

Charity Registration No. 206312 (England and Wales)

Charity Registration No. SC039550 (Scotland)

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
REFERENCE AND ADMINISTRATIVE INFORMATION**

Board Of Management

Tim Shoveller (Chair)
Janet Goodland (Vice Chair)
Kevin Adlam (from 24 February 2020)
Ciaran Barr
Kay Boyden (from 4 November 2020)
Mark Enright
Paula Hayes
Ian Jeffrey
Frank Johnson
John Kennedy
Mark Newton
Maggie Simpson OBE
Samantha Turner
Jane English
Merrick Willis OBE (until 4 June 2020)

Chief Executive & Secretary

Claire Houghton (from 6 April 2020)
Faye Jaques (Interim role from 8 November 2019 to 6 April 2020)

President

Pete Waterman OBE

Charity number (England and Wales)

206312

Charity number (Scotland)

SC039550

Registered office

1st Floor
Millennium House
40 Nantwich Road
Crewe
Cheshire
CW2 6AD

Auditor

Geens Limited
Chartered Accountants
68 Liverpool Road
Stoke on Trent
ST4 1BG

Investment Advisers

Rathbone Investment Management
Port of Liverpool Building, Pier Head
Liverpool , L3 1NW

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
REFERENCE AND ADMINISTRATIVE INFORMATION**

Bankers

The Royal Bank of Scotland plc
62/63 Threadneedle Street
London
EC2R 8LA

Allied Irish Banks plc
40/41 Westmoreland Street
Dublin 2

Honorary Solicitor

Sara Hollingworth

Vice Presidents

David Allen
Dominic Booth
David Cobbett ERD , TD
Richard Goldson OBE
Nigel Harris
Tom Harris
Keith Heller
Simon Osborne
Matthew Parris
Paul Watkinson
Joe Walsh
Ivor Warburton
Alan Whitehouse
The Rt. Hon. The Lord Snape of Wednesbury

Benefits & Services Committee

Janet Goodland (Chair)
Maggie Simpson OBE (Deputy Chair)
Jane English
Mark Enright
Richard Goldson OBE
Christopher Henley
Andrew Litherland

Finance & General Purpose Committee

Frank Johnson (Chair)
Ciaran Barr
Samantha Turner

Nominations & Remuneration Committee

Paula Hayes (Chair)
Janet Goodland
Mark Newton
Tim Shoveller

Scottish Management Committee

Ian Jeffrey (Chair)
Nikki Ralston (Secretary)
Colin Dodgson

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
REFERENCE AND ADMINISTRATIVE INFORMATION**

Phil McGarry
Mark Quinn
William Welsh
David Simpson
Fiona Irving
Chris Barrie
Mark Ilderton
Emma Hall
Ryan Flaherty
Jim Gray

Irish Management Committee

John Kennedy (Chair)
Ray Kelly (Secretary)
Tom Devoy
Bertie Corbett
Geraldine Finucane
Jane Cregan
Monica Purcell
Peter Cuffe
Maeve Custy
Catherine Cahill
Joseph Walsh
Anne Elliot
Jim Meade CEO, Iarnród Éireann

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RAILWAY BENEVOLENT INSTITUTION (KNOWN AS THE "RBF") REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

The board of management present their report and financial statements for the year ended 31 December 2020.

Introduction

It comes as no surprise that most of 2020 and the current year-to-date have been dominated by the coronavirus pandemic, by the tragic loss of life, by the lockdowns and by the economic consequences of large-scale contraction in the UK economy. The current year-to-date has finally seen signs of a return to some degree of normality as a result of, amongst other things, the ongoing successful vaccine programme.

It is pleasing how quickly the RBF was able to adapt to these extraordinary challenges, both in terms of supporting beneficiaries but also by the way in which the entire team adapted their working practices to be able to provide a seamless service to those in need in the railway family through these exceptionally tough times. Each of these aspects is covered in more detail later on in this report.

Constitution and Objectives

The RBF is the operating name of the Railway Benevolent Institution which is registered charity number 206312 (in England & Wales) and SC039550 (in Scotland). It is governed by Royal Charter granted on the 29th December 1949, as subsequently amended. It is the sole trustee of the organisation's assets. Its objects, as set out in the Royal Charter, are "to relieve aged or disabled or necessitous Railwaymen, their spouses or Children or other relatives or persons who were immediately or partly dependent on them". The expressions "Railwaymen", "Spouses" and "Children" are defined in Clause 2 of the Charter.

The Board adopted the Charity Governance Code in 2018 and reviewed its policies and working practices at that time to ensure that we align and adhere to the optimal charity governance standards detailed within this.

In 2018, the RBF applied to become a registered charity in the Republic of Ireland with the Irish Charity Regulator. Whilst the application has been assessed, this is currently pending formal approval whilst the arrangements following Britain's decision to leave the EU are clarified.

The RBF's vision and mission are as follows:

- Our vision: is that no rail family should go unsupported when faced with tough times.
- Our mission: is to provide customised advice and support to current, former and retired people in rail, and their families, whenever they need us most.

The Trustees refer to the Charity Commission's public benefit guides and its guidance on the prevention and relief of poverty for the public benefit to inform its decision making and when reviewing how the charity's activities and plans contribute to achieving its aims and objectives.

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 charity's governing documents outlined above, the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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).

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
REPORT (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2020

Structure, governance and management

a) Board of Management

The RBF's principal governing body is the Board of Management ("the Board"). It must consist of no fewer than 10 and no more than 20 persons. The Board members who served during the year and up to the date and signature of the financial statements are recorded on page 1. The appointment of all Board Members is by election at the Annual Meeting. All Trustees serve for a term of three years and are eligible for re-election for a maximum of two terms. The Board elects from its number a Chair and Vice-Chair.

The Board of Management meets a minimum of four times each year. No Member of the Board has any beneficial interest in the company or is permitted to derive any pecuniary advantage from the RBF.

Both prior to and after their appointment all new Board Members are briefed by the Chairman of the Board of Management and/or the Secretary and provided with copies of the Royal Charter, Rules and Bye-laws, the most recent Board minutes and other key documents. Details of any new legislation or other developments are included on the agenda for Board meetings. The Trustees are provided with training as required, including on charity governance.

The day-to-day running of the charity is delegated to the Chief Executive and the key management personnel.

b) Committees

The Board is empowered to delegate all or any of its powers to Committees. Their composition is set out on page 2.

The Benefits & Services Committee is responsible for granting financial assistance to beneficiaries and monitoring the development of new services. It must consist of no fewer than three and not more than nine members of whom at least two must be Members of the Board of Management, who shall be Chairman and Deputy Chairman of the Committee. Members of the Committee are appointed by the Board.

The Finance & General Purpose Committee is responsible for overseeing the management of the RBF's investment portfolio within agreed parameters established by the Board and recommending the appointment of investment managers. It also has oversight of the RBF's finances. It must consist of no fewer than three and not more than six members, at least two of whom shall be members of the Board of Management.

The Nominations & Remuneration Committee is responsible for considering the skills and experience required and for providing advice on the appointment of nominated individuals to the Board of Management, all Committees and the Chief Executive of the charity. It must consist of no fewer than two and not more than four members.

The remuneration of key management personnel is set by the Board, with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding them fairly and responsibly for their individual contributions to the Charity's success. The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other charities to ensure that the Charity remains sensitive to the broader issues of pay and employment conditions elsewhere.

The Irish Management Committee is responsible for granting financial assistance in Ireland and the Irish and Scottish Committees promote the RBF within their respective areas. They consist of no fewer than three members of whom at least one must be a Member of the Board of Management.

RAILWAY BENEVOLENT INSTITUTION (KNOWN AS THE "RBF") REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

c) Administration

The administration of the RBF is overseen by the Chief Executive who also holds the role of company secretary. The administrative functions are separated out into services, fundraising, and marketing together with finance and administrative support.

Grant making is overseen by the Benefits & Services Committee, with the services team now making decisions on most grants on a delegated basis which led to a significant reduction in the time taken for those in hardship to receive assistance. In 2019 the average application time reduced to 18 days, well down on the year before, and in 2020 this was reduced even further to an average of just over 10 days. The scale of this improvement is all the more noteworthy given the many challenges from the pandemic.

Processes are in place to ensure that expenditure and performance is monitored, and that appropriate management information is prepared and reviewed regularly by the Board. The systems of internal control are designed to provide reasonable assurances against material misstatement or loss. These include:

- an annual budget approved by the Board;
- regular consideration by the Board of actual and forecast financial results, variances from budget and non-financial performance indicators;
- delegation of day to day management authority;
- identification and management of risks.

All the RBF's governance arrangements are reviewed annually.

Policies

Reserves Policy

The RBF's reserves policy takes into account the Board's forecast for future income and expenditure, including the potential for fund raising. In formulating the policy the Board determined that reserves are required to provide contingency to ensure continuity in the event of a large variation in the Board's income for any one year equivalent to one year's expenditure and to meet the Board's potential future liabilities in respect of quarterly grants. The Board determined in 2020 that the reserves should be maintained at a minimum amount of £675k (2019: £675k).

At 31 December 2020 the RBF's unrestricted reserves totalled £2,919k (2019: £2,927k).

The Board continues to work on increasing its fundraising activities to bring the income and expenditure account into balance year on year, whilst as far as possible maintaining grant giving at current levels as well as developing its services.

Investment Policy

The RBF's investment policy has been formulated after taking full account of Part II of the Trustee Act 2000 and the advice of our Investment Managers. The policy seeks to achieve the efficient and prudent management of the RBF's investments with the aim of maximising the return on these investments given the agreed risk level.

Investment performance is reviewed by the Finance and General Purpose Committee who report to the Board every quarter and the Investment Managers are required to attend a Board Meeting at least once a year.

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
REPORT (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2020

Risk Management

The Board reviews the risks to which the RBF is exposed on an annual basis, including a detailed exercise carried out in early 2021. The major financial risk remains volatility in investment markets. Systems have been established to monitor this, including quarterly reports and assessments being provided by our Investment Managers, Rathbones. Our investment strategy allows for an agreed level of risk and volatility given the long term nature of the investment: it is the underlying trends and performance over time that is important. As a matter of Board policy, no use is made of any financial derivative products. Other key risks identified related to GDPR, cyber security, the current funding shortfall and resource levels.

Grant Making Policies

The criteria for awarding grants, used by the Benefits & Services Committee and the Irish and Scottish Management Committees, are reviewed by the Board annually. All applications received are carefully vetted by RBF staff. Responsibility for many grant awards is delegated to staff, although all quarterly grants and those that are sensitive or of high value (above £1,000) are considered at Committee Meetings. Quarterly Grants and on-going grants are reviewed at least every two years. A brief description of each type of grant awarded is set out in Note 8 to the Accounts.

Other Policies

In 2020, in response to updated requirements issued by the Charity Commission, the RBF updated its safeguarding policy, including a new supporting Code of Conduct for volunteers, and introduced a Serious Incident Reporting Policy.

RAILWAY BENEVOLENT INSTITUTION (KNOWN AS THE "RBF") REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

Review of the Year

The Covid-19 crisis in 2020 became the catalyst for many charities to re-assess their funding and service provision. RBF was no exception. As well as making a number of changes to deal with the effects of the coronavirus pandemic, the Board of Management undertook a full review of its strategic plan in 2020. The review began in the summer of 2020, with the formation of a number of small Board working parties, who took time to appraise the service, fundraising and engagement provision of the charity, whilst considering the infrastructure needed to deliver this. The staff team at RBF also met in July 2020 to consider the future needs of the charity across all areas of its operation. In September 2020 an online Board Away day, facilitated pro-bono by leading industry consultant Robert Digings, helped to cement the strategic objectives of a new four-year strategy, which was finally ratified by the Board in December 2020. Embedded within the strategy is a clear commitment to developing services aimed at early detection and intervention across a wide range of provisions, especially for current railway staff. Alongside this is the recognition of a need to develop a targeted marketing strategy to promote the new services. The Board recognises that engaging and mobilising the support of the wider Rail Industry was and remains a priority. The Board of Management continues to pay due regard to its underlying constitution and guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Although some of our traditional income streams were adversely affected by the pandemic, notably from events, the response to our covid campaigns was very encouraging. This resulted in a noticeable increase in individual donations and our most successful Christmas campaign. With hindsight we now realise that the UK government furlough scheme mitigated what might otherwise have been a sharp rise in grant requests, although it is far too early to judge the longer-term effects of this on the rail industry and its many employees and dependents.

We did however recognise the changing demands on our services caused by the pandemic, which resulted in some key innovations. A significant one was the RBF Home Schooling Campaign directly in response to the many new challenges caused by lockdown together with an increased awareness of 'technology poverty'. The RBF's resulting campaign which ran for one month in early 2021 resulted in 102 successful applications from current railway employees and total spend of £40k on laptops, printers and tablets. This showcases our determination to be nimble and responsive regardless of the challenges thrown at us. We were delighted with the heart-warming stories from many of the recipients to this short, targeted campaign.

Whilst there was an operating deficit in 2020, this was anticipated by the Board when approving the budget for the year. In terms of assets, the deficit was more than offset by an increase in the value of the investment portfolio resulting in the total value of the fund being £3.89m at 31 December 2020 (2019: £3.84m).

Despite the operating deficit, the Board of Management is committed to developing its services in line with the strategy and its mission to increase its reach and relevance within the rail industry. It is only through providing contemporary and relevant services to potential beneficiaries that RBF will garner sufficient external support, funding and engagement to allow us to support the wider railway family sustainably.

Although continuing operating deficits at the level seen in 2020 are not sustainable in the long-term, the Board has signalled its readiness to continue to invest in the short-term with the aim of securing these longer-term benefits.

The Board continues to review both income and expenditure carefully and, while willing to support a further operating deficit in 2021, expects to see progress in terms of starting to bridge the gap between income and expenditure in the next two years.

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
REPORT (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2020

The Financial Results

For the year ended 31 December 2020 the RBF had net expenditure (i.e. a net deficit) before other recognised gains and losses (i.e. before Investment gains/losses) of £200,558 (2019: £224,560) as set out in the Statement of Financial Activities on page 14.

Total income was £330,364 (2019: £388,860), a decrease of £58,496 compared to the previous year. The principal reason for this was lower donations and reduced events.

Total expenditure was £530,922 (2019: £613,420) a decrease of £82,498 compared to the previous year, driven by a modest fall in grants and reduced events.

The cost of raising funds totalled £118,232 (2019: £155,312), a decrease of £37,080. This includes publicity, fund raising consultancy, event management costs and support costs. The decrease was primarily due to a reduction in the cost of staging fundraising events. A breakdown of the costs of raising funds is set out in Note 6 to the Accounts.

Expenditure on charitable activities totalled £412,690 (2019: £458,108), a decrease of £45,418 This includes grant expenditure of £231,695 (2019: £253,347). A brief description of each type of grant is set out in Note 8 to the Accounts.

Governance Costs totalled £26,705 (2019: £38,995). This relates to the general running of the charity and includes internal and external audit, insurance costs, legal advice for trustees and costs associated with constitutional and statutory requirements such as the cost of trustee meetings and preparing the statutory accounts, plus a share of support costs. See Note 9 to the Accounts.

Support Costs are allocated across the RBF's principal activities in line with the SORP and totalled £241,126 (2019: £274,339), the slight decrease being mainly due to lower staff costs.

Investment performance in 2020 comprised investment gains of £249,422 (2019: gains of £486,635).

At 31 December 2020 the RBF's Net Assets were £3,892,504 (2019: £3,843,640) including investments of £3,770,482 (2019: £3,755,809) and cash balances of £226,788 (2019: £178,178).

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Services & Grants

Expenditure on grants in 2020 was £231k (2019: £253k). The net decrease was due to reductions in both Quarterly and Single Benevolent Grants partly offset by an increase in Webb Fund Grants. In line with the Committee's objective, the number of recipients of Quarterly Grants reduced to 115 in 2020 from 173 in 2019.

The volume of grants awarded in 2020 was similar to that in 2019, although the average grant awarded was slightly lower. The proportion of grants awarded to current employees is now 45%; a smaller proportion was awarded to retired staff, with 30% of grants to former employees. Debt and hardship grants accounted for nearly a quarter of all grants, followed by household equipment, disability equipment and funeral grants. 8 applications were declined in 2020 as not meeting our criteria.

The Child Care Grant, Webb and McIntosh Funds focus on providing regular and one-off grants for the needs of children of current and former employees. There were 96 beneficiaries of the McIntosh Fund which provides Christmas presents for children of those who we helped in 2020.

The Crewe team is working with the Scottish Committee to consider how the take-up of grants in Scotland can be increased, and are identifying how publicity around the Family Support Grant can be improved.

Fundraising & Marketing

Fundraising activities during 2020 were severely disrupted by the pandemic and resulted in the cancellation of many planned events including the annual dinner and the golf day.

We were pleased to be selected in 2019 as the corporate Charity of the Year by the Rail Delivery Group (RDG) and this was extended through to March 2020 and we are grateful to the RDG for hosting hosted a number of fundraising activities throughout the year.

We were delighted with the success of the 2020 Christmas campaign which built on the foundations laid in the past two years and generated much-needed funds.

Acknowledgements

We acknowledge the generous support we receive from railway companies and supply chain partners.

We would also like to thank those grant awarding bodies who so generously supported the work of RBF during 2020. The Civil Service Insurance Society (CSiS) Charity Fund renewed its grant within the year and we are extremely grateful for their generous £30,000 grant. CSiS supports workers from across the spectrum of public services including the Rail Industry. CSiS continues to take considerable interest in the work of the RBF and has been a consistent source of support and guidance on the Charity's development, particularly in supporting collaboration with other funded charities regarding the provision of services.

We would like to acknowledge the funding received from the Thales Foundation and the Rail Homes Housing Association. We would also like to thank the Rail Business awards which have consistently supported us through their nominated Charity raffle. We thank RPMI for its assistance in promoting regular giving and legacies from pensioners.

The Board thanks all those who have given so generously and enabled the RBF to pursue its work. We thank HM The Queen for her donation. Other fundraising income came from the generosity of individuals donating from their salaries and pensions. As always, we received a number of donations from the families, friends and colleagues of former railway staff who passed away during the year, who remember their loved ones by supporting their colleagues across the railway family.

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
REPORT (CONTINUED)**

FOR THE YEAR ENDED 31 DECEMBER 2020

Regular giving has decreased within the year, potentially reflecting the changing demographic of those that provide support via payroll, and emphasising the need to increase regular payroll and standing order giving among younger current staff. Payroll giving is concentrated however in a small number of rail employers such as Irish Rail and Merseyrail where a significant proportion of staff provide regular donations to the RBF. This provides opportunities however and the events planned for Pete Waterman specifically have the aim of increasing payroll giving by staff.

The Board's overall objective remains securing the charity's future by achieving a minimal funding gap, in order to enable the RBF to continue helping railway people in need. Our aim will be to adopt a dual approach when developing and offering services to current rail employees with an aim to promote financial support and payroll giving in parallel.

The work of RBF is, like most railway organisations, a team effort, and relies on the enthusiasm of its staff and volunteers. Thanks are due to our team in the RBF office at Crewe for their hard work and to the Board of Management, for their on-going support and guidance in ensuring that RBF continues to develop. We must thank the members of our Committees - the Benefits and Services Committee, the Nominations and Governance Committee, the Finance & General Purpose Committee, the Scottish and Irish Management Committees who give so freely of their time in support of the RBF.

We are extremely grateful for the enthusiastic support from our President, Pete Waterman. Pete has continued to work closely with the RBF team to engage with railway staff and raise the profile of the RBF and thanks are due to the many people providing valuable assistance to these initiatives.

We would also like to express our gratitude to Merrick Willis OBE who stood down from the board in 2020 and our congratulations to board member Maggie Simpson for her OBE recognition in the Queen's Birthday Honours List in 2020.

We must pay tribute to Claire Houghton who joined the RBF, in the first lockdown, as CEO in April 2020. Despite the many challenges caused by the pandemic Claire has provided inspirational leadership on the development of the charity's strategy and plans, our detailed re-evaluation of risks and their management and of course our response to the coronavirus crisis.

We are also indebted to Faye Jaques, our Fundraising and Engagement Manager, who stepped up as Interim CEO job for five months leading the charity and the team prior to the arrival of Claire. Faye has recently left the RBF and we thank her for her support over the past five years and wish her all the best for the future.

We would also like to thank Mel Male, RBF Welfare Officer, who retired in December 2020. Mel was often commended for her compassionate approach in dealing with the needs of RBF beneficiaries and for her attention to detail in assessing benefit grant applications. Mel leaves RBF with our very best wishes for a happy and healthy retirement.

We must also express our deep gratitude to every member of the RBF team who responded so well to the challenges caused by the pandemic. For the past year almost all work has been done from home although office attendance was maintained to ensure, amongst other things, that grant requests were responded to in a timely way. The commitment, ingenuity and flexibility of the team demonstrates that the RBF is in very safe and capable hands.

RAILWAY BENEVOLENT INSTITUTION (KNOWN AS THE "RBF") REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

The Year Ahead

One of our biggest future challenges is to ensure we remain responsive to the needs of current, former and retired rail staff and their families, - including the provision of valuable financial support to those in extreme hardship. We are working hard to implement our strategy to transition from a charity primarily providing direct financial assistance to one that reflects a holistic approach to service delivery for those in need; whilst also addressing our funding shortfall.

Our plans for 2020 and the current year were clearly affected significantly by the coronavirus pandemic. Our fortunes are also linked closely to those of the wider rail industry which has seen significant changes in franchising arrangements such that train operating companies (TOCs) have moved back under government control with franchise companies operating on management contracts. TOCs have traditionally been an important source of corporate donations for the RBF and it is uncertain how these franchise changes and how the creation of Great British Railways announced in May 2021 will impact on our corporate income streams.

Despite these challenges, RBF remains committed to its core objective to help the railway family in these unprecedented times through our well-established grant programme and access to advice. Indeed, it is likely that the need for the help and support we are able to provide is greater now than at any stage in contemporary times. The RBF team has adapted and is continuing to provide a full service to beneficiaries albeit while working from home, and their efforts during this time are greatly appreciated.

It is not possible at this stage to assess accurately the medium-term adverse impacts to many of our traditional income streams, as outlined above. Our reserves are relatively strong however and well in excess of the minimum set out in our reserves policy. We are therefore able to continue providing a full service in the short-term, when there may well be an increase in demand for our services, and we are working within the rail industry to achieve this. At the same time the Board recognises the need to tackle the gap between income and expenditure.

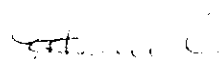
Conclusion

Although 2020 was extremely challenging, progress continues to be made in the development of service initiatives to complement our traditional grant-giving role.

The challenges posed by coronavirus, its impact on the rail industry and the staff who work in the industry are significant and unprecedented and we recognised early on that we had a key role to play in supporting the railway family through these difficult times. We accordingly publicised on our website and elsewhere, as the scale of the crisis emerged, that we continue to operate to support those in the industry, and their dependants, facing hardship.

Our response to the coronavirus crisis, including the Home Schooling Campaign, serves as a clear reminder that our ongoing challenge remains to develop flexible, sustainable services that meet our ever-changing environment. Our principal purpose remains as ever: to provide responsive, high quality support to the railway's biggest asset, its staff, both in the short term and in due course as we emerge from the pandemic.

The report was approved by the Board of Management.



Tim Shoveller
Chairman of the Board
Dated: 15 June 2021

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
STATEMENT OF RESPONSIBILITIES
FOR THE YEAR ENDED 31 DECEMBER 2020**

The board of management is responsible for preparing the Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and in Scotland requires the board of management to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the board of management is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable 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 charity will continue in operation.

The board of management is responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
INDEPENDENT AUDITOR'S REPORT**

TO THE BOARD OF MANAGEMENT OF RAILWAY BENEVOLENT INSTITUTION

Opinion

We have audited the financial statements of Railway Benevolent Institution (the 'charity') for the year ended 31 December 2020 which comprise the statement of financial activities, the balance sheet 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 FRS 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 charity'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 Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 charity 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 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 charity'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 board of management with respect to going concern are described in the relevant sections of this report.

Other information

The board of management is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the 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.

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE BOARD OF MANAGEMENT OF RAILWAY BENEVOLENT INSTITUTION**

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 and the Charities Accounts (Scotland) Regulations 2006 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 report; or
- sufficient and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of board of management

As explained more fully in the statement of responsibilities, the board of management is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the board of management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the board of management are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board of management either intend to liquidate the charity 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 145 of the Charities Act 2011 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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

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.

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE BOARD OF MANAGEMENT OF RAILWAY BENEVOLENT INSTITUTION**

We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Companies Act 2006 and UK tax legislation. Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management and enquiries of legal counsel. There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud. As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

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.

Other matters

Your attention is drawn to the fact that the charity has prepared financial statements 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)" (as amended) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity'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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



**Geens Limited
Statutory Auditor**

15 June 2021

Geens Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

		Unrestricted funds	Restricted funds	Endowment funds	Total 2020	Total 2019
	Notes	£	£	£	£	£
<u>Income and endowments from:</u>						
Donations and legacies	3	216,571	-	-	216,571	245,348
Other trading activities	4	23,096	-	-	23,096	50,396
Investments	5	61,620	-	19,077	80,697	93,116
Other income	6	10,000	-	-	10,000	-
Total income and endowments		311,287	-	19,077	330,364	388,860
<u>Expenditure on:</u>						
Raising funds	7	112,651	-	5,581	118,232	155,312
Charitable activities	8	412,690	-	-	412,690	458,108
Total resources expended		525,341	-	5,581	530,922	613,420
Net gains/(losses) on investments	13	187,653	-	61,769	249,422	486,635
Net (outgoing)/incoming resources before transfers		(26,401)	-	75,265	48,864	262,075
Gross transfers between funds		19,077	-	(19,077)	-	-
Net movement in funds		(7,324)	-	56,188	48,864	262,075
Fund balances at 1 January 2020		2,926,886	7,901	908,853	3,843,640	3,581,565
Fund balances at 31 December 2020		2,919,562	7,901	965,041	3,892,504	3,843,640

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

All income and expenditure derive from continuing activities.

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
BALANCE SHEET**

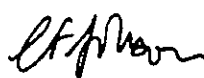
AS AT 31 DECEMBER 2020

	Notes	2020 £	£	2019 £	£
Fixed assets					
Investments	14		3,770,482		3,755,809
Current assets					
Debtors	15	11,180		25,628	
Cash at bank and in hand		226,788		178,178	
		<u>237,968</u>		<u>203,806</u>	
Creditors: amounts falling due within one year	16	<u>(115,946)</u>		<u>(115,975)</u>	
Net current assets			122,022		87,831
Total assets less current liabilities			<u>3,892,504</u>		<u>3,843,640</u>
Capital funds					
Endowment funds - general	19		965,041		908,853
Income funds					
Restricted funds	20		7,901		7,901
<u>Unrestricted funds</u>					
Designated funds	21	88,094		85,831	
General unrestricted funds		<u>2,831,468</u>		<u>2,841,055</u>	
			<u>2,919,562</u>		<u>2,926,886</u>
			<u>3,892,504</u>		<u>3,843,640</u>

The financial statements were approved by the Board Of Management on 15 June 2021



Tim Shoveller
Chairman of the Board



Frank Johnson
Trustee

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

1 Accounting policies

Charity information

Railway Benevolent Institution is an incorporated charity, (Charity No.206312), registered in England & Wales and is also registered in Scotland (Charity No. SC039550). The charity's registered address and principal place of business is 1st Floor, Millennium House, 40 Nantwich Road, Crewe, CW2 6AD.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) 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 charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

The financial statements have been prepared under the historical cost convention, or transaction value unless otherwise stated in the relevant accounts policy note. The principal accounting policies adopted are set out below.

1.2 Going concern

Despite the coronavirus and as set out in their report on page 9, at the time of approving the financial statements, the board of management has a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the board of management continues 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 board of management 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 by the charity.

1.4 Income

Income is recognised when the charity 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.

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

1 Accounting policies

(Continued)

Cash donations are recognised on receipt. Other donations are recognised once the charity 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 charity 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.

Income from other sources is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of the charity's activities.

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings in the statement of financial activities.

The cost of Raising Funds include costs of generating voluntary income, fund raising trading and investment fees, plus a share of support costs. The costs of generating voluntary income do not include the costs of disseminating information in support of the charitable activities.

Charitable Activities comprise grants made plus a share of support costs. All grants are paid in accordance with the RBF'S Royal Charter, Rules and Bye-laws. Grants are accounted for only when paid with the exception of Quarterly Grants which are accrued to the end of the year and pledges made in respect of Single Benevolent Grants which are dependent on specific conditions which fall outside the control of the charity. No provision is included in respect of Quarterly Grants or Residential Care Grants for future years.

Governance costs are those associated with the governance arrangements of the charity which relate to the general running of the charity. This includes internal and external audit, insurance costs, legal advice for trustees and costs associated with constitutional and statutory requirements such as the cost of trustee meetings and preparing the statutory accounts, plus a share of support costs.

Support costs are those costs incurred in the support of the fund raising, governance and charitable activities which cannot be directly attributed. They have been attributed to activities as described in the notes to the financial statements.

1.6 Tangible fixed assets

Tangible fixed assets costing more than £5,000, are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Plant and equipment	3 Years straight line
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

**RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020**

1 Accounting policies

(Continued)

1.7 Fixed asset investments

Investments are stated at market value. Realised gains and losses are calculated as the difference between sales proceeds and their market value at the start of the year, or subsequent cost on purchase. Unrealised gains and losses represent the movement in market value during the year. Realised and unrealised gains and losses are combined in the appropriate section of the SOFA.

1.8 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.

1.9 Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 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 charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

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

1.12 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation are included in net income/(expenditure) for the period.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the board of management is 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.

At the year end there were no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

3 Donations and legacies

	Unrestricted funds	Unrestricted funds	Restricted funds	Total
	2020 £	2019 £	2019 £	2019 £
Donations and gifts	216,571	244,145	1,203	245,348
Donations and gifts				
Regular Giving	85,814	87,430	-	87,430
Individuals	47,600	45,445	-	45,445
Civil Service Insurance Society	30,000	40,000	-	40,000
Railway Companies	10,816	23,143	-	23,143
Other businesses and charitable bodies	17,154	20,317	-	20,317
Legacies	14,220	9,455	-	9,455
Gift Aid	10,967	18,355	1,203	19,558
	216,571	244,145	1,203	245,348

Regular Giving comprises regular payments made by current employees of railway companies through their company payroll and by former railway employees through the pensions payroll system or by standing order.

Individual donations includes generous donations from the families, friends and colleagues of former railway staff who have passed away and monies by collections made at Railway Staff Clubs, at BTPF branches, and a donation from HM The Queen.

4 Charitable activities

	Charitable Income 2020 £	Charitable Income 2019 £
Fund-raising events and awards	23,096	50,396

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

5 Investments

	Unrestricted funds	Endowment funds	Total	Total
	2020	2020	2020	2019
	£	£	£	£
Income from listed investments	61,563	19,077	80,640	91,007
Interest receivable	57	-	57	306
	<u>61,620</u>	<u>19,077</u>	<u>80,697</u>	<u>93,116</u>
For the year ended 31 December 2019	<u>73,026</u>	<u>20,090</u>		<u>93,116</u>

6 Other income

	Unrestricted funds	Total
	2020	2019
	£	£
Other income	10,000	-

7 Raising funds

	Unrestricted funds	Endowment funds	Total	Total
	2020	2020	2020	2019
	£	£	£	£
<u>Fundraising and publicity</u>				
Staging fundraising events	5,737	-	5,737	19,882
Support costs	86,836	-	86,836	108,573
	<u>92,573</u>	<u>-</u>	<u>92,573</u>	<u>128,455</u>
Fundraising and publicity	92,573	-	92,573	128,455
Investment management costs	20,078	5,581	25,659	26,857
	<u>112,651</u>	<u>5,581</u>	<u>118,232</u>	<u>155,312</u>
For the year ended 31 December 2019				
Fundraising and publicity	128,455	-		128,455
Investment management	21,161	5,696		26,857
	<u>149,616</u>	<u>5,696</u>		<u>155,312</u>

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

8 Charitable activities

	Charitable Expenditure 2020 £	Charitable Expenditure 2019 £
Grant funding of activities (see note 9)	231,695	253,347
Share of support costs (see note 10)	154,290	165,766
Share of governance costs (see note 10)	26,705	38,995
	<u>412,690</u>	<u>458,108</u>

9 Grants payable

	Charitable Expenditure 2020 £	Charitable Expenditure 2019 £
Grants to individuals		
Quarterly Grants	55,200	74,432
Single Benevolent Grants	144,479	154,255
Webb Fund Grants	25,703	21,612
Child Care Grants	800	800
Other Charitable Grants	5,513	2,248
	<u>231,695</u>	<u>253,347</u>

Quarterly Grants

An annual monetary grant (paid quarterly) where a continuing need is identified.

Single Benevolent Grants

One off grants to meet specific needs, for example to provide scooters for disabled people or to contribute to funeral costs.

Child Care Grants

One off payments to assist the parents of dependent children.

Webb Fund Grants

These grants continue the work of the Webb Orphans Fund which was transferred into the RBF during 2002. They are quarterly payments to assist the parents of dependent children where a continuing need has been identified.

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

10 Support costs

	Support costs	Governance costs	2020	2019
	£	£	£	£
Staff costs	178,303	12,583	190,886	202,196
Information technology	15,694	1,744	17,438	15,312
Marketing	26,964	-	26,964	31,305
Other costs	20,165	1,677	21,842	50,729
Audit Fees	-	4,987	4,987	5,454
Accountancy	-	1,158	1,158	978
Insurance	-	1,786	1,786	2,122
Other direct costs	-	2,770	2,770	5,238
	<u>241,126</u>	<u>26,705</u>	<u>267,831</u>	<u>313,334</u>
Analysed between				
Fundraising	86,836	-	86,836	108,573
Charitable activities	154,290	26,705	180,995	204,761
	<u>241,126</u>	<u>26,705</u>	<u>267,831</u>	<u>313,334</u>

Governance costs includes payments to the auditors of £5,454 (2019- £4,757) for audit fees.

11 Board Of Management

Neither Board Members or any persons connected with them received any remuneration during the year (2019:£nil). The aggregate amount of expenses reimbursed to one (2019: five) Board Member(s) during the year amounted to £189 (2019: £1,392).

12 Employees

The average monthly number of employees during the year was:

	2020	2019
	Number	Number
Management and administration	<u>8</u>	<u>6</u>
Employment costs	2020	2019
	£	£
Wages and salaries	170,640	179,261
Social security costs	11,881	14,338
Other pension costs	8,365	8,597
	<u>190,886</u>	<u>202,196</u>

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

12 Employees

(Continued)

The key management personnel are the members of the Senior Management Team. The total employee benefits of the key management personnel of the charity was £38,958 (2019:£48,587).

There were no employees whose annual remuneration was £60,000 or more.

13 Net gains/(losses) on investments

	Unrestricted funds	Endowment funds	Total	Total
	2020	2020	2020	2019
	£	£	£	£
Gain/(loss) on investments	187,653	61,769	249,422	486,635
For the year ended 31 December 2019	356,987	129,648		486,635

14 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2020	3,755,809
Additions	615,661
Valuation changes	249,421
Disposals	(850,409)
At 31 December 2020	3,770,482
Carrying amount	
At 31 December 2020	3,770,482
At 31 December 2019	3,755,809

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

15 Debtors

	2020	2019
Amounts falling due within one year:	£	£
Trade debtors	3,109	2,918
Prepayments and accrued income	8,071	22,710
	<u>11,180</u>	<u>25,628</u>

16 Creditors: amounts falling due within one year

	Notes	2020	2019
		£	£
Deferred income	17	15,557	-
Trade creditors		4,450	4,013
Accruals for grants payable		78,829	95,842
Accruals		17,110	16,120
		<u>115,946</u>	<u>115,975</u>

17 Deferred income

	2020	2019
	£	£
Other deferred income	15,557	-
	<u>15,557</u>	<u>-</u>

18 Retirement benefit schemes

Defined contribution schemes

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

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

19 Endowment funds

Endowment funds represent assets which must be held permanently by the charity. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the assets form part of the fund.

	Movement in funds					Movement in funds					
	Balance at 1 January 2019	Incoming resources	Resources expended	Transfers	Revaluations gains and losses	Balance at 1 January 2020	Incoming resources	Resources expended	Transfers	Revaluations gains and losses	Balance at 31 December 2020
	£	£	£	£	£	£	£	£	£	£	£
Permanent endowments											
Webb Fund	670,573	17,164	4,866	(17,164)	110,764	776,471	16,298	4,768	(16,298)	52,772	824,475
Proprietary Annuities Fund	77,247	1,977	(561)	(1,977)	12,759	89,445	1,877	(549)	(1,877)	6,079	94,975
Langton Home Fund	28,737	736	(208)	(736)	4,747	33,276	699	(205)	(699)	2,262	35,333
General Webster Wright Fund	8,344	213	(61)	(213)	1,378	9,661	203	(59)	(203)	656	10,258
	<u>784,901</u>	<u>20,090</u>	<u>(5,696)</u>	<u>(20,090)</u>	<u>129,648</u>	<u>908,853</u>	<u>19,077</u>	<u>(5,581)</u>	<u>(19,077)</u>	<u>61,769</u>	<u>965,041</u>

The permanent endowment known as the Webb Fund is that portion of the net assets of the Webb Orphan's Fund which originated from monies bequeathed to the Fund at its inception in 1906 by Francis William Webb, a former Chief Mechanical Engineer of the London and Western Railway Company. The Webb Orphans' Fund was transferred to the RBF on 1st July 2002. No restrictions were placed on the use of the income from the Webb Fund by the Commissioners, but since its transfer the RBF's Board of Management has continued to use the income in support of children of railway families who are in need.

The Proprietary Annuities Fund is a separately registered Scheme, the Trustee of which is the Institution. There are no restrictions on the use of income deriving from this Fund within the objects of the RBF, but as in previous years the income has been used to provide quarterly grants.

The Langton Home Fund is a separately registered charity (No. 234581), of which the RBF was appointed the Trustee by the Charity Commissioners on 5 January 1972. Income from this fund must be used in support of children "whose fathers have been killed or permanently disabled whilst working on the railway", or failing that in support of any other children who are in need.

The General Webster Wright Fund originates from a donation made by the London and North Eastern Railway in 1942. The income from this fund must be used for the general care and educational assistance of children of railwaymen.

Income from the Webb Fund and Proprietary Annuities Fund which is not restricted has been transferred to unrestricted.

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

20 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds		Movement in funds		
	Balance at 1 January 2019	Incoming resources	Balance at 1 January 2020	Incoming resources	Balance at 31 December 2020
	£	£	£	£	£
Carers Support Fund	6,698	1,203	7,901	-	7,901

Carer's Support Fund

A fund in partnership with other charities to launch a carers helpline in 2019.

21 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 January 2019	Incoming resources	Resources expended	Revaluations, gains and losses	Balance at 1 January 2020	Incoming resources	Resources expended	Revaluations, gains and losses	Balance at 31 December 2020
	£	£	£	£	£	£	£	£	£
St Christopher's Fund	51,499	1,345	952	6,604	60,400	1,252	(4,892)	3,783	60,543
The Sheppard Education Fund	22,036	575	-	2,820	25,431	527	-	1,593	27,551
	73,535	1,920	952	9,424	85,831	1,779	(4,892)	5,376	88,094

The St Christopher's Fund has been designated by the Board of Management for the benefit of dependent children. It was formed from the JS Forbes, LM Appeal Committee and G Bass Funds previously associated with St Christopher's Railway Orphanage to provide for the care and maintenance of children (including educational needs) and from legacies made by E Little and L A Maffey in 1994/95 where the donors expressed a preference for the monies to be used for the benefit of children.

The Sheppard Education Fund was created following the transfer of all the remaining assets of the Sheppard Education and Training Trust to the RBF on 21st April 2011 on the understanding that the funds and any associated income will be used for the relief of necessitous Railwaymen, their spouses or children and for the promotion of education and training for the public benefit. Allen Sheppard (subsequently Lord Sheppard of Didgemere) was a Non-executive Director of the BRB for many years and subsequently Chairman of GB Railways.

RAILWAY BENEVOLENT INSTITUTION
(KNOWN AS THE "RBF")
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

22 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2020 £	Total 2019 £
Fund balances at 31 December 2020 are represented by:					
Investments	2,805,441	-	965,041	3,770,482	3,755,809
Current assets/(liabilities)	114,121	7,901	-	122,022	87,831
	<u>2,919,562</u>	<u>7,901</u>	<u>965,041</u>	<u>3,892,504</u>	<u>3,843,640</u>

23 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2020 £	2019 £
Within one year	8,400	-
Between two and five years	-	16,800
	<u>8,400</u>	<u>16,800</u>

24 Related party transactions

There were no disclosable related party transactions during the year (2019 - none).