directors of the Foundation for the purpose 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 Foundation'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.

Auditor's responsibilities for the audit of the financial statements

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

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.

As part of our planning process:

- We enquired of management the systems and controls the Foundation has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Foundation. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011 and Companies Act 2006.
- We considered the incentives and opportunities that exist in the Foundation, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Foundation, together with the discussions held with the Foundation at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key income lines, in particular cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds.
- Obtaining third-party confirmation of material bank balances and investments.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the Foundation board minutes for discussions of irregularities including fraud.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF ALEX FERRY FOUNDATION

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the directors of the company.

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

Use of our report

This report is made solely to the 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.

Carol Rudge

Carol Rudge (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

20 Dec 2022

ALEX FERRY FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	**Unrestricted funds 2021 £'000s**	**Restricted funds 2021 £'000s**	**Total 2021 £'000s**	Unrestricted funds 2020 **£'000s**	Restricted funds as restated 2020 **£'000s**	Total as restated 2020 **£'000s**
Income from:							
Investments	**3**	228	149	377	209	207	416
Expenditure on:							
Raising funds	**4**	50	30	80	66	31	97
Charitable activities	**5**	515	34	549	667	71	738
Total resources expended		565	64	629	733	102	835
Net gains/(losses) on investments	**10**	1,279	4,013	5,292	(5,394)	(2,890)	(8,284)
Net incoming/(outgoing) resources before transfers		942	4,098	5,040	(5,918)	(2,785)	(8,703)
Gross transfers between funds	**15**	353	(353)	-	-	-	-
Net movement in funds		1,295	3,745	5,040	(5,918)	(2,785)	(8,703)
Fund balances at 1 January 2021							
As originally reported		*10,353*	-	*10,353*	*16,271*	-	*16,271*
Prior year adjustment	**18**	-	*8,163*	*8,163*	-	*10,948*	*10,948*
As restated		10,353	8,163	18,516	16,271	10,948	27,219
Fund balances at 31 December 2021		11,648	11,908	23,556	10,353	8,163	18,516

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ALEX FERRY FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2021

	Notes	2021 £'000s	2021 £'000s	2020 as restated £'000s	2020 as restated £'000s
Fixed assets					
Investments	**11**		22,711		18,345
Current assets					
Debtors	**13**	11		10	
Cash at bank and in hand		971		374	
		982		384	
Creditors: amounts falling due within one year	**14**	(137)		(213)	
Net current assets			845		171
Total assets less current liabilities			23,556		18,516
Income funds					
Restricted funds	**15**		11,908		8,163
Unrestricted funds			11,648		10,353
			23,556		18,516

The financial statements were approved by the Trustees on 20 Dec 2022

John Rowse

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J F Rowse

Trustee

Company Registration No. 11145243

ALEX FERRY FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	2021 £'000s	£'000s	2020 £'000s	£'000s as restated
Cash flows from operating activities					
Cash absorbed by operations	**19**		(626)		(756)
Investing activities					
Cash withdrawn from portfolio		1,155		-	
Purchase of investments		-		176	
Proceeds on disposal of investments		-		(1,196)	
Investment income received		68		416	
Net cash generated from/(used in) investing activities			1,223		(604)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			597		(1,360)
Cash and cash equivalents at beginning of year			374		1,734
Cash and cash equivalents at end of year			971		374

1 Accounting policies

Charity information

Alex Ferry Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is 10 Salamanca Place, Vauxhall, London, SE1 7HB, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Article of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The Foundation is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Foundation. Monetary amounts in these financial statements are rounded to the nearest £'000s.

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

The financial statements have been restated; the details of the prior year adjustment are set out in note 18. In addition to the prior year adjustment, a further restatement has been made to reclassify £1,002k from cash held at bank to cash held in portfolio.

1.2 Going concern

The Trustees have considered the effect of the Covid-19 outbreak. The Trustees have continued to adapt the operations and strategy of the Foundation in light of the ongoing impact of Covid-19. As well as affecting the day-to-day operations of the organisation, the circumstances of the pandemic have also had a bearing on the Foundation’s finances. Reduced dividend income throughout 2021 required the Trustees to take the following steps in order to preserve, to the degree contextually possible, the real term value of the investment portfolio:

I: Agreed a ‘steady state’ expenditure budget for 2022
II: Worked with our investment managers to develop a multi-year strategy that minimises capital draw down and agreed said strategy.
III: Agreed to review the Foundation’s investment strategy in light on medium term market trends, operational requirements, and risk appetite.
IV: Agreed to continue to minimise unplanned operational expenditure where possible while ring-fencing grant budgets in order to continue to fulfil the organisation’s charitable mission and meet the pressing needs of our beneficiaries.

These actions, taken alongside an operationally successful 2021 and a cautiously promising upturn in the value of the organisation’s portfolio have satisfied the Trustees that the Foundation is in a solid position to meet its charitable purpose on an ongoing basis. The charity also has a large investment portfolio, which supports their ability to continue as a going concern.

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Foundation has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Investment income is accounted for on an accruals basis.

1 Accounting policies **(Continued)**

Cash donations are recognised on receipt. Other donations are recognised once the Foundation has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Foundation has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Resources expended

Resources expended are recognised in the period to which they relate.

Governance includes the costs of compliance with constitutional and statutory requirements.

Grants payable are charged to the statement of financial activities in the period in which the grant commitment is made and a liability is recognised for the full amount of the grant award, unless there are conditions attaching to its payment which limit the recognition.

1.6 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

1.8 Financial instruments

The Foundation has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Foundation's balance sheet when the Foundation becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Foundation's contractual obligations expire or are discharged or cancelled.

1 Accounting policies **(Continued)**

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Foundation is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the Foundation's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

As at 31 December 2021 the carrying amount of the following assets were subject to judgement or to estimation uncertainty:
-The fair value of unlisted equity investments are based on the latest purchase offer.
-The Trustees believe that the likelihood of any liability arising in relation to the Retention Fund is remote and have therefore not recognised a contingent liability.

3 Investments

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds as restated	Total as restated
	2021	**2021**	**2021**	2020	2020	2020
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Investment income	228	149	377	209	207	416

4 Raising funds

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds as restated	Total as restated
	2021	**2021**	**2021**	2020	2020	2020
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Investment management fees	50	30	80	66	31	97
	50	30	80	66	31	97

5 Charitable activities

	2021	2020 as restated
	£'000s	£'000s
Grant funding of activities (see note 6)	240	416
Support costs (see note 7)	276	266
Governance costs (see note 7)	33	56
	549	738
Analysis by fund		
Unrestricted funds	515	667
Restricted funds	34	71
	549	738

The charity awards community and research grants for education and training purposes.

6 Grants payable

	2021	2020
	£'000s	£'000s
Grants to institutions:		
Community grants		
North West Hazard Trust	10	-
Salford Unemployed and Community Resource Centre	10	-
Southampton Advice Representation Centre (SARC)	10	10
Derbyshire Unemployed Workers Centre (DUWC)	10	10
The Really Amazing Charity TRAC	10	-
Newhill Youth & Community Association	10	-
Plymouth VCSE (POP)	10	10
West View Advice & Resource Centre	10	10
Vauxhall Community Law & Information Centre	-	10
Cyrenians	-	15
Playlist for Life	-	10
PLS Food Foundation	-	10
Leicester Unemployed Workers' Centre	-	10
Improving Lives Plymouth	-	10
Devon Community Foundation (DCF)	-	30
Leicester Unemplpoyed Workers' Centre	-	10
Men's Shed Fleetwood	-	7
Ulster University	-	10
North Belfast Alternatives	-	7
Research grants		
Breathe Safe project	11	-
IPPR	17	14
Social Enterprise UK	18	-
IER	10	-
Unions21	15	-
CLASS	15	-
Common Wealth	20	11
FairShare T/A ShareAction	10	-
Ella Baker	15	-
Community	-	14
Autonomy	-	20
Unchecked UK	-	13
PIRC Ltd. (Pensions and Investments Research Consultants)	-	13
The Equality Trust	-	17
Workers Inquiry Project	-	15
Other	29	130
	240	416

6 Grants payable **(Continued)**

7 Support costs

	Support costs	**Governance costs**	**2021**	Support costs as restated	Governance costs as restated	2020 as restated
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Staff costs	193	-	193	186	-	186
Travel and subsistence	2	-	2	-	-	-
Occupancy costs	23	-	23	12	-	12
Legal and professional	32	-	32	42	-	42
Premises costs	19	-	19	14	-	14
HR costs	6	-	6	-	-	-
Meeting costs	1	-	1	12	-	12
Audit fees	-	27	27	-	49	49
Non - audit fees	-	6	6	-	7	7
	276	33	309	266	56	322
Analysed between						
Charitable activities	276	33	309	266	56	322

Governance costs includes payments to the auditors of £27,000 (2020: £49,000) for audit fees and £6,000 (2020: £7,000) in respect of non-audit fees.

8 Trustees

During the year expenses incurred by four of the Trustees and reimbursed to them amounted to £803 in relation to travel expenses (2020: £3,240).

9 Employees

The number of employees during the year was 3 (2020: 1).

Employment costs	**2021**	**2020**
	£'000s	**£'000s**
Wages and salaries	133	90
Social security costs	12	7
Pension costs	14	-
Recharged staff costs	34	89
	193	186

The recharged staff costs are from the Confederation of Shipbuilding and Engineering Unions, who provide staffing resources to the Foundation.

The key management personnel of the charity comprises the Trustees, Executive Director, Deputy Director and Finance and Administration Manager. The Trustees do not receive any remuneration, except as stated in note 8. The total employee benefits of the other key management personnel of the charity were £192,835.

The number of employees whose annual remuneration was £60,000 or more were:

	2021	**2020**
	Number	**Number**
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-

10 Net gains/(losses) on investments

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds	Restricted funds	Total
	2021	**2021**	**2021**	2020 as restated	2020 as restated	2020 as restated
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Revaluation of investments	820	3,845	4,665	876	356	1,232
Gain/(loss) on sale of investments	459	168	627	(6,270)	(3,246)	(9,516)
	1,279	4,013	5,292	(5,394)	(2,890)	(8,284)

11 Fixed asset investments

	Listed investments	Unlisted investments	Cash in portfolio	Total
	£'000s	£'000s	£'000s	£'000s
Cost or valuation				
At 1 January 2021 as restated	13,558	3,785	1,002	18,345
Additions	4,706	-	(4,706)	-
Valuation changes	1,164	3,501	-	4,665
Investment management fees	-	-	(80)	(80)
Cash withdrawn	-	-	(1,155)	(1,155)
Dividends received	-	-	309	309
Disposals	(4,267)	-	4,894	627
At 31 December 2021	15,161	7,286	264	22,711
Carrying amount				
At 31 December 2021	15,161	7,286	264	22,711
At 31 December 2020	13,558	3,785	1,002	18,345

12 Financial instruments

	2021	2020 as restated
	£'000s	£'000s
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	15,161	13,558

13 Debtors

	2021	2020
Amounts falling due within one year:	£'000s	£'000s
Prepayments and accrued income	11	10

14 Creditors: amounts falling due within one year

	2021	2020 as restated
	£'000s	£'000s
Other creditors	86	92
Accruals and deferred income	51	121
	137	213

15 Restricted funds

The income funds of the charity include restricted funds comprising the following amounts held on trust for specific purposes:

	Movement in funds					Movement in funds				
	Balance at 1 January 2020	Incoming resources	Resources expended	Revaluations, gains and losses	Balance at 1 January 2021	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 December 2021
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
The Retention Fund	10,948	207	(102)	(2,890)	8,163	149	(64)	(353)	4,013	11,908

This restricted income fund is the "Retention Fund" held by separate trustees for the benefit of the Foundation. The Retention Fund was created by the Court Order that released funds from the CSEU 35 Hour Week Campaign Fund and led to the formation of the Foundation. This fund is currently held by the trustees of the Retention Fund to meet any outstanding liabilities, in accordance with the Court Order. The trustees of the Retention Fund 'can make transfers to the unrestricted funds of the Foundation in certain circumstances and in due course the Retention Fund will pass to the Unrestricted Funds of the Foundation by way of a final transfer as required by the Court Order.

The transfer relates to one lump sum received from the Retention Fund. This is classified as a movement between the restricted and unrestricted fund, following the Retention Fund becoming a restricted fund of the foundation.

16 Analysis of net assets between funds

	Unrestricted funds	**Restricted funds**	**Total**	Unrestricted funds as restated	Restricted funds as restated	Total as restated
	2021	**2021**	**2021**	2020	2020	2020
	£'000s	**£'000s**	**£'000s**	£'000s	£'000s	£'000s
Fund balances at 31 December 2021 are represented by:						
Investments	11,036	11,675	22,711	10,704	7,641	18,345
Current assets/(liabilities)	612	233	845	(351)	522	171
	11,648	11,908	23,556	10,353	8,163	18,516

17 Related party transactions

The Foundation paid £33,842 to the Confederation of Shipbuilding and Engineering Unions in respect of the recharged staff costs as the Confederation provides staffing resources to the Foundation.

The Foundation received £15,096 from the Confederation of Shipbuilding and Engineering Unions in respect of recharged occupancy costs as the Foundation provides accommodation resources to the Confederation.

I Waddell, the Executive Director of the Foundation, is General Secretary of the Confederation. D M Holland, A J McDiarmid and R Murdoch, who are CSEU Member trustees of the Foundation, are members of the Executive Council of the Confederation.

18 Prior Year Adjustment

A prior year adjustment of £8,163k (2020: £10,948k) has been made to recognise the restricted income fund in relation to the "Retention Fund" held by separate trustees for the benefit of the Foundation. The Retention Fund was created by the Court Order that released funds from the CSEU 35 Hour Week Campaign Fund and led to the formation of the Foundation. In accordance with the Court Order, the fund is currently held by the trustees of the Retention Fund to meet any outstanding liabilities. In due course the funds will pass to the Foundation by way of a final donation as required by the Court Order. The effect of the adjustments on the comparative Statement of Financial Activities can be seen from the “Restricted funds” column. The effect on the balance sheet was to increase investments by £7,642K, cash at bank by £563K and creditors by £42K.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

19	**Cash generated from operations**	**2021**	**2020 as restated**
		£'000s	**£'000s**
	Surplus/(deficit) for the year	5,040	(8,703)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(377)	(416)
	(Gain)/loss on disposal of investments	(627)	9,516
	Fair value gains and losses on investments	(4,665)	(1,232)
	Investment management fees	80	-
	Movements in working capital:		
	(Increase) in debtors	(1)	(10)
	(Decrease)/increase in creditors	(76)	89
	Cash absorbed by operations	(626)	(756)

20 **Analysis of changes in net funds**

The charity had no debt during the year.

Alex Ferry Foundation

England & Wales - Charity number 1179847

Accounts

Charity Registration No. 1179847

Company Registration No. 11145243 (England and Wales)

ALEX FERRY FOUNDATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

(A COMPANY LIMITED BY GUARANTEE)

ALEX FERRY FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J F Rowse (Chair of the Board)	
	D Emerson (Independent Member)	(Appointed 11 November 2020)
	T Griffiths (Lay Member)	
	S G Hibbert (Lay Member)	
	D M Holland (CSEU Member)	
	R A Holmes (Lay Member)	
	A J McDiarmid (CSEU Member)	
	D S McPhee (Lay Member)	
	R Murdoch (CSEU Member)	
	H Scullion (Subscriber)	
	C Stevenson (Lay Member)	
Executive Director	I Waddell	
Deputy Director	K Goddard	
Finance and Administration Manager	N Ojike	
Charity number	1179847	
Company number	11145243	
Registered office	10 Salamanca Place Vauxhall London SE1 7HB	
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER	
Bankers	Unity Trust Bank Plc Four Brindleyplace Birmingham B1 2JB	
Legal advisors	Bates Wells 10 Queen Street Place London EC4R 1BE	
Investment advisors	Rathbones Investment Management Ltd 8 Finsbury Circus Finsbury London EC2M 7AZ	

ALEX FERRY FOUNDATION

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ALEX FERRY FOUNDATION

TRUSTEES REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

Introduction

The Alex Ferry Foundation was established on 24 December 2018 following the granting of a Court Order releasing the funds from the CSEU 35 Hour Week Campaign Fund. It is a registered charity and regulated by the Charity Commission.

The Foundation and its Trustees operate a Community Grants scheme supporting communities identified by CSEU districts and regions as causes they wish to support and meet the due diligence requirements of the Foundation. The Funds of the Foundation are in two parts, the first being the amount transferred on the day of registration and the second part being the remainder of the Fund together with the Unity Trust Bank plc shareholding which is retained in the "Retention Fund" for a limited period to deal with any outstanding liabilities. In due course, this will pass to the Foundation by way of a final donation as required by the Court Order.

Public Benefit

In making our decisions about public benefit and all activities of the Foundation we have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant.

Financial Statements

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the financial statements and comply with the Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

Incorporation and governing document

Alex Ferry Limited was incorporated on 11 January 2018 as a private company limited by guarantee with no share capital under the company registration number 11145243. The company was registered with the Charity Commission on 7 September 2018 under the charity registration number 1179847. On 14 May 2019 the company changed its name to Alex Ferry Foundation. The Foundation is governed by its Articles of Association.

Administrative details

Details of the legal and administrative information in relation to the Foundation are set out at the front of the financial statements. These details include the Trustees of the Foundation as well as the organisations providing banking services, investment advice, legal advice and audit services.

Objectives and activities

The Alex Ferry Foundation has the following aims and objectives as laid out in our registration document with the Charity Commission. The Foundation's objects are specifically directed to the following activities for their beneficiaries:

The relief of financial hardship/poverty.
The promotion of education and/or training.
The carrying out and publishing of research.
The carrying out and publishing of research into ways in which the quality of life of workers in the UK shipbuilding and engineering industries and in related manufacturing industries, might be improved, including their work/life balance.
The relief of sickness and the preservation of health.

The Trustees have set out how these objectives will be achieved in their Strategic Plan 2020 - 2022. The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Foundation should undertake.

Trustees

The Trustees meet at least five times in any calendar year and discuss progress, strategy and future plans. All key decisions affecting the Foundation are agreed at these meetings. The day-to-day management of the Foundation is delegated by the Trustees to Ian Waddell as Executive Director with regular meetings with the Chair and Independent Director. The Foundation continues to work closely with the Confederation of Shipbuilding & Engineering Unions and shares premises and resources with that body.

The Trustees, who are also the directors for the purpose of company law, and who served during the period and up to the date of signature of the financial statements are set out under Legal and Administrative information at the beginning of this Report.

As noted in the Legal and Administrative information the Trustees represent the Confederation of Shipbuilding & Engineering Unions and the lay membership of the affiliated trade unions.

Due to unforeseen circumstances, Martyn Evans the Independent Member and Board Chair resigned and the Board elected John Rowse as Chair for the remainder of the electoral period. The Board also appointed David Emerson as the Independent Director. David has extensive experience with charitable foundations and is a very welcome addition to the Board.

The Board placed on record their thanks to Martyn for the work he did in helping to establish the Foundation.

Activities

Although the Foundation previously existed in embryonic form (a vital period in establishing robust governance, processes and procedures, and full Charity Commission compliance), 2020 was the first year in which we were fully operational. The Foundation operated with a small executive team dedicated to ensuring that the organisation delivers on its vital mission to serve workers and former workers within their communities as well as supporting and promoting access to good, secure work, both now and into the future.

Part of the activities of the Foundation since it was established has been to ensure appropriate training of the Trustees.

Our mission can be seen as running through everything that the Foundation has done over the past year, whether it is in developing research around shorter working time (an issue that, due to the origins of the Foundation, will always be at the heart of everything we do), workers' voice, trade unionism, the just transition, or in our responsive, locally focused funding of communities throughout the UK during the Covid19 pandemic.

But our mission does not begin and end with the grants that we make. We have also been working hard to raise awareness of work-related issues, both across and beyond civil society. To this end, we have been active in discussions with researchers, grant-makers and think tanks throughout the course of the year, with the aim of sharing our unique mission as widely as possible and leveraging more interest, finance and support to the cause of 'good work'.

Throughout the period covered by this report, the Foundation has worked hard to be adaptable, attentive and pragmatic in how we meet our charitable aims.

Strategy

The Board has continued to follow the approved Strategic Plan throughout 2020; developing, extending and implementing our local community grant-making programme, driven by ideas from local trade union groups in the relevant unions. In addition, we have developed a wide-ranging and well-respected suite of research grants, looking to influence the debate about the future of work in ways that are relevant to the interests of our beneficiary groups, their wider community and the trade union movement.

During this period, despite the practical and operational challenges presented by Covid19, the Foundation has gone from strength to strength; distributing substantial funds through our community grants programme to vital local organisations, supporting a range of high quality work-related research, and beginning to build strong connections between trade unions, research institutions and civil society more broadly.

The feedback from the organisations we work with has already been inspiring, and we look forward to developing and expanding our grants programmes further throughout 2021.

Investments

The Board is in the processes of reviewing its investment strategy in line with the impact of Covid19 on the investments. This will include the aim of maintaining the capital value of the Foundation's investments at no less than its real value on the 1 June 2020.

It will also maintain the Board's investment policy of total-return investment. The key elements of the policy are to:

1. Generate an income (from the investments, capital growth and reserves) to meet the planned annual expenditure.

2. The reserves may be used over the period to stabilise income shortfalls.

The Board is also intending to seek further independent advice to support trustees in managing the investments in 2021.

Grants

Community Grants

2020 saw the launch of our Community Grants pilot programme, a series of grants given initially across four geographical areas; the North West, The East Midlands, The South West and Scotland. In general, our Community Grants programme focused on funding organisations that make a positive contribution to the local community, improving places, spaces and addressing genuine need on the ground. In the light of Covid19, however, we endeavoured to further streamline processes where necessary in order to meet pressing and immediate need.

Community grants range from £500 to £10,000 and are targeted at registered charities with an income of less than £2million per annum and some track record of delivery. In order to make community grants the Foundation has worked closely with CSEU District Committees. District Committees identify charitable projects that reflect both their local priorities and those of the Foundation, making recommendations which are then considered against criteria and administered by the executive. In the period covered by this report, over £250,000 of community grants were awarded.

Research Grants

True to its origin in the struggle for shorter working time, the Foundation is dedicated to funding research and policy that makes strategic and long-term interventions in the debate around how to ensure that the future of work is both just and has the desires, needs and demands of working people at its heart. To this end we have distributed over £150,000 in research grants over the past twelve months, to a range of organisations and projects, a number of which will continue to deliver outputs into 2021.

Financial review

The Foundation was established with a charitable donation of £14million from the CSEU 35 Hour Week Campaign Fund (a separate entity, now called The Retention Fund). This donation was in the form of an in-specie transfer of listed investments. As at 31 December 2020 this investment portfolio had an asset value of £10.4million.

2020 proved to be a difficult year for many investment funds but the Foundation was unfortunate in being hit particularly hard. The original donation came in the form of an investment portfolio made up of shares held in the many industries where trade union members worked such as travel and leisure and it was these same industries that were disproportionately affected by the sharp drop in value at the beginning of the pandemic. Prior to this the trustees had decided to move to a new manager, Rathbones, and were in the process of migrating at the time the pandemic hit.

As a result the old portfolio was sold and the proceeds were invested by Rathbones in a new, more diversified, portfolio. Trustees believe that this change will lead to better long-term management, but it has had the temporary effect of crystallising losses. We expect Rathbones to re-purchase these stocks at these low prices if they see strong future growth prospects in those companies.

Reserves policy

The Foundation will measure its progress by the levels of its reserves, of which there will be two each has a different risk appetite. A short-term reserve will provide liquidity for one year and the long term reserve will provide exposure to long term economic growth. It will be invested to achieve high, long term sustainable growth.

Investment policy and performance

A new investment policy statement and guidelines were considered and approved by The Board. The Retention Fund Trustees were fully involved in the consideration of the policy and have agreed to approve it and adopt it as their own.
A fuller review will be undertaken in 2021 with the support of Board appointed independent financial advisers.

Fundraising

The Foundation has not carried out any fundraising activities.

Risk management

Recognising the primacy of the investment management risk, the trustees are intending to take further independent professional advice in 2021.

Grant policy

The Trustees will pay due regard to guidance issued by the Charity Commission in deciding what activities to undertake. As a new Foundation with limited staff resources, the Trustees have decided that they will not offer grants to individuals. They will instead concentrate on offering grants to charitable projects that fulfil the aims and objectives of the Foundation. The details of the grant making strategy are contained in the Trustees' report and Strategic Plan.

The Foundation will also work with other organisations including other charities, benevolent funds, foundations and research bodies to identify and deliver national campaigns and projects related to its aims and objectives.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Trustees' Report was approved by the Board of Trustees on 22 July 2021 and signed on its behalf by:



J F Rowse

Chair of the Board

ALEX FERRY FOUNDATION

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees, who are also the directors of Alex Ferry Foundation for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the will continue in operation.

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

ALEX FERRY FOUNDATION

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF ALEX FERRY FOUNDATION

Opinion

We have audited the financial statements of Alex Ferry Foundation for the year ended 31 December 2020 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Foundation 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 Foundation'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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the statement of Trustees responsibilities, the Trustees, who are also the directors of the Foundation for the purpose 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 Foundation'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.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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.

As part of our planning process:

- We enquired of management the systems and controls the Foundation has in place, the areas of the financial statements that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud
- We obtained an understanding of the legal and regulatory frameworks applicable to the Foundation. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011 and Companies Act 2006.
- We considered the incentives and opportunities that exist in the Foundation, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Foundation, together with the discussions held with the Foundation at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key income lines, in particular cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted, designated and restricted funds.
- Obtaining third-party confirmation of material bank balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the Foundation board minutes, correspondence with solicitors, for discussions of

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

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF ALEX FERRY FOUNDATION

Use of our report

This report is made solely to the Foundation's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the Foundation's trustees 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 Foundation and the Foundations's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

HW Fisher LLP

Sailesh Mehta (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom
11 August 2021

HW Fisher LLP is eligible for appointment as auditor of the by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

ALEX FERRY FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	**Unrestricted funds 2020 £'000s**	Unrestricted funds 2019 **£'000s**
Income from:			
Investments	**3**	209	608
Expenditure on:			
Raising funds	**4**	66	91
Charitable activities	**5**	667	294
Total resources expended		733	385
Net gains/(losses) on investments	**10**	(5,394)	1,419
Net movement in funds		(5,918)	1,642
Fund balances at 1 January 2020		16,271	14,629
Fund balances at 31 December 2020		10,353	16,271

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ALEX FERRY FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2020

	Notes	2020 £'000s	£'000s	2019 £'000s	£'000s
Fixed assets					
Investments	11		9,701		13,440
Current assets					
Debtors	13	10		-	
Cash at bank and in hand		813		2,955	
		823		2,955	
Creditors: amounts falling due within one year	14	(171)		(124)	
Net current assets			652		2,831
Total assets less current liabilities			10,353		16,271
Income funds					
Unrestricted funds			10,353		16,271
			10,353		16,271

The financial statements were approved by the Trustees on 22 July 2021

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J F Rowse
Trustee

Company Registration No. 11145243

ALEX FERRY FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 £'000s	£'000s	2019 £'000s	£'000s
Cash flows from operating activities					
Cash absorbed by operations	16		(696)		(272)
Investing activities					
Purchase of investments		(8,578)		(1,130)	
Proceeds on disposal of investments		6,923		3,749	
Investment income received		209		608	
Net cash (used in)/generated from investing activities			(1,446)		3,227
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(2,142)		2,955
Cash and cash equivalents at beginning of year			2,955		-
Cash and cash equivalents at end of year			813		2,955

1 Accounting policies

Charity information

Alex Ferry Foundation is a private company limited by guarantee incorporated in England and Wales. The registered office is 10 Salamanca Place, Vauxhall, London, SE1 7HB, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The Foundation is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Foundation. Monetary amounts in these financial statements are rounded to the nearest £'000s.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

The Trustees have considered the effect of the Covid-19 outbreak. The Trustees have continued to adapt the operations and strategy of the Foundation in light of the ongoing impact of Covid-19. As well as affecting the day to day operations of the organisation, including but not limited to the shift to home working, the circumstances of the pandemic have also had a bearing on the Foundation's finances. Reduced dividend income throughout 2020 required the Trustees to take the following steps in order to preserve, to the degree contextually possible, the real term value of the investment portfolio:

I: Agreed a 'steady state' expenditure budget for 2021.
II: Worked with our investment managers to develop a multi-year strategy that minimises capital draw down and agreed said strategy.
III: Agreed to review the Foundation's investment strategy in light of medium term market trends, operational requirements and risk appetite
IV: Agreed to continue to minimise unplanned operational expenditure where possible while ring-fencing grant budgets in order to continue to fulfil the organisation's charitable mission and meet the pressing needs of our beneficiaries.

These actions, taken alongside an operationally successful 2020 and a cautiously promising upturn in the value of the organisation's portfolio have satisfied the Trustees that the Foundation is in a solid position to meet its charitable purpose on an ongoing basis.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained.

1.4 Incoming resources

Income is recognised when the Foundation is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1 Accounting policies

Legacies are recognised on receipt or otherwise if the Foundation has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Resources expended

Resources expended are recognised in the period to which they relate.

Governance includes the costs of compliance with constitutional and statutory requirements.

1.6 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The Foundation has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Foundation's balance sheet when the Foundation becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Foundation's contractual obligations expire or are discharged or cancelled.

1 Accounting policies

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Foundation is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the Foundation's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Investments

	Unrestricted funds	Unrestricted funds
	2020	2019
	£'000s	£'000s
Investment income	209	608

4 Raising funds

	Unrestricted funds	Unrestricted funds
	2020	2019
	£'000s	£'000s
Investment management fees	66	91
	66	91

5 Charitable activities

	2020 £'000s	2019 £'000s
Grant funding of activities (see note 6)	416	35
Support costs (see note 7)	230	205
Governance costs (see note 7)	21	54
	667	294

6 Grants payable

	2020 £'000s	2019 £'000s
Grants to institutions:		
Community grants	243	-
Research grants	156	-
Exceptional grants	17	-
Other	-	35
	416	35

7 Support costs

	Support costs	Governance costs	2020	Support costs	Governance costs	2019
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s
Staff costs	186	-	186	103	-	103
Occupancy costs	12	-	12	16	-	16
Legal and professional	6	-	6	47	-	47
Premises costs	14	-	14	20	-	20
Meeting costs	12	-	12	19	-	19
Audit fees	-	14	14	-	20	20
Non - audit fees	-	7	7	-	34	34
	230	21	251	205	54	259
Analysed between						
Charitable activities	230	21	251	205	54	259

Governance costs includes payments to the auditors of £16,800 (2019: £16,800) for audit fees.

8 Trustees

M R Evans (Chair of the Board and Independent Member) received remuneration from the Foundation during the year amounting to £19,023 (2019: £15,948).

During the year expenses incurred by the Trustees and reimbursed to them amounted to £3,240 (2019: £15,804).

9 Employees

The number of employees during the year was 1 (2019: nil).

Employment costs	2020 £'000s	2019 £'000s
Wages and salaries	89	15
Social security costs	4	1
Pension costs	6	-
Recharged staff costs	87	87
	186	103

The recharged staff costs are from the Confederation of Shipbuilding and Engineering Unions, who provide staffing resources to the Foundation.

The key management personnel of the charity comprises the Trustees. The Trustees do not receive any remuneration, except as stated in note 8.

The number of employees whose annual remuneration was £60,000 or more were:

	2020 Number	2019 Number
£60,001 - £70,000	1	-

10 Net gains on investments

	2020 £'000s	2019 £'000s
Revaluation of investments	876	510
(Loss)/gain on sale of investments	(6,270)	909
	(5,394)	1,419

11 Fixed asset investments

	Listed investments £'000s
Cost or valuation	
At 1 January 2020	13,440
Additions	8,578
Valuation changes	876
Disposals	(13,193)
At 31 December 2020	9,701
Carrying amount	
At 31 December 2020	9,701
At 31 December 2019	13,440

12 Financial instruments

	2020 £'000s	2019 £'000s
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	9,701	13,440

13 Debtors

	2020 £'000s	2019 £'000s
Amounts falling due within one year:		
Prepayments and accrued income	10	-

14 Creditors: amounts falling due within one year

	2020 £'000s	2019 £'000s
Other creditors	92	85
Accruals and deferred income	79	39
	171	124

15 Related party transactions

The Foundation paid £87,250 to the Confederation of Shipbuilding and Engineering Unions in respect of the recharged staff costs as the Confederation provides staffing resources to the Foundation.

The Foundation received £26,000 from the Confederation of Shipbuilding and Engineering Unions in respect of recharged occupancy costs as the Foundation provides accommodation resources to the Confederation.

I Waddell, the Executive Director of the Foundation, is General Secretary of the Confederation. D M Holland, A J McDiarmid and R Murdoch, who are CSEU Member trustees of the Foundation, are members of the Executive Council of the Confederation.

16 Cash generated from operations

	2020 £'000s	2019 £'000s
(Deficit)/surpus for the year	(5,918)	1,642
Adjustments for:		
Investment income recognised in statement of financial activities	(209)	(608)
Loss/(gain) on disposal of investments	6,270	(909)
Fair value gains and losses on investments	(876)	(510)
Movements in working capital:		
(Increase) in debtors	(10)	-
Increase in creditors	47	113
Cash absorbed by operations	(696)	(272)

17 Analysis of changes in net funds

The had no debt during the year.