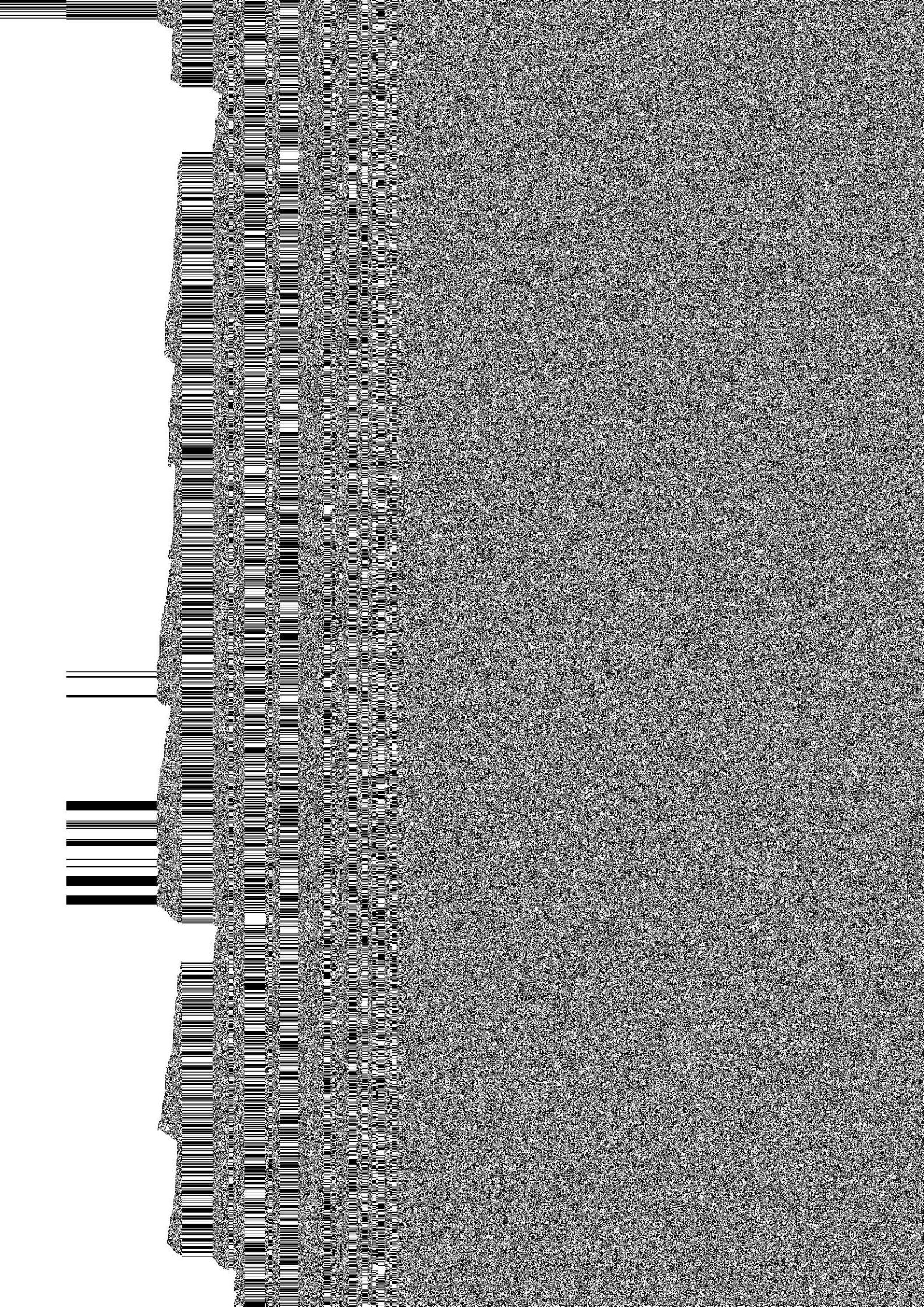


THE UNION JACK CLUB

**A Charitable Company Limited by Guarantee
governed by a Memorandum and Articles of Association**

**Registered Charity Number: 208731
Registered Company Number: 00080683**

**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 DECEMBER 2021**



The Union Jack Club

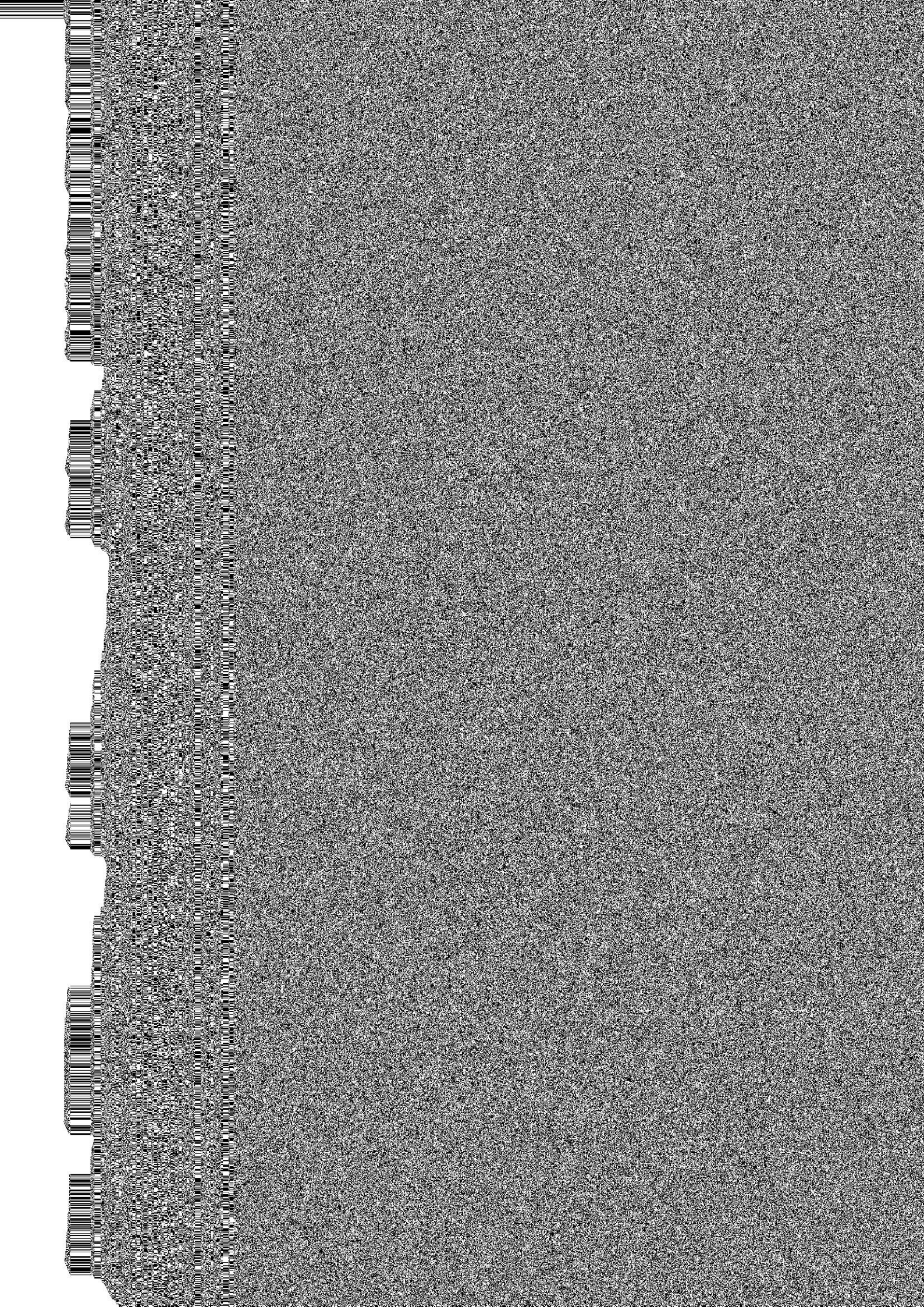
**A Charitable Company Limited by Guarantee
governed by a Memorandum and Articles of Association**

Sandell Street, Waterloo, London SE1 8UJ

GENERAL COMMITTEE (As at 31 December 2021)

Warrant Officer 1 B Biggar
Warrant Officer 1 M Elliot MBE
Warrant Officer 1 M Jarvis MBE
Warrant Officer 1 A Lamont
Warrant Officer 1 J Lowther
Warrant Officer R Mealand
Warrant Officer 1 A Gibson
Warrant Officer 1 J Clarke
Warrant Officer 1 P Carney
Warrant Officer 1 R Nyambira
Warrant Officer 1 J Pierson
Warrant Officer 1 V Stokes MVO
Mr P Houldsworth
Mr J Ray
Mr V Silvester

Warrant Officer 1 G Howarth
Warrant Officer 1 B Henderson
Warrant Officer 1 W Moore
Warrant Officer 1 A Parker
Warrant Officer 1 M Turnbull
Warrant Officer 1 I Wilson
Warrant Officer 1 B Meldrum
Warrant Officer 1 D Young
MAcr T Buxton
Warrant Officer A Culley
Warrant Officer S Cotman MBE
Warrant Officer D Eastgate
Warrant Officer D Edwards
MAcr B Kayll
Warrant Officer C Stanson



THE UNION JACK CLUB

COUNCIL'S REPORT and STRATEGIC REVIEW (Continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

OBJECTS AND ACTIVITIES

The objects of the Union Jack Club are to promote the welfare of serving and veteran enlisted members of the Regular, Reserve, and Auxiliary forces of the Crown, their spouses and partners and their families, as defined by the Council of the Union Jack Club, in establishing, maintaining, and conducting a residential Club for their use and accommodation.

The principal activity of the Union Jack Club continues to be the provision of all the normal facilities of a residential Club in London for enlisted members and ex-members of the Her Majesty's Armed Forces, their spouses / partners and families.

STRATEGIC REPORT

Risk Management

The Trustees have a risk management strategy which comprises:

- An annual review of principal risks and uncertainties that the Union Jack Club and trading subsidiary face.
- The establishment of policies, systems and procedures to mitigate those risks identified in Annual review.
- The provision of an adequate portfolio of insurance covers.
- The implementation of procedures designed to minimise or manage any potential impact on the Union Jack Club and trading subsidiary, should those risks materialise.

The availability of sufficient financial resources has been identified as a main risk. The management of this is through regular review of available funds, active management of trade debtors, creditors and working capital to ensure there is an adequate and appropriate maintenance of the building to allow the charity to meet its beneficiaries' needs and other objectives.

The non-financial risks arising from fire, health and safety, food hygiene, GDPR and safety of members, guests and staff are managed by robust policies, procedures and regular training of staff.

The COVID-19 pandemic has resulted in considerable change and actions to ensure the Club is managed appropriately, which includes COVID-19 health and safety risk assessment, and regular financial and operational reviews.

At the time of signing these accounts there is still war in Ukraine with no indication of it ending. Together with the current high level of inflation and supply chain issues, there will be increases in operational costs, in particular in food and energy.

Governance and Internal Control

Risk assessment is the responsibility of Council.

The Council aims to ensure that:

- the Charity is operating efficiently and effectively;
- its assets are safeguarded against unauthorised use or disposition;
- proper records are maintained and financial information used within the Charity, or for publication, is reliable; and
- the Charity complies with relevant laws and regulations.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material mis-statement or loss. They include:

- a strategic plan and an annual budget approved by the Council;
- regular consideration by the Trustees of financial results, variance from budgets, non-financial performance indicators and benchmarking reviews;
- delegation of authority and segregation of duties; and
- identification and management of risks.

The Council has introduced a formal risk management process to assess business risks and implement risk management strategies. As part of this process the Council has reviewed the adequacy of the Charity's current internal controls.

The Union Jack Club (Trading) Limited

The Union Jack Club (Trading) Limited, a wholly owned subsidiary of the Union Jack Club, purchases, under strict controls, any accommodation that is not required for the beneficiaries of the Charity. The accounts of the company are consolidated with those of the Charity.

THE UNION JACK CLUB

COUNCIL'S REPORT and STRATEGIC REVIEW (Continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

Reserves Policy (continued)

At the 31st December 2021, the Club's total reserves amounted to £11,474,682, of which £4,489,418 was tied up in the Club's building and fixed assets, and as such was not freely spendable. In addition £1,000,000 is designated as the Infrastructure Fund and £2,157,946 as an Unrealised Revaluation Reserve Fund, leaving £3,827,318 free unrestricted funds. Due to the COVID-19 pandemic the free unrestricted reserves were lower than the reserves target. The reserves policy is reviewed on an annual basis.

Note 16 includes the utilisation of the designated funds.

Investment performance

The investment portfolio consists of two segregated funds. The first, designated the 'Matching Portfolio', is designed to cover the liabilities of a very small number of discretionary pensions and was valued at £315,449 on 31st December 2021. The second fund, called the 'Main Portfolio', was valued at £6,373,053 on the 31st December 2021. The Main Portfolio produced a total return of 11.20%, compared to its benchmark of RPI plus 4%. The Matching Portfolio produce 3.27% of the total portfolio value. The Investment in Property Income Trust for Charities was valued at £650,653 on the 31st December 2021, a 16.7% increase on the previous year.

FUTURE PLANS

The Union Jack Club plan in 2022 is to: refurbish 24 double/twin and 37 single bedrooms, 4 flats, 1 disabled bedroom and the patio and second floor toilet areas; to renew 60 beds, the restaurant and writing room carpets, the lift 3 controls and rope; and to upgrade and improve kitchen equipment, plant, CCTV and IT.

Statement of Council's Responsibilities

The Trustees (who are also directors of The Union Jack Club for the purposes 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 Trustees to prepare Financial Statements for each financial year which give a true and fair view of the state of the affairs of the Charity and the Group, and of its income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

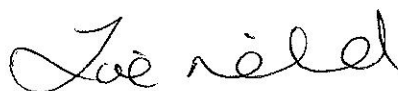
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the Financial Statements;
- state whether a Statement of Recommended Practice (SORP) applies and has been followed, subject to any material departures which are 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 business.

The Trustees are responsible for ensuring proper accounting records, that disclose the financial position of the Charity with reasonable accuracy at any time, enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity, Company and the Group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Governing Council on 8th March 2022.

Z Nield MIH

Company Secretary



INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS and TRUSTEES OF THE UNION JACK CLUB

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' annual report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Trustees' annual 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 group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements [the strategic report or] in the Trustees' annual report.

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Act 2011 require us to report to you if, in our opinion:

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 6, 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 group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the Trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the Audit of the Financial Statements

We have been appointed as auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS and TRUSTEES OF THE UNION JACK CLUB

- Evaluate the overall presentation, structure and content of the Financial Statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which 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 any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Neil Finlayson (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Devonshire House
60 Goswell Road
London
EC1M 7AD

Date:

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

THE UNION JACK CLUB
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income and Expenditure Account)
FOR THE YEAR ENDED 31 DECEMBER 2020

2020

	Note	Unrestricted Fund £	Infrastructure Fund £	Total 2020 £
INCOME + ENDOWMENTS				
Donations and legacies	3	273,201	-	273,201
HMRC Furlough Claims		1,057,274	-	1,057,274
Trading activities	4	440,101	-	440,101
Other Income		19,771	-	19,771
Other Income - Insurance Claim	7	12,653	-	12,653
Investment Income	5	85,718	-	85,718
		<u>1,888,718</u>	<u>-</u>	<u>1,888,718</u>
Charitable Activities				
Subscriptions	6	476,316	-	476,316
Provision of residential services	6	2,122,224	-	2,122,224
Total Operating Income		<u>4,487,258</u>	<u>-</u>	<u>4,487,258</u>
EXPENDITURE				
Raising Funds				
Trading activities	4	266,484	-	266,484
Fundraising and publicity		29,908	-	29,908
Investment management fees		37,340	-	37,340
Finance costs		43,060	-	43,060
Finance cost of pension liability	14	4,000	-	4,000
Total cost of raising funds		<u>380,793</u>	<u>-</u>	<u>380,793</u>
Charitable Activities				
Provision of membership and residential services		5,790,128	-	5,790,128
Total Operating Expenditure	8	<u>6,170,921</u>	<u>-</u>	<u>6,170,921</u>
Net Operating Income / (Expenditure)		<u>(1,683,663)</u>		<u>(1,683,663)</u>
Net gain on investment assets	10	378,378	-	378,378
Net Income		<u>(1,305,284)</u>	<u>-</u>	<u>(1,305,284)</u>
Transfer between Funds				
Actuarial loss on pension scheme	15	(15,800)	-	(15,800)
Gross transfer between funds	16	(138,742)	138,742	-
Utilisation of fund	16	-	-	-
Net Movement in Funds		<u>(1,459,826)</u>	<u>138,742</u>	<u>(1,321,084)</u>
Fund balances brought forward				
1 January 2020		<u>11,386,360</u>	<u>1,000,000</u>	<u>12,386,360</u>
Fund balances carried forward at				
31 December 2020	17 b)	<u>9,926,534</u>	<u>1,138,742</u>	<u>11,065,276</u>

The statement of financial activities, which incorporates the income and expenditure account, includes all gains and losses recognised in the year. All incoming resources and resources expended are derived from continuing activities.

* Comparative figures can be found on page 11

THE UNION JACK CLUB
BALANCE SHEET
AS AT 31 DECEMBER 2021

		Charity		Group	
	Notes	2021 £	2020 £	2021 £	2020 £
Fixed Assets					
Tangible assets	9	4,801,419	5,142,722	4,801,419	5,142,722
Investments	10	7,339,157	6,652,433	7,339,155	6,652,431
		<u>12,140,576</u>	<u>11,795,156</u>	<u>12,140,574</u>	<u>11,795,153</u>
Current Assets					
Stocks	11	64,183	73,671	72,210	86,802
Debtors	12	277,120	881,504	271,817	193,275
Cash at bank and in hand		<u>1,244,834</u>	<u>412,479</u>	<u>1,640,415</u>	<u>1,300,641</u>
		<u>1,586,137</u>	<u>1,367,654</u>	<u>1,984,442</u>	<u>1,580,717</u>
Liabilities					
Creditors: Amounts falling due within one year	13	(1,026,728)	(529,353) (91,976)	(1,105,096) -	(568,694) (91,976)
Net Current Assets		<u>559,409</u>	<u>746,324</u>	<u>879,346</u>	<u>920,048</u>
Total Assets less Current Liabilities		<u>12,699,985</u>	<u>12,541,479</u>	<u>13,019,920</u>	<u>12,715,200</u>
Creditors: Amounts falling due after more than one year:	14	(1,325,038)	(1,408,024)	(1,325,038)	(1,408,024)
Discretionary pension provision	15	<u>(220,200)</u>	<u>(241,900)</u>	<u>(220,200)</u>	<u>(241,900)</u>
Net Assets		<u>11,154,747</u>	<u>10,891,555</u>	<u>11,474,682</u>	<u>11,065,276</u>
Accumulated Funds					
Unrestricted Funds:					
Designated Revaluation reserve	16	2,157,946	1,843,997	2,157,946	1,843,997
Designated Fixed Asset reserve	16	4,489,418	4,752,722	4,489,418	4,752,722
Designated Infrastructure Fund	16	1,000,000	1,138,742	1,000,000	1,138,742
Income and Expenditure reserve	16	<u>3,507,383</u>	<u>3,156,094</u>	<u>3,827,318</u>	<u>3,329,815</u>
	17 a)	<u>11,154,747</u>	<u>10,891,555</u>	<u>11,474,682</u>	<u>11,065,276</u>

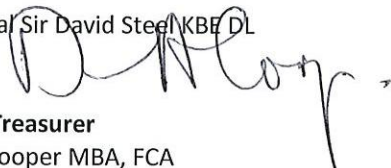
As permitted by S408 of the Companies Act 2006, the Company has not presented its own statement of financial activities and related notes. The charity surplus for the year was £409,405 (2020 loss £1,305,284)

The financial statements were approved and authorised for issue by the Governing Council of The Union Jack Club on 8th March 2022 and were signed below on its behalf by:



President

Vice Admiral Sir David Steel KBE DL



Honorary Treasurer

Mr David Cooper MBA, FCA

THE UNION JACK CLUB
CONSOLIDATED STATEMENT OF CASHFLOWS
AS AT 31 DECEMBER 2021

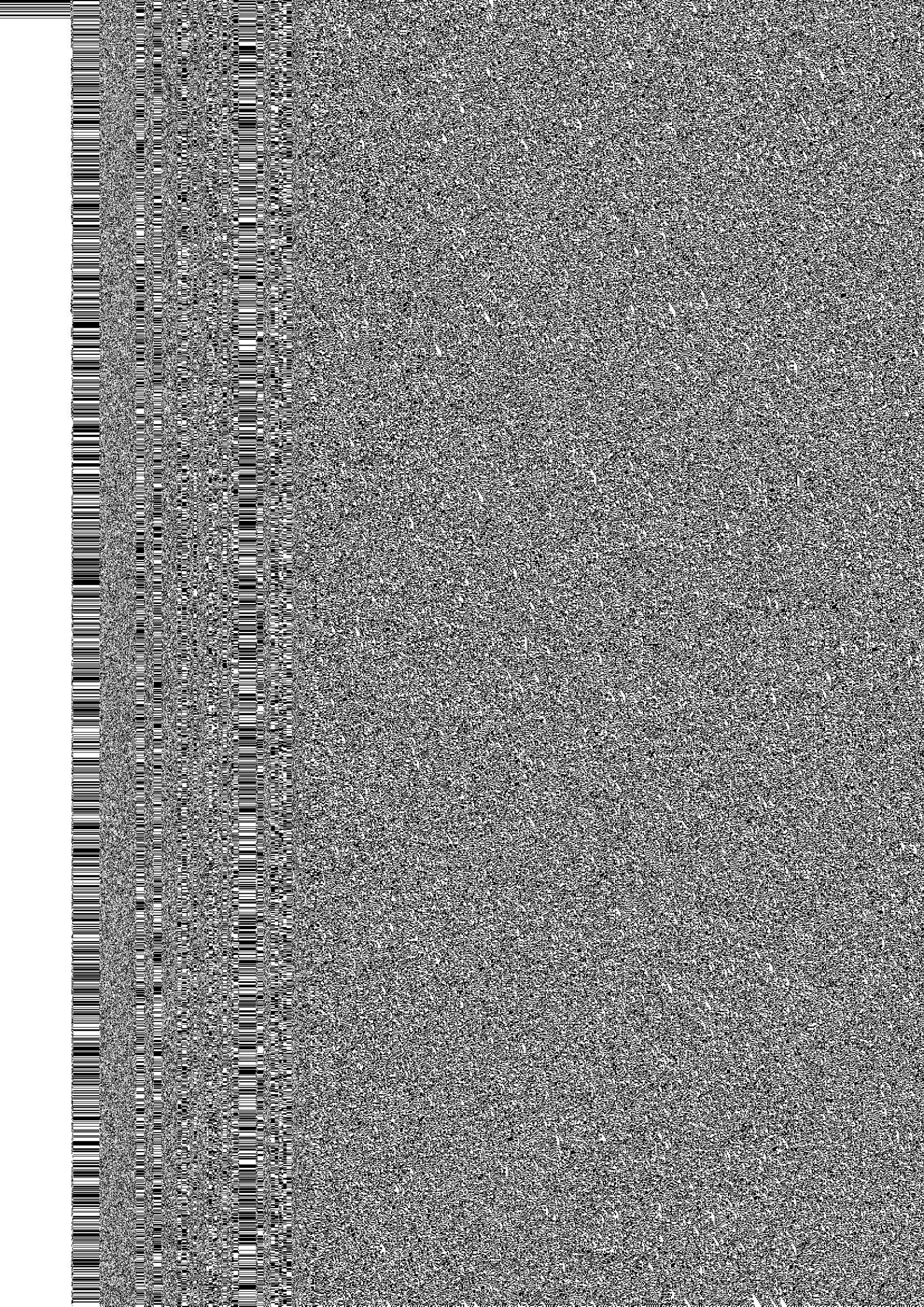
	2021 £	2020 £
Cash flow from operating activities		
Net cash provided by operating activities	<u>711,915</u>	<u>(632,989)</u>
Cash flows from investing activities		
Investment income and interest received	128,262	85,718
Finance costs	(63,726)	(43,060)
(Decrease) / Increase in cash held by investment manager	(201,628)	129,057
Proceeds from disposal of fixed asset investments	2,062,183	2,274,275
Acquisition of fixed asset investments	(1,863,227)	(2,138,549)
Payments to acquire tangible fixed assets	<u>(434,007)</u>	<u>(89,553)</u>
	<u>(372,143)</u>	<u>217,888</u>
Net increase in cash and cash equivalents	339,772	(415,100)
Cash and cash equivalents at beginning of year	1,300,643	1,715,744
Cash and cash equivalents at end of year	<u>1,640,415</u>	<u>1,300,643</u>

Reconciliation of net income to net cash flow from operating activities

	2021 £	2020 £
Net income	409,405	(1,321,084)
Adjustments for:		
Less investment income	(128,262)	(85,718)
Add finance costs	63,726	43,060
Add depreciation and disposal of tangible fixed assets	775,311	827,132
Add Loss / (Subtract Profit) on investment assets	(684,052)	(378,378)
Add / (Subtract) Pension provision adjustment	(21,700)	(900)
Decrease / (Increase) in stocks	14,592	8,538
Decrease / (Increase) in debtors	(102,087)	242,703
(Decrease) / Increase in creditors	559,945	(1,376,366)
Increase / (Decrease) in Long Term Creditors	<u>(174,962)</u>	<u>1,408,024</u>
Net cash provided by operating activities	<u>711,915</u>	<u>(632,989)</u>

Analysis of changes in net debt

	As at the 1st January 2021	Cash Flow	As at the 31st December 2021
Cash	£1,300,643	£339,773	£1,640,416
Loans falling due within one year	£0	£300,000	£300,000
Loans falling due after more than one year	£1,408,024	-£283,024	£1,125,000



THE UNION JACK CLUB

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

2 ACCOUNTING POLICIES (Continued)

Tangible Fixed Assets

Tangible fixed assets with a cost of £5,000 or more are capitalised. Depreciation of tangible fixed assets is provided, on a straight line basis, at amounts estimated to write off the cost over their expected useful life as follows:

Freehold buildings	10 - 50 years
Major plant items	20 years
Furniture, fittings and sundry equipment	5 & 10 years (where appropriate)
Computer equipment	3 & 5 years (where appropriate)

The Club's collection of paintings and clocks is carried at valuation and is not depreciated on the grounds that any depreciation charge would be immaterial. Certain fixed assets in Furniture & Fittings are now recognised as having 5 years of useful life.

Provision for Residential Services (Income and Expenditure)

This represents the amounts derived from the provision of services, which fall within the Club's ordinary activities, all of which are continuing.

Donations, Legacies and Gifts

All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be measured reliably.

Donations, legacies and gifts are included in incoming resources when receivable. When donors specify that donations, legacies or gifts are for particular purposes, they are treated as restricted income.

Subscriptions

Subscriptions income derives from subscription fees of members. The subscription period runs in conjunction with the financial year.

Trading Income

Trading income consists of income generated by the subsidiary from the provision of accommodation and catering to non members.

Investments

Interest receivable and income from investments are included on the basis of the amount earned during the year. Investments are classified as fixed assets in accordance with the Charities SORP. Both realised and unrealised gains and losses are recognised in the Statement of Financial Activities.

Financial assets/liabilities measured at amortised cost

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Operating Leases

Rentals under operating leases have been charged to the Statement of Financial Activities on a straight line basis.

Resources Expended

Resources expended are included in the Statement of Financial Activities on an accruals basis. Liabilities are recognised once there is a legal or constructive obligation to transfer economic benefit 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.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of occupancy rates between the Charity and its subsidiary, and the proportion of time spent by staff on those activities.

THE UNION JACK CLUB
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 DECEMBER 2021

4 NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY (all unrestricted for current and prior year)

The Union Jack Club has one wholly owned subsidiary, The Union Jack Club (Trading) Limited, which operates the trading activity of the Club and gifts its taxable profit to the Club. A summary of the results of the subsidiary is shown below:

	2021	2020
	£	£
Turnover	757,219	440,101
Cost of sales	<u>(436,765)</u>	<u>(262,114)</u>
Gross profit	320,454	177,986
Administration expenses	<u>(4,508)</u>	<u>(4,369)</u>
Operating profit	<u>315,946</u>	<u>173,617</u>
Other income	3,037	105
Profit on Ordinary Activities before taxation	318,982	173,722
Tax on Profit on Ordinary Activities	-	-
Retained earnings brought forward	173,722	598,913
Gift Aid Distribution to The Union Jack Club	<u>(173,722)</u>	<u>(598,913)</u>
Retained earnings carried forward	<u><u>318,982</u></u>	<u><u>173,722</u></u>

The Union Jack Club's trading activities include an amount of £424,541 (2020 £256,077) for rent and other services charged by the Club to its subsidiary which is eliminated on consolidation. The group's trading activities consist of the turnover of the subsidiary as shown above. Expenditure of £441,273 (2020 £266,484) is also included which comprises cost of sales and administration expenses.

5 INVESTMENT INCOME (all unrestricted for current and prior year)

	2021	2020
	£	£
UK listed	99,097	59,378
Overseas listed	<u>29,094</u>	<u>24,710</u>
	128,191	84,088
UK bank deposit interest	<u>71</u>	<u>1,629</u>
Total for the Group	<u><u>128,262</u></u>	<u><u>85,718</u></u>

THE UNION JACK CLUB
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 DECEMBER 2021

c) ANALYSIS OF SUPPORT COSTS

Provision of membership and residential services includes support costs as follows:

	2021	2020
	£	£
Administration staff costs	572,221	629,488
Legal and other professional	132,363	47,414
	<u>704,584</u>	<u>676,902</u>

Basis of allocation:

The above costs are fully allocated to the provision of membership and residential services.

d) STAFF COSTS

	2021	2020
	£	£
Wages and salaries	3,048,081	3,409,273
Pension contributions	92,500	107,814
Employer's National Insurance Contributions	265,666	282,496
Termination Costs	2,021	121,465
	<u>3,408,268</u>	<u>3,921,048</u>

Club staff costs

The number of employees receiving emoluments of £60,000 or more was as follows:

	2021	2020
	No.	No.
£60,001 - £70,000	1	1
£90,001 - £100,000	1	-
£100,001 - £110,000	-	1
£120,001 - £130,000	1	-
£160,000 - £170,000	-	1
	<u>3</u>	<u>3</u>

During the year, contributions to pension schemes totalled £22,447 in respect of the three higher paid employees (2020- £20,150 in respect of two employees).

	2021	2020
	No.	No.
The average monthly number of employees during the year was as follows:		
Management and Administration	8	8
Union Jack Club staff	120	145
	<u>128</u>	<u>153</u>

Note: On average 108 of the 128 employees were Permanent Staff (2020 - 127 of the 153 employees were Permanent staff)

e) TRUSTEES AND KEY MANAGEMENT PERSONNEL

No trustee received emoluments in the period (2020 - £NIL). Total travel expenses of 2021- £2,083 (2020 - £1,077) were paid to 3 (2020 - 5) Trustees during the period.

Key management personnel included the Trustees, Chief Executive and senior staff reporting directly to the Chief Executive. The total emoluments of the Charity's key management personnel were £280,736 (2020 £336,858).



THE UNION JACK CLUB
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 DECEMBER 2021

10 FIXED ASSET INVESTMENTS	2021 £	2020 £
Group		
Investments at market value:		
At 1 January	6,652,430	6,409,775
Additions	1,863,227	2,138,552
Disposals	(2,062,183)	(2,274,275)
Net realised gain / (loss) on disposal	16,858	(80,395)
Net unrealised investment gain / (loss)	667,193	458,773
	<u>7,137,527</u>	<u>6,652,431</u>
Cash held by investment manager	<u>201,628</u>	<u>-</u>
At 31 December	<u>7,339,155</u>	<u>6,652,431</u>
Investments comprise:		
UK equities and funds	4,102,717	3,816,129
Overseas equities	3,034,810	2,836,302
Cash held	<u>201,628</u>	<u>-</u>
	<u>7,339,155</u>	<u>6,652,431</u>
Historical cost at 31 December	<u>6,652,431</u>	<u>6,538,832</u>
Club		
As above	7,339,155	6,652,430
Investment in subsidiary undertaking	<u>2</u>	<u>2</u>
	<u>7,339,157</u>	<u>6,652,432</u>

11 STOCKS	Charity		Group	
	2021 £	2020 £	2021 £	2020 £
Brexit Stocks	23,715	46,996	23,715	46,996
Shop	-	-	8,027	13,131
Catering	15,121	9,471	15,121	9,471
Bar	25,347	17,204	25,347	17,204
	<u>64,183</u>	<u>73,671</u>	<u>72,210</u>	<u>86,802</u>

THE UNION JACK CLUB
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FOR THE YEAR ENDED 31 DECEMBER 2021

15 PENSION PROVISION (Continued)

The gross pension liability under FRS 102 moved as follows during the year to 31 December 2021

	2021	2020
	£	£
Gross pension liability at start of year	(241,900)	(242,800)
Pensions paid	20,700	20,700
Charge to finance income	(2,100)	(4,000)
Actuarial (gain) / loss recognised outside the income and expenditure account	3,100	(15,800)
	<u>(220,200)</u>	<u>(241,900)</u>
Gross pension liability at year end	<u>(220,200)</u>	<u>(241,900)</u>

The following amounts are included as (charges)/credits to finance income under FRS 102:

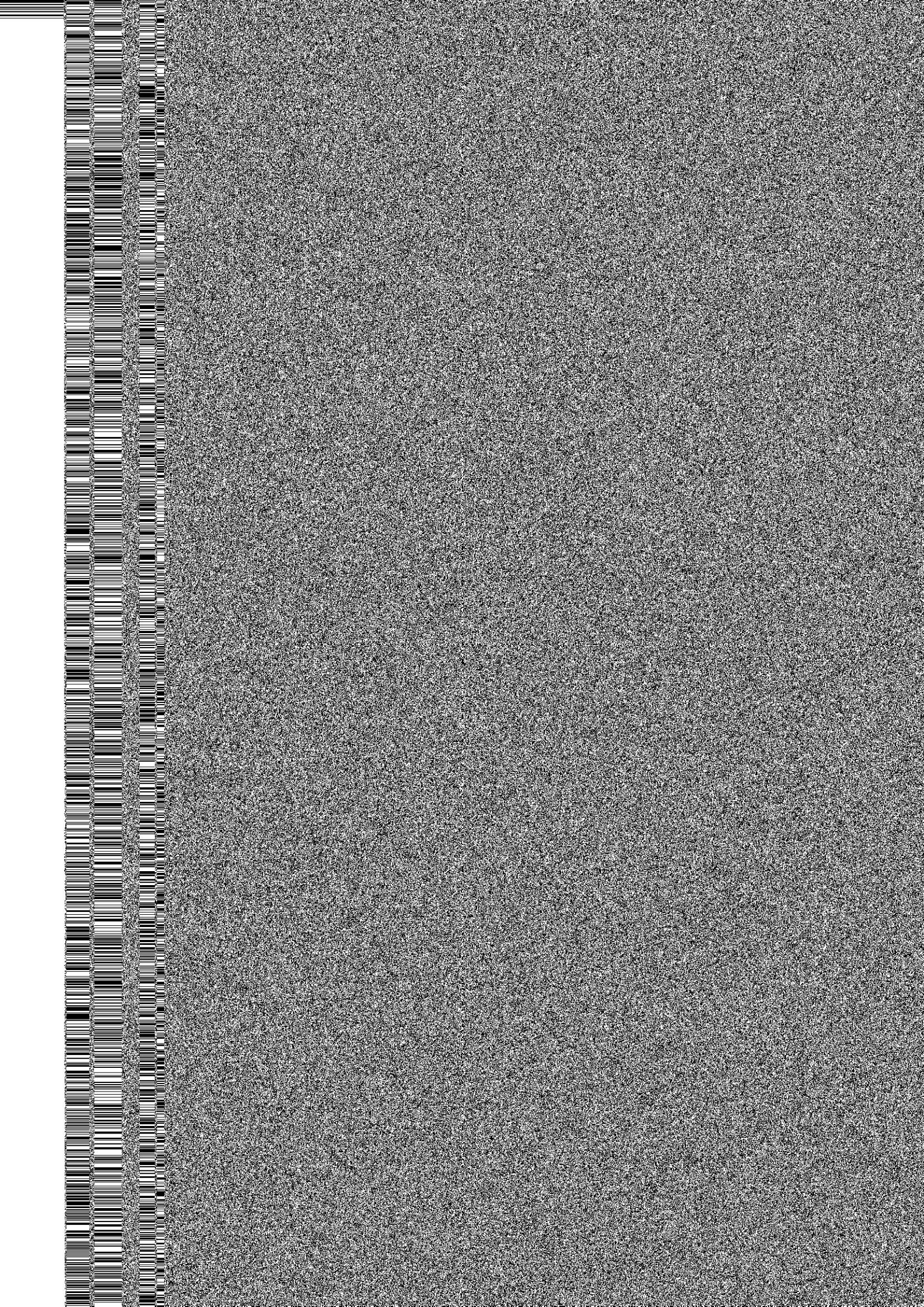
Past service cost	-	-
Interest on gross pension liability	(2,100)	(4,000)
Actuarial (gain) / loss recognised outside the income and expenditure account	<u>3,100</u>	<u>(15,800)</u>

Other Pension Arrangements

The Union Jack Club commenced paying defined contributions towards stakeholder pension schemes for certain existing employees from 1 June 2001. The annual cost is expensed in the statement of financial activities.

The Union Jack Club also contributes to money purchase schemes for senior management. Contributions are determined after consulting the Club's independent pension advisers.

The Union Jack Club provides the contributory pension scheme for all employees. At the end of 2021 there were 71 employees in the scheme. The Club contributed 3% and the employee 5% of the employee's salary. The remainder of employees decided to opt out of the scheme. The annual cost is expensed in the statement of financial activities.



THE UNION JACK CLUB
NOTES TO THE FINANCIAL STATEMENTS (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2021

17 ANALYSIS OF NET ASSETS BY FUND

a) 2021	Revaluation Reserve	Income and Expenditure Reserve	Infrastructure Fund	Fixed Asset Designated Fund	2021 Total
	£	£	£	£	£
Tangible fixed assets	312,000	-	-	4,489,418	4,801,418
Investments	1,845,946	4,493,209	1,000,000	-	7,339,155
Net assets	-	879,347	-	-	879,347
Creditors > One Year	-	(1,545,238)	-	-	(1,545,238)
	<u>2,157,946</u>	<u>3,827,318</u>	<u>1,000,000</u>	<u>4,489,418</u>	<u>11,474,682</u>

b) 2020	Revaluation Reserve	Income and Expenditure Reserve	External Repair Fund	Fixed Asset Designated Fund	2020 Total
	£	£	£	£	£
Tangible fixed assets	390,000	-	-	4,752,722	5,142,722
Investments	1,453,997	4,059,692	1,138,742	-	6,652,431
Net assets	-	1,012,023	-	-	1,012,023
Creditors > One Year	-	(1,741,900)	-	-	(1,741,900)
	<u>1,843,997</u>	<u>3,329,815</u>	<u>1,138,742</u>	<u>4,752,722</u>	<u>11,065,276</u>

18 COMMITMENTS

The total capital commitments contracted for at the balance sheet date but not provided for in these financial statements were £71,160 in respect of the restaurant carpet, 16th floor flooring and lighting and lift 3. (2020 - £185,646).

19 OPERATING LEASE COMMITMENTS

The charity had annual operating lease commitments as follows:	2021	2020
Within 1 year	4,256	10,213
Between 1 and 5 years	-	4,256

20 RELATED PARTY TRANSACTIONS

Accommodation sales between UJC and UJCT during the year were £129,989 (2020 £61,890). Room Hire sales between UJC and UJCT during the year were £136,153 (2020 £124,797). Food sales between UJC and UJCT during the year were £122,267 (2020 £53,399). Liquor sales between UJC and UJCT during the year were £43,132 (2020 £15,991).

