

The British Airways Benevolent Fund

England & Wales · Charity number 282480

Details

Other names	BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND, BRITISH AIRWAYS BENEVOLENT FUND
Status	Registered
Legal form	Trust
Registered	1981-03-20
Register	View on the Charity Commission register

Contact

Address	International House 101 King's Cross Road London WC1X 9LP
Phone	+44
Email	ba.benevolentfund@ba.com
Website	https://www.babenevolentfund.org/

Activities

Objects: FOR THE PURPOSE OF RELIEVING POVERTY AMONGST PRESENT AND FORMER EMPLOYEES OF BRITISH AIRWAYS (AND ITS PREDECESSOR COMPANIES OR CORPORATIONS) AND THEIR SPOUSES AND DEPENDANTS (INCLUDING THE SPOUSES AND DEPENDANTS OF DECEASED EMPLOYEES) AND IN PARTICULAR (BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING) BY MAKING GRANTS OF MONEY OR GOODS OR MAKING ARRANGEMENTS FOR THE SUPPLY OF SERVICES OR OTHERWISE TO OR FOR THE BENEFIT OF SUCH PERSONS.

Activities: To provide grants for the purpose of relieving poverty amongst present and former employees of British Airways, their spouses and dependants.

Classification

- **How:** Makes Grants To Individuals
- **What:** The Prevention Or Relief Of Poverty
- **Who:** Elderly/old People, People With Disabilities

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£119,911	£109,434	-	-
2023-12-31	£102,280	£92,330	-	-
2022-12-31	£100,181	£74,648	-	-
2021-12-31	£98,805	£54,666	-	-
2020-12-31	£78,810	£76,081	-	-

Trustees

Name	Role	Appointed
Amy James		2024-01-01
Charles Alan Wadsworth		2020-09-01
Douglas James Brown		2020-09-29
Giles Lowe		2018-06-19
Jill Rosemary Errington MBE		2020-09-29
Neil Kevin Gunnell		2020-09-29
Pauline Jorgensen		2020-03-01

Accounts

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report and Financial Statements

Year ended: 31 December 2024

Charity Commission Reference: 282480

Registered Office: International House, 101 King’s Cross Road, London, WC1X 9LP

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BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2024

Charity Commission Reference: 282480

Report of the Trustees for the year ended 31 December 2024

The Trustees present their annual report and financial statements of the British Airways Welfare and Benevolent Fund ('BAWBF') for the year ended 31 December 2024. 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 trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effective 1 January 2016.

Objectives and activities for the public benefit

The objective of the BAWBF is to relieve poverty amongst present and former employees of British Airways plc ('BA') and predecessor companies, plus their spouses and dependants.

The Trustees, when seeking to meet this sole objective as set out in the Trust Deed, gives regard to the Charity Commission's public benefit guidance to ensure that its aims are delivered in-line with the relevant guidance.

The Trustees consider that public benefit is delivered as a result of making grants which support the following activities (not exhaustive):

- The provision of items such as furniture, bedding, clothing, fuel, heating appliances, washing machines and fridges, tools or books
- Payment of essential services such as essential decorating or repairs, training, travelling expenses, or funeral costs
- Provision of money management and debt counselling advice

Structure, governance and management

The charity was established pursuant to a Deed of Declaration of Trust dated 20 March 1981 entered into by the British Airways Board on the one part and Norman Ashworth Binks and others (the original Trustees) as the other part. The Deed provides that there shall not at any time be more than six or less than three Trustees in number and that the power to appoint or remove any Trustee shall be vested in British Airways Plc.

The charity had seven Trustees as at 31 December 2024, all of whom were either past or present employees of British Airways Plc. The charity is currently in a period of transition, and a deed of variation was signed in December 2024, which amongst other things, will increase the permitted number of trustees to nine.

The Trustees and British Airways Plc have agreed the following protocol for the appointment of Trustees. Trustee appointments generally coincide with the financial year and will typically be for a period of three years. Trustees may, subject to the Chairman's approval, be recommended to serve for up to three further terms (a maximum total of 12 years). Candidates for the position of Trustee must be past or present employees of the British Airways Group, must have the necessary maturity and skills and have held a position which suits them to the role of Trustee. Initial selection will be undertaken by the then current Trustees with the most appropriate candidate being invited to a selection board consisting of at least three Trustees. The selection board will make a formal recommendation to the Chairman who will, if they support the nomination, be responsible for securing the formal nomination by British Airways Plc in accordance with the Deed of Declaration of Trust.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2024

Activities

Some 18 grants, totalling £66,332 were made to individuals during the year (2023: 14 grants totalling £47,983). Grants are decided by the Trustees on the individual merits of each case.

Casework continues to be undertaken for every application through its arrangement with the Soldiers, Sailors, Airmen and Families Association (SSAFA) which is now in its ninth year of operation.

Financial review for the year ended 31 December 2024

The net gain and net movement in funds for the year ended 31 December 2024 was £125,611 (2023: £349,124). Investment income was £71,463 (2023: £70,060) and donations amounted to £48,448 (2022: £32,220). The fair value gain on investments was £115,134 (2023: £339,174) due to movements in equity markets.

At 31 December 2024 the market value of investments was £3,797,220 (2023: £3,682,086).

Investment policy

The majority of Trust's funds are held in equity investments to generate capital growth and dividend income, with which the Trust conducts its charitable activities. The current level of grant-making is commensurate with the dividend income, and so the capital has remained untouched in recent times. However if grant-making were to increase then the Trust would use all assets at its disposal to meet its charitable objectives. If grant-making were to continue at the current level the Trust would in theory be able to continue meeting its objectives in perpetuity without further investment or donations.

The Trustees invest funds with Charities, Churches and Local Authorities (CCLA). The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund. The financial objectives of the COIF Charities Investment Fund are:

Long-term average annual total returns (income and capital growth) of CPI inflation plus 5% before costs. Within total return, an attractive income which is reliable from year to year. Volatility no more than 75% of that of the UK stock market.

The Trustees recognise that there is investment and return risk associated with the portfolio, especially over shorter time periods. However, this risk is considered appropriate given the long-term nature of the investment, and the requirement for a sufficient and sustainable income return to fund the charity's work.

The Investment Fund excludes direct holdings in tobacco companies, and in companies with any involvement in cluster bombs and landmines, online gambling or the production of pornography for ethical reasons.

The total movement on the COIF Charities Investment Fund for the year ended 31 December 2024 was +3% (2023: +10%) after all costs.

Risk management

The principal risks faced by the charity lie in the performance of investments and the ability for caseworkers to reach applicants.

The Trustees consider variability of investment returns to constitute the charity's major financial risk. This is mitigated by retaining expert investment managers and having a diversified investment portfolio. The Trustees manage the investment on a total return basis. The Trustees consider that the use of a total return approach helps stabilise the resources available for grant making.

The Trustees have an ongoing agreement with SSAFA to use their in-house caseworkers for assessing applications.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2024

Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds; unrestricted funds being the only category of fund the Trust maintains currently. Unrestricted funds provide a safety net against income fluctuations whilst also providing flexibility to fund grants. The Trust has complete discretion over unrestricted funds to spend as it wishes on its core purpose.

Strong financial performance that reinforces the reserves position plays a key role in helping to deliver the core purpose via a stable income stream and strong asset position to respond to unforeseen events.

Reserves are utilised to invest in the CCLA Investment Funds above, realising dividends, which are the principal method through which the Trust funds its day-to-day activities. The balance held as unrestricted funds at 31 December 2024 is £3,939,537 (2023: £3,813,926).

Plans for the future

The Trustees are keen to reach out and communicate to as many current and retired employees. To this extent, they are exploring all possible avenues to remind the current and former employees to seek help if they are struggling financially.

The Trustees have also engaged with legal advisors to change its status to a Charitable Incorporated Organisation (CIO). This will set the fund up as a legal entity separate from the Trustees, as well as having administrative benefits. The Fund is going to be renamed as the BA Benevolent Fund and the Trustees have signed both a Memorandum of Understanding and Deed of Variation with BA to set out the relationship with BA and the Fund. Transition paperwork continues to be processed with an objective to complete the transition in Q4 2025. The transition to a CIO will have no impact on the charitable mission or activities, nor the accounting, funding or going concern status of the charity.

Key management personnel remuneration

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related party transactions are disclosed in Note 2 to the financial statements.

Reference and administrative information

Trustees

The Trustees and Chairperson of the charity during the year ended 31 December 2024 were:

Pauline Jorgensen (stood down as Chair on 1 January 2024)
 Amy James (appointed as Trustee and Chair on 1 January 2024)
 Charles Wadsworth (Treasurer)
 Neil Gunnell (Secretary)
 Giles Lowe
 Douglas Brown
 Jill Errington

Charity Number: 282480

Registered Office: International House, 101 King's Cross Road, London, WC1X 9LP

Independent Auditor: KPMG LLP, 15 Canada Square, London, E14 5GL

Bankers: Barclays Bank, Heathrow Airport, Hatton Cross Branch, Hounslow TW6 2JJ

Investment Managers: CCLA, One Angel Lane, London, EC4R 3AB

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2024

Statement of Trustees' responsibilities in respect of the Trustees' annual report and the financial statements

Under the trust deed of the charity and charity law, the Trustees are responsible for preparing a Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. The Trustees are required to prepare the financial statements in accordance with UK Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources for that period.

In preparing these financial statements, generally accepted accounting practice entails that the Trustees:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether the financial statements comply with the trust deed, subject to any material departures disclosed and explained in the financial statements;
- assess the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charity or to cease operations or have no realistic alternative but to do so.

The Trustees are required to act in accordance with the trust deed of the charity, within the framework of trust law. They are responsible for keeping accounting records which are sufficient to show and explain the charity's transactions and disclose at any time, with reasonable accuracy, the financial position of the charity at that time, and to enable the Trustees to ensure that, where any statements of accounts are prepared by them under section 132(1) of the Charities Act 2011, those statements of accounts comply with the requirements of regulations under that provision. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial and other information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees on 31 October 2025 and signed on their behalf by:

Signed by:

Charles Wadsworth

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Charles Wadsworth

TREASURER of TRUST

On behalf of the Trustees

Date: 31.10.25

Independent auditor's report to the Trustees of British Airways Welfare and Benevolent Fund

Opinion

We have audited the financial statements of British Airways Welfare and Benevolent Fund ("the charity") for the year ended 31 December 2024 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 (or its predecessors) and report in accordance with regulations made under section 154 of that Act.

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the charity in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the charity or to cease its operations, and as they have concluded that the charity's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the trustees' conclusions, we considered the inherent risks to the charity's business model and analysed how those risks might affect the charity's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the trustees' assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the charity will continue in operation.

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of the Trustees as to the Charity's high-level policies and procedures to prevent and detect fraud, as well as whether they have knowledge of any actual, suspected, or alleged fraud.
- Reading Trustee meeting minutes.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries and the risk of bias in accounting estimates and judgements.

On this audit we do not believe there is a fraud risk related to revenue recognition because the Charity's role is to relieve poverty amongst present and former employees of British Airways Plc ('BA'), their spouses and dependants and as such the nature of the Charity is not profit oriented. As such, Income is earned through Investment Income and Donations received. We deem that there is limited judgement involved in the determination of Income and little incentive of the Trustees to manipulate Income. We did not identify any additional fraud risks.

We performed procedures including:

- Identifying manual journal entries and other adjustments to test based on risk criteria and comparing the identified entries to supporting documentation. This included those posted to unexpected account pairings.

Identifying and responding to risks of material misstatement related to compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the Trustees (as required by auditing standards) and discussed with the Trustees the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Charity is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related Charities legislation) and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Charity is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: data protection laws, and certain aspects of charity legislation recognising the nature of the Charity's activities and its legal form. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection

of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Other information

The trustees are responsible for the other information, which comprises the Report of the Trustees. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. We are required to report to you if:

- based solely on that work, we have identified material misstatements in the other information; or
- in our opinion, the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements.

We have nothing to report in these respects.

Matters on which we are required to report by exception

Under the Charities Act 2011 we are required to report to you if, in our opinion:

- the charity has not kept sufficient accounting records; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in these respects.

Trustees' responsibilities

As explained more fully in their statement set out on page 4, the trustees are responsible for: the preparation of financial statements which give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; 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 they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities

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 our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not 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 the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 (or its predecessors) and regulations made under section 154 of that Act. 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

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Patrick Sherrington (Senior Statutory Auditor)

for and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants

KPMG LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

15 Canada Square

London

E14 5GL

31 October 2025

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Statement of Financial Activities for the year ended 31 December 2024
Charity Commission Reference: 282480

	Note	Total Unrestricted Funds 2024 £	Total Unrestricted Funds 2023 £
Income:			
Investment Income		71,463	70,060
Donations		48,448	32,220
Net profit on investments	4	115,134	339,174
Total Income		235,045	441,454
Expenditure:			
Expenditure on charitable activities:			
Benevolent Grants		(66,332)	(47,983)
Other Expenditure		(43,102)	(44,347)
Total Expenditure		(109,434)	(92,330)
Net income and net movement in funds for the year		125,611	349,124
Reconciliation of Funds:			
Funds brought forward at 1 January		3,813,926	3,464,802
Total funds carried forward at 31 December		3,939,537	3,813,926

The accompanying notes on pages 12 to 14 are an integral part of these financial statements.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Balance Sheet as at 31 December 2024

	Note	<u>Total Funds</u> <u>2024</u>	<u>Total Funds</u> <u>2023</u>
		<u>£</u>	<u>£</u>
Fixed Assets:			
Investments	3	3,797,220	3,682,086
Total Fixed Assets		<u>3,797,220</u>	<u>3,682,086</u>
Current Assets:			
Cash at bank		126,708	114,465
Accrued income		18,081	17,657
Total Current Assets		144,789	132,122
Current Liabilities:			
Other creditors		2,472	282
Total Current Liabilities		2,472	282
Net Current Assets		142,317	131,840
Net Assets		<u>3,939,537</u>	<u>3,813,926</u>
The funds of the charity:			
Accumulated Fund	4	1,185,194	1,174,717
Revaluation Reserve	4	2,754,343	2,639,209
TOTAL FUNDS EMPLOYED		<u>3,939,537</u>	<u>3,813,926</u>
Funds:			
Unrestricted		<u>3,939,537</u>	<u>3,813,926</u>

The report and financial statements were approved by the Trustees on

Signed on behalf of the board

Signed by:

Charles Wadsworth

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Charles Wadsworth
Treasurer

Date:

The accompanying notes on pages 12 to 14 are an integral part of these financial statements.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Statement of Cash flows for the year ended 31 December 2024

	Note	<u>Total Funds</u> <u>2024</u>	<u>Total Funds</u> <u>2023</u>
		£	£
Net cash used in operating activities	5	(58,795)	(66,615)
		<u>(58,795)</u>	<u>(66,615)</u>
<i>Cash flows from investing activities:</i>			
Interest and dividends		71,038	70,060
		<u>71,038</u>	<u>70,060</u>
Net cash provided by investing activities		71,038	70,060
Change in cash and cash equivalents in the year		12,243	3,445
Cash and cash equivalent brought forward		114,465	111,020
Cash and cash equivalents carried forward		<u>126,708</u>	<u>114,465</u>
		-	

The accompanying notes on pages 12 to 14 are an integral part of these financial statements.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2024

1. Accounting Policies

(a) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value except for investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. The charity constitutes a public benefit entity as defined by FRS 102 (effective 1 January 2016). The financial statements are presented in pounds sterling.

The financial statements have been prepared to give a 'true and fair' view and comply with the Charities (Accounts and Reports) Regulations 2008. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements are prepared on a going concern basis which the trustees believe to be appropriate for the following reasons.

As at 30 September 2025, the charity has total cash, cash equivalents and interest-bearing deposits of £146,249. In addition to these amounts, the charity has investments totalling £3.65 million. Total liquidity at 30 September 2025, being the combination of the total cash, cash equivalents, interest-bearing deposits and equity investments, was £3.80 million (31 December 2024: £3.92 million).

The charity does not currently intend to draw upon the equity investments to fund ongoing activities and cash at bank is broadly equivalent to the prior two years' grant-making. There are no committed expenditures for the charity, and any grants would be reviewed before being paid, including a determination of ability to pay/affordability for the charity.

In its assessment of going concern, the charity has modelled two scenarios referred to as the Base Case and the Distressed Case for at least a year from the date of approval of the financial statements ("the going concern period"). The Base Case assumes a normal level of returns on investments and the Distressed Case assumes a declining valuation and a lower return on investment and an increase in grant-making. In both the Base Case and Distressed Case the charity remains able to continue its operations.

Having reviewed the Base Case and the Distressed Case, the Trustees have a reasonable expectation that the charity has sufficient liquidity to continue in operational existence and to continue to meet commitments as they fall due over the going concern period and hence continue to adopt the going concern basis in preparing the charity financial statements for year ended 31 December 2024. In adopting the going concern basis of accounting, the charity financial statements have been prepared without the inclusion of a material uncertainty.

(b) Judgements and key sources of estimation uncertainty

The preparation of financial statements can require management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenses during the year. The Trustees have concluded that there are no material judgements, estimates or uncertainties which would impact the carrying amounts of assets and liabilities within the next financial year.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. For donations this is upon receipt of the donation at bank. For Investment Income this is upon confirmation of the dividend income earned in a period confirmed by the Investment Fund manager.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2024

1. Accounting Policies (continued)

(d) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(e) Charitable activities

Costs of charitable activities include grants made, expenses of the Trustees and payments to SSAFA to use their in-house caseworkers.

(f) Fixed asset investments

Investments are initially recognised at their offer value transferred to purchase the investments, and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The charity does not acquire put options, derivatives or other complex financial instruments.

(g) Expenditure recognition

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.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the charity. Once an application is received, the case is discussed by the trustees and if awarded, the grant is paid to the third party supplier who will complete the work. The grant is recognised at the point at which the Trustees approve the grant with a known grant value.

(h) Funds structure

The Trustees have invested the funds with CCLA. The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund. Both the funds are unrestricted. Unrestricted income funds comprise those funds which the Trustees are free to use for any purpose in furtherance of the charitable objects. The dividends earned from the funds are used to make payments as grants.

2. Related party transactions and trustees' expenses and remuneration

The Trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2023: £nil). Expenses paid to Trustees in the year totalled £404 (2023: £368).

During the year grants and non-audit expenditures of £nil (2023: £nil) were made on behalf of the charity by British Airways Plc.

Donations of £32,100 (2023: £32,100) were made to cover governance costs charged in the year. These costs were borne by British Airways Plc.

Other Expenditure includes the governance costs, being the external audit fee, paid for by British Airways Plc.

At the year end £nil was owed to British Airways Plc (2023: £nil).

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2024

Note

3 Investments

	Shares (number)	Market Value £
Charities investment income fund:		
At 31 December 2023	128,599	2,552,048
Net gain on revaluation	-	57,651
At 31 December 2024	128,599	2,609,699
	Shares (number)	Market Value £
Charities investment accumulation fund:		
At 31 December 2023	4,556	1,130,038
Net gain on revaluation	-	57,483
At 31 December 2024	4,556	1,187,521
Total investments at 31 December 2023		3,682,086
Total investments at 31 December 2024		3,797,220

4 Reconciliation of movement in total funds employed

	Balance at 1 January 2023	Income	Balance at 31 December 2023
Revaluation reserve	2,300,035	339,174	2,639,209
Accumulated fund	1,164,767	9,950	1,174,717
	3,464,802	349,124	3,813,926
	Balance at 1 January 2024	Income	Balance at 31 December 2024
Revaluation reserve	2,639,209	115,134	2,754,343
Accumulated fund	1,174,717	10,477	1,185,194
	3,813,926	125,611	3,939,537

5 Reconciliation of net movement in funds to net cash flow from operating activities

	2024	2023
	£	£
Increase in funds	125,611	349,124
Interest income shown in investing activities	(71,038)	(70,060)
(Gains) on investments	(115,134)	(339,174)
(Increase) / decrease in debtors	(424)	1
Increase / (decrease) in creditors	2,190	(6,506)
Net cash used in operating activities	(58,795)	(66,615)

6 Post-Balance Sheet Events

There are no relevant post-balance sheet events to report for the period ended 31 December 2024.

Accounts

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report and Financial Statements

Year ended: 31 December 2023

Charity Commission Reference: 282480

Registered Office: International House, 101 King’s Cross Road, London, WC1X 9LP

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BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2023

Charity Commission Reference: 282480

Report of the Trustees for the year ended 31 December 2023

The Trustees present their annual report and financial statements of the British Airways Welfare and Benevolent Fund ('BAWBF') for the year ended 31 December 2023. 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 trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effective 1 January 2016.

Objectives and activities for the public benefit

The objective of the BAWBF is to relieve poverty amongst present and former employees of British Airways plc ('BA') and predecessor companies, plus their spouses and dependants.

The Trustees, when seeking to meet this sole objective as set out in the Trust Deed, gives regard to the Charity Commission's public benefit guidance to ensure that its aims are delivered in-line with the relevant guidance.

The Trustees consider that public benefit is delivered as a result of making grants which support the following activities (not exhaustive):

- The provision of items such as furniture, bedding, clothing, fuel, heating appliances, washing machines and fridges, tools or books
- Payment of essential services such as essential decorating or repairs, training, travelling expenses, or funeral costs
- Provision of money management and debt counselling advice

Structure, governance and management

The charity was established pursuant to a Deed of Declaration of Trust dated 20 March 1981 entered into by the British Airways Board on the one part and Norman Ashworth Binks and others (the original Trustees) as the other part. The Deed provides that there shall not at any time be more than six or less than three Trustees in number and that the power to appoint or remove any Trustee shall be vested in British Airways Plc.

The charity had six Trustees as at 31 December 2023, all of whom were either past or present employees of British Airways Plc. The charity is currently in a period of transition, and a deed of variation is in process to permanently increase the permitted number of trustees to nine.

The Trustees and British Airways Plc have agreed the following protocol for the appointment of Trustees. Trustee appointments generally coincide with the financial year and will typically be for a period of three years. Trustees may, subject to the Chairman's approval, be recommended to serve for up to three further terms (a maximum total of 12 years). Candidates for the position of Trustee must be past or present employees of the British Airways Group, must have the necessary maturity and skills and have held a position which suits them to the role of Trustee. Initial selection will be undertaken by the then current Trustees with the most appropriate candidate being invited to a selection board consisting of at least three Trustees. The selection board will make a formal recommendation to the Chairman who will, if they support the nomination, be responsible for securing the formal nomination by British Airways Plc in accordance with the Deed of Declaration of Trust.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2023

Activities

Some 14 grants, totalling £47,983 were made to individuals during the year (2022: 13 grants totalling £40,969). Grants are decided by the Trustees on the individual merits of each case.

Casework continues to be undertaken for every application through its arrangement with the Soldiers, Sailors, Airmen and Families Association (SSAFA) which is now in its ninth year of operation.

Financial review for the year ended 31 December 2023

The net gain and net movement in funds for the year ended 31 December 2023 was £349,124 (2022: net loss of £381,453). Investment income was £70,060 (2022: £70,061) and donations amounted to £32,220 (2022: £30,120). The fair value gain on investments was £339,174 (2022: loss of £406,986) due to movements in equity markets.

At 31 December 2023 the market value of investments was £3,682,086 (2022: £3,342,912).

Investment policy

The majority of Trust's funds are held in equity investments to generate capital growth and dividend income, with which the Trust conducts its charitable activities. The current level of grant-making is commensurate with the dividend income, and so the capital has remained untouched in recent times. However if grant-making were to increase then the Trust would use all assets at its disposal to meet its charitable objectives. If grant-making were to continue at the current level the Trust would in theory be able to continue meeting its objectives in perpetuity without further investment or donations.

The Trustees invest funds with Charities, Churches and Local Authorities (CCLA). The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund. The financial objectives of the COIF Charities Investment Fund are:

Over the long term, average annual total returns (income and capital growth) of CPI inflation plus 5% before costs; Within total return, an attractive income which is reliable from year to year; and volatility no more than 75% of that of the UK stock market.

The Trustees recognise that there is a significant degree of risk to the capital value of the portfolio, especially over shorter time periods. However, this risk is considered appropriate given the long-term nature of the investment, and the requirement for a sufficient and sustainable income return to fund the charity's work.

The Investment Fund excludes direct holdings in tobacco companies, and in companies with any involvement in cluster bombs and landmines, online gambling or the production of pornography for ethical reasons.

The total movement on the COIF Charities Investment Fund for the year ended 31 December 2023 was +10% (2022: -11%) after all costs.

Risk management

The principal risks faced by the charity lie in the performance of investments and the ability for caseworkers to reach applicants.

The Trustees consider variability of investment returns to constitute the charity's major financial risk. This is mitigated by retaining expert investment managers and having a diversified investment portfolio. The Trustees manage the investment on a total return basis. The Trustees consider that the use of a total return approach helps stabilise the resources available for grant making.

The Trustees have an ongoing agreement with SSAFA to use their in-house caseworkers for assessing applications.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2023

Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds; unrestricted funds being the only category of fund the Trust maintains currently. Unrestricted funds provide a safety net against income fluctuations whilst also providing flexibility to fund grants. The Trust has complete discretion over unrestricted funds to spend as it wishes on its core purpose.

Strong financial performance that reinforces the reserves position plays a key role in helping to deliver the core purpose via a stable income stream and strong asset position to respond to unforeseen events.

Reserves are utilised to invest in the CCLA Investment Funds above, realising dividends, which are the principal method through which the Trust funds its day-to-day activities. The balance held as unrestricted funds at 31 December 2023 is £3,813,926 (2022: £3,464,802).

Plans for the future

The Trustees are keen to reach out and communicate to as many current and retired employees. To this extent, they are exploring all possible avenues to remind the current and former employees to seek help if they are struggling financially.

The Trustees have also engaged with legal advisors to change its status to a Charitable Incorporated Organisation (CIO). This will set the fund up as a legal entity separate from the Trustees, as well as having administrative benefits. The Fund is going to be renamed as the BA Benevolent Fund and the Trustees have signed a Memorandum of Understanding with BA to set out the relationship with BA and the Fund.

Key management personnel remuneration

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related party transactions are disclosed in Note 2 to the financial statements.

Reference and administrative information

Trustees

The Trustees and Chairperson of the charity during the year ended 31 December 2023 were:

Pauline Jorgensen (stood down as Chair on 1 January 2024)
 Amy James (appointed as Trustee and Chair on 1 January 2024)
 Charles Wadsworth (Treasurer)
 Neil Gunnell (Secretary)
 Giles Lowe
 Douglas Brown
 Jill Errington

Charity Number: 282480

Registered Office: International House, 101 King's Cross Road, London, WC1X 9LP

Independent Auditor: KPMG LLP, 15 Canada Square, London, E14 5GL

Bankers: Barclays Bank, Heathrow Airport, Hatton Cross Branch, Hounslow TW6 2JJ

Investment Managers: CCLA, One Angel Lane, London, EC4R 3AB

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2023

Statement of Trustees' responsibilities in respect of the Trustees' annual report and the financial statements

Under the trust deed of the charity and charity law, the Trustees are responsible for preparing a Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. The Trustees are required to prepare the financial statements in accordance with UK Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources for that period.

In preparing these financial statements, generally accepted accounting practice entails that the Trustees:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether the financial statements comply with the trust deed, subject to any material departures disclosed and explained in the financial statements;
- assess the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charity or to cease operations or have no realistic alternative but to do so.

The Trustees are required to act in accordance with the trust deed of the charity, within the framework of trust law. They are responsible for keeping accounting records which are sufficient to show and explain the charity's transactions and disclose at any time, with reasonable accuracy, the financial position of the charity at that time, and to enable the Trustees to ensure that, where any statements of accounts are prepared by them under section 132(1) of the Charities Act 2011, those statements of accounts comply with the requirements of regulations under that provision. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial and other information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees on 31 October and signed on their behalf by:

Signed by:
 Charles Wadsworth
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Charles Wadsworth
 TREASURER of TRUST
 On behalf of the Trustees

Date: 31 october 2024

Independent auditor's report to the Trustees of British Airways Welfare and Benevolent Fund

Opinion

We have audited the financial statements of British Airways Welfare and Benevolent Fund ("the charity") for the year ended 31 December 2023 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 (or its predecessors) and report in accordance with regulations made under section 154 of that Act.

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the charity in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the charity or to cease its operations, and as they have concluded that the charity's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the trustees' conclusions, we considered the inherent risks to the charity's business model and analysed how those risks might affect the charity's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the trustees' assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the charity will continue in operation.

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of the Trustees as to the Charity's high-level policies and procedures to prevent and detect fraud, as well as whether they have knowledge of any actual, suspected, or alleged fraud.
- Reading Trustee meeting minutes.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries and the risk of bias in accounting estimates and judgements.

On this audit we do not believe there is a fraud risk related to revenue recognition because the Charity's role is to relieve poverty amongst present and former employees of British Airways Plc ('BA'), their spouses and dependants and as such the nature of the Charity is not profit oriented. As such, Income is earned through Investment Income and Donations received. We deem that there is limited judgement involved in the determination of Income and little incentive of the Trustees to manipulate Income. We did not identify any additional fraud risks.

We performed procedures including:

- Identifying manual journal entries and other adjustments to test based on risk criteria and comparing the identified entries to supporting documentation. This included those posted to unexpected account pairings.

Identifying and responding to risks of material misstatement related to compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the Trustees (as required by auditing standards) and discussed with the Trustees the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Charity is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related Charities legislation) and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Charity is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: data protection laws, and certain aspects of charity legislation recognising the nature of the Charity's activities and its legal form. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection

of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Other information

The trustees are responsible for the other information, which comprises the Report of the Trustees. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. We are required to report to you if:

- based solely on that work, we have identified material misstatements in the other information; or
- in our opinion, the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements.

We have nothing to report in these respects.

Matters on which we are required to report by exception

Under the Charities Act 2011 we are required to report to you if, in our opinion:

- the charity has not kept sufficient accounting records; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in these respects.

Trustees' responsibilities

As explained more fully in their statement set out on page 4, the trustees are responsible for: the preparation of financial statements which give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; 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 they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities

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 our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not 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 the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 (or its predecessors) and regulations made under section 154 of that Act. 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

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Patrick Sherrington (Senior Statutory Auditor)

31 October 2024

for and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants

KPMG LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

15 Canada Square

London

E14 5GL

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Statement of Financial Activities for the year ended 31 December 2023
Charity Commission Reference: 282480

	Note	Total Unrestricted Funds 2023 £	Total Unrestricted Funds 2022 £
Income:			
Investment Income		70,060	70,061
Donations		32,220	30,120
Fair value gain / (loss) on investments	4	339,174	(406,986)
Total Income / (loss)		441,454	(306,805)
Expenditure:			
Expenditure on charitable activities:			
Benevolent Grants		(47,983)	(40,969)
Other Expenditure		(44,347)	(33,679)
Total Expenditure		(92,330)	(74,648)
Net income / (loss) and net movement in funds for the year		349,124	(381,453)
Reconciliation of Funds:			
Funds brought forward at 1 January		3,464,802	3,846,255
Total funds carried forward at 31 December		3,813,926	3,464,802

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Balance Sheet as at 31 December 2023

	Note	<u>Total Funds</u> <u>2023</u>	<u>Total Funds</u> <u>2022</u>
		£	£
Fixed Assets:			
Investments	3	3,682,086	3,342,912
Total Fixed Assets		<u>3,682,086</u>	<u>3,342,912</u>
Current Assets:			
Cash at bank		114,465	111,020
Accrued income		17,657	17,658
Total Current Assets		132,122	128,678
Current Liabilities:			
Other creditors		282	6,788
Total Current Liabilities		282	6,788
Net Current Assets		131,840	121,890
Net Assets		<u>3,813,926</u>	<u>3,464,802</u>
The funds of the charity:			
Accumulated Fund	4	1,174,717	1,164,767
Revaluation Reserve	4	2,639,209	2,300,035
TOTAL FUNDS EMPLOYED		<u>3,813,926</u>	<u>3,464,802</u>
Funds:			
Unrestricted		<u>3,813,926</u>	<u>3,464,802</u>

The report, financial statements, and accompanying notes that form an integral part of the financial statements were approved by the Trustees on

Signed on behalf of the board

Signed by:

Charles Wadsworth
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Charles Wadsworth
Treasurer

Date: 31 October 2024

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Statement of Cash flows for the year ended 31 December 2023

	Note	<u>Total Funds</u> <u>2023</u>	<u>Total Funds</u> <u>2022</u>
		<u>£</u>	<u>£</u>
Net cash used in operating activities	5	(66,615)	(46,305)
		(66,615)	(46,305)
<i>Cash flows from investing activities:</i>			
Interest and dividends		70,060	69,791
Net cash provided by investing activities		70,060	69,791
Change in cash and cash equivalents in the year		3,445	23,486
Cash and cash equivalent as at 1 January 2023		111,020	87,534
Cash and cash equivalents as at 31 December 2023		114,465	111,020

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Notes to the financial statements for year ending 31 December 2023

1. Accounting Policies**(a) Basis of preparation**

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value except for investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. The charity constitutes a public benefit entity as defined by FRS 102 (effective 1 January 2016). The financial statements are presented in pounds sterling.

The financial statements have been prepared to give a 'true and fair' view and comply with the Charities (Accounts and Reports) Regulations 2008. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

(b) Assessment of Going Concern

The financial statements are prepared on a going concern basis which the trustees believe to be appropriate for the following reasons.

As at 30 June 2024, the charity has total cash, cash equivalents and interest-bearing deposits of £102,642. In addition to these amounts, the charity has investments totalling £3.79 million. Total liquidity at 30 June 2024, being the combination of the total cash, cash equivalents, interest-bearing deposits and equity investments, was £3.89 million (31 December 2023: £3.80 million).

The charity does not currently intend to draw upon the equity investments to fund ongoing activities and cash at bank is broadly equivalent to the prior two years' grant-making. There are no committed expenditures for the charity, and any grants would be reviewed before being paid, including a determination of ability to pay/affordability for the charity.

In its assessment of going concern, the charity has modelled two scenarios referred to as the Base Case and the Distressed Case for at least a year from the date of approval of the financial statements ("the going concern period"). The Base Case assumes a normal level of returns on investments and the Distressed Case assumes a declining valuation and a lower return on investment and an increase in grant-making. In both the Base Case and Distressed Case the charity remains able to continue its operations.

Having reviewed the Base Case and the Distressed Case, the Trustees have a reasonable expectation that the charity has sufficient liquidity to continue in operational existence and to continue to meet commitments as they fall due over the going concern period and hence continue to adopt the going concern basis in preparing the charity financial statements for year ended 31 December 2023. In adopting the going concern basis of accounting, the charity financial statements have been prepared without the inclusion of a material uncertainty.

(c) Judgements and key sources of estimation uncertainty

The preparation of financial statements can require management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenses during the year. The Trustees have concluded that there are no material judgements, estimates or uncertainties which would impact the carrying amounts of assets and liabilities within the next financial year.

(d) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. For donations this is upon receipt of the donation at bank. For Investment Income this is upon confirmation of the dividend income earned in a period confirmed by the Investment Fund manager.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2023

1. Accounting Policies (continued)

(d) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(e) Charitable activities

Costs of charitable activities include grants made, expenses of the Trustees and payments to SSAFA to use their in-house caseworkers.

(f) Fixed asset investments

Investments are initially recognised at their offer value transferred to purchase the investments, and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The charity does not acquire put options, derivatives or other complex financial instruments.

(g) Expenditure recognition

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.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the charity. Once an application is received, the case is discussed by the trustees and if awarded, the grant is paid to the third party supplier who will complete the work. The grant is recognised at the point at which the Trustees approve the grant with a known grant value.

(h) Funds structure

The Trustees have invested the funds with CCLA. The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund. Both the funds are unrestricted. Unrestricted income funds comprise those funds which the Trustees are free to use for any purpose in furtherance of the charitable objects. The dividends earned from the funds are used to make payments as grants.

2. Related party transactions and trustees' expenses and remuneration

The Trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2022: £nil). Expenses paid to Trustees in the year totalled £368, which was for travel expenses to Trustee meetings (2022: £532).

During the year grants and non-audit expenditures of £nil (2022: £nil) were made on behalf of the charity by British Airways Plc.

Donations of £32,100 (2022: £30,000) were made to cover governance costs charged in the year. These costs were borne by British Airways Plc.

Other Expenditure includes the governance costs, being the external audit fee, paid for by British Airways Plc.

At the year end £nil was owed to British Airways Plc (2022: £nil).

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2023

Note

3 Investments

	Shares (number)	Market Value £
Charities investment income fund:		
At 31 December 2022	128,599	2,337,275
Net gain on revaluation	-	214,773
At 31 December 2023	128,599	2,552,048
	Shares (number)	Market Value £
Charities investment accumulation fund:		
At 31 December 2022	4,556	1,005,637
Net gain on revaluation	-	124,401
At 31 December 2023	4,556	1,130,038
Total investments at 31 December 2022		3,342,912
Total investments at 31 December 2023		3,682,086

4 Reconciliation of movement in total funds employed

	Balance at 1 January 2022	Income	Balance at 31 December 2022
Revaluation reserve	2,707,020	(406,986)	2,300,035
Accumulated fund	1,139,234	25,533	1,164,767
	3,846,255	(381,453)	3,464,802
	Balance at 1 January 2023	Income	Balance at 31 December 2023
Revaluation reserve	2,300,035	339,174	2,639,209
Accumulated fund	1,164,767	9,950	1,174,717
	3,464,802	349,124	3,813,926

5 Reconciliation of net movement in funds to net cash flow from operating activities

	<u>2023</u> £	<u>2022</u> £
Increase / (decrease) in funds	349,124	(381,453)
Interest income from investing activities	(70,060)	(69,791)
(Gains) / losses on investments	(339,174)	406,986
(Increase) / decrease in debtors	1	(272)
Increase / (decrease) in creditors	(6,506)	(1,775)
Net cash used in operating activities	(66,615)	(46,305)

6 Post-Balance Sheet Events

There are no relevant post-balance sheet events to report for the period ended 31 December 2023.

Accounts

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report and Financial Statements

Year ended: 31 December 2022

Charity Commission Reference: 282480

Registered Office: International House, 101 King’s Cross Road, London, WC1X 9LP

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BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2022

Charity Commission Reference: 282480

Report of the Trustees for the year ended 31 December 2022

The Trustees present their annual report and financial statements of the British Airways Welfare and Benevolent Fund ('BAWBF') for the year ended 31 December 2022. 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 trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effective 1 January 2016.

Objectives and activities for the public benefit

The objective of the BAWBF is to relieve poverty amongst present and former employees of British Airways plc ('BA'), their spouses and dependants.

The Trustees, when seeking to meet this sole objective as set out in the Trust Deed, gives regard to the Charity Commission's public benefit guidance to ensure that its aims are delivered in-line with the relevant guidance.

The Trustees consider that public benefit is delivered as a result of making grants which support the following activities (not exhaustive):

- The provision of items such as furniture, bedding, clothing, fuel, heating appliances, washing machines and fridges, tools or books
- Payment of essential services such as essential decorating or repairs, training, travelling expenses, or funeral costs
- Provision of money management and debt counselling advice

Structure, governance and management

The charity was established pursuant to a Deed of Declaration of Trust dated 20 March 1981 entered into by the British Airways Board on the one part and Norman Ashworth Binks and others (the original Trustees) as the other part. The Deed provides that there shall not at any time be more than six or less than three Trustees in number and that the power to appoint or remove any Trustee shall be vested in British Airways Plc.

Due to a transitional period of appointments the charity had nine Trustees as 31 December 2022, all of whom were either past or present employees of British Airways Plc. This had reduced to six as of January 2023. The charity is currently in a period of transition, and a deed of variation is in process to permanently increase the permitted number of trustees to nine.

The Trustees and British Airways Plc have agreed the following protocol for the appointment of Trustees. Trustee appointments generally coincide with the financial year and will typically be for a period of three years. Trustees may, subject to the Chairman's approval, be recommended to serve for up to three further terms (a maximum total of 12 years). Candidates for the position of Trustee must be past or present employees of the British Airways Group, must have the necessary maturity and skills and have held a position which suits them to the role of Trustee. Initial selection will be undertaken by the then current Trustees with the most appropriate candidate being invited to a selection board consisting of at least three Trustees. The selection board will make a formal recommendation to the Chairman who will, if they support the nomination, be responsible for securing the formal nomination by British Airways Plc in accordance with the Deed of Declaration of Trust.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2022

Activities

Some 13 grants, totalling £40,969 were made to individuals during the year (2021: 10 grants totalling £15,777). Grants are decided by the Trustees on the individual merits of each case.

Casework continues to be undertaken for every application through its arrangement with the Soldiers, Sailors, Airmen and Families Association (SSAFA) which is now in its eighth year of operation.

Financial review for the year ended 31 December 2022

The net loss and net movement in funds for the year ended 31 December 2022 was £381,453 (2021: net income of £536,381). Investment income was £70,061 (2021: £68,685) and donations amounted to £30,120 (2021: £30,120). Net loss on investments was £406,986 (2021: gain of £492,242) due to movements in equity markets.

At 31 December 2022 the market value of investments was £3,342,912 (2021: £3,749,898).

Investment policy

The majority of Trust's funds are held in equity investments to generate capital growth and dividend income, with which the Trust conducts its charitable activities. The current level of grant-making is commensurate with the dividend income, and so the capital has remained untouched in recent times. However if grant-making were to increase then the Trust would use all assets at its disposal to meet its charitable objectives. If grant-making were to continue at the current level the Trust would in theory be able to continue meeting its objectives in perpetuity without further investment or donations.

The Trustees invest funds with Charities, Churches and Local Authorities (CCLA). The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund. The financial objectives of the COIF Charities Investment Fund are:

Over the long term, average annual total returns (income and capital growth) of CPI inflation plus 5% before costs; Within total return, an attractive income which is reliable from year to year; and volatility no more than 75% of that of the UK stock market.

The Trustees recognise that there is a significant degree of risk to the capital value of the portfolio, especially over shorter time periods. However, this risk is considered appropriate given the long-term nature of the investment, and the requirement for a sufficient and sustainable income return to fund the charity's work.

The Investment Fund excludes direct holdings in tobacco companies, and in companies with any involvement in cluster bombs and landmines, online gambling or the production of pornography for ethical reasons.

The total movement on the COIF Charities Investment Fund for the year ended 31 December 2022 was -11% (2021: +15%) after all costs.

Risk management

The principal risks faced by the charity lie in the performance of investments and the ability for BAWBF caseworkers to reach applicants.

The Trustees consider variability of investment returns to constitute the charity's major financial risk. This is mitigated by retaining expert investment managers and having a diversified investment portfolio. The Trustees manage the investment on a total return basis. The Trustees consider that the use of a total return approach helps stabilise the resources available for grant making.

The Trustees have an ongoing agreement with SSAFA to use their in-house caseworkers for assessing applications.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2022

Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds; unrestricted funds being the only category of fund the Trust maintains currently. Unrestricted funds provide a safety net against income fluctuations whilst also providing flexibility to fund grants. The Trust has complete discretion over unrestricted funds to spend as it wishes on its core purpose.

Strong financial performance that reinforces the reserves position plays a key role in helping to deliver the core purpose via a stable income stream and strong asset position to respond to unforeseen events.

Reserves are utilised to invest in the CCLA Investment Funds above, realising dividends, which are the principle method through which the Trust funds its day-to-day activities. The balance held as unrestricted funds at 31 December 2022 is £3,464,802 (2021: £3,846,255).

Plans for the future

The Trustees are keen to reach out and communicate to as many current and retired employees. To this extent, they are exploring all possible avenues to remind the current and former employees to seek help if they are struggling financially.

The Trustees have also engaged with legal advisors to change its status to a Charitable Incorporated Organisation (CIO). The Fund is going to be renamed as BA Benevolent Fund and the Trustees have drafted a Memorandum of Understanding with BA to set out the relationship with BA and the Fund.

Key management personnel remuneration

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related party transactions are disclosed in Note 2 to the financial statements.

Reference and administrative information

Trustees

The Trustees and Chairperson of the charity during the year ended 31 December 2022 were:

Pauline Jorgensen (Chair)
 Charles Wadsworth (Treasurer)
 Nigel Allam (Secretary) (subsequently resigned in January 2023)
 Christopher Hodgkinson (subsequently resigned in January 2023)
 Giles Lowe
 Neil Gunnell (subsequently became Secretary in January 2023)
 Douglas Brown
 Jill Errington
 Melanie Lee (subsequently resigned in January 2023)

Charity Number: 282480

Registered Office: International House, 101 King's Cross Road, London, WC1X 9LP

Independent Auditor: KPMG LLP, 15 Canada Square, London, E14 5GL

Bankers: Barclays Bank, Heathrow Airport, Hatton Cross Branch, Hounslow TW6 2JJ

Investment Managers: CCLA, One Angel Lane, London, EC4R 3AB

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2022

Statement of Trustees' responsibilities in respect of the Trustees' annual report and the financial statements

Under the trust deed of the charity and charity law, the Trustees are responsible for preparing a Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. The Trustees are required to prepare the financial statements in accordance with UK Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources for that period.

In preparing these financial statements, generally accepted accounting practice entails that the Trustees:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether the financial statements comply with the trust deed, subject to any material departures disclosed and explained in the financial statements;
- assess the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charity or to cease operations or have no realistic alternative but to do so.

The Trustees are required to act in accordance with the trust deed of the charity, within the framework of trust law. They are responsible for keeping accounting records which are sufficient to show and explain the charity's transactions and disclose at any time, with reasonable accuracy, the financial position of the charity at that time, and to enable the Trustees to ensure that, where any statements of accounts are prepared by them under section 132(1) of the Charities Act 2011, those statements of accounts comply with the requirements of regulations under that provision. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial and other information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees on 27 October and signed on their behalf by:

DocuSigned by:
 Charles Wadsworth
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Charles Wadsworth
 TREASURER of TRUST
 On behalf of the Trustees

Date: 27.10.23

Independent auditor's report to the Trustees of British Airways Welfare and Benevolent Fund

Opinion

We have audited the financial statements of British Airways Welfare and Benevolent Fund ("the charity") for the year ended 31 December 2022 which comprise the Balance Sheet, Statement of Financial Activities, the Statement of Cash Flows, and related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the charity in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the charity or to cease its operations, and as they have concluded that the charity's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the Trustees' conclusions, we considered the inherent risks to the charity's business model and analysed how those risks might affect the charity's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the Trustees' assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the charity will continue in operation.

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of the Trustees as to the Charity's high-level policies and procedures to prevent and detect fraud, as well as whether they have knowledge of any actual, suspected, or alleged fraud.
- Reading Trustee meeting minutes.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries and the risk of bias in accounting estimates and judgements.

On this audit we do not believe there is a fraud risk related to revenue recognition because the Charity's role is to relieve poverty amongst present and former employees of British Airways Plc ('BA'), their spouses and dependants and as such the nature of the Charity is not profit oriented. As such, Income is earned through Investment Income and Donations received. We deem that there is limited judgement involved in the determination of Income and little incentive of the Trustees to manipulate Income. We did not identify any additional fraud risks.

We performed procedures including:

- Identifying manual journal entries and other adjustments to test based on risk criteria and comparing the identified entries to supporting documentation. This included those posted to unexpected account pairings.

Identifying and responding to risks of material misstatement related to compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the Trustees (as required by auditing standards) and discussed with the Trustees the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Charity is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related Charities legislation) and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Charity is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: data protection laws, and certain aspects of charity legislation recognising the nature of the Charity's activities and its legal form. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Other information

The Trustees are responsible for the other information, which comprises the Report of the Trustees'. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. We are required to report to you if:

- based solely on that work, we have identified material misstatements in the other information; or
- in our opinion, the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements.

We have nothing to report in these respects.

Matters on which we are required to report by exception

Under the Charities Act 2011 we are required to report to you if, in our opinion:

- the charity has not kept sufficient accounting records; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in these respects.

Trustees' responsibilities

As explained more fully in their statement set out on page 4, the Trustees are responsible for: the preparation of financial statements which give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; 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 they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

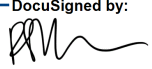
Auditor's responsibilities

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 our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not 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 the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charity's Trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its Trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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Patrick Sherrington (Senior Statutory Auditor)

for and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants

15 Canada Square

London

E14 5GL

27 October 2023

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Statement of Financial Activities for the year ended 31 December 2022
Charity Commission Reference: 282480

	Note	Total Unrestricted Funds 2022 £	Total Unrestricted Funds 2021 £
Income:			
Investment Income		70,061	68,685
Donations		30,120	30,120
Net (loss) / profit on investments	4	(406,986)	492,242
Total Income / (loss)		<u>(306,805)</u>	<u>591,047</u>
Expenditure:			
Expenditure on charitable activities:			
Benevolent Grants		(40,969)	(15,777)
Other Expenditure		(33,679)	(38,889)
Total Expenditure		<u>(74,648)</u>	<u>(54,666)</u>
Net income / (loss) and net movement in funds for the year		(381,453)	536,381
Reconciliation of Funds:			
Funds brought forward at 1 January		<u>3,846,255</u>	<u>3,309,874</u>
Total funds carried forward at 31 December		<u>3,464,802</u>	<u>3,846,255</u>

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Balance Sheet as at 31 December 2022

	Note	<u>Total Funds</u> <u>2022</u>	<u>Total Funds</u> <u>2021</u>
		£	£
Fixed Assets:			
Investments	3	3,342,912	3,749,898
Total Fixed Assets		3,342,912	3,749,898
Current Assets:			
Cash at bank		111,020	87,534
Accrued income		17,658	17,386
Total Current Assets		128,678	104,920
Current Liabilities:			
Amounts owed to BA		-	2,500
Other creditors		6,788	6,063
Total Current Liabilities		6,788	8,563
Net Current Assets		121,890	96,357
Net Assets		3,464,802	3,846,255
The funds of the charity:			
Accumulated Fund	4	1,164,767	1,139,235
Revaluation Reserve	4	2,300,035	2,707,020
TOTAL FUNDS EMPLOYED		3,464,802	3,846,255
Funds:			
Unrestricted		3,464,802	3,846,255
		3,464,802	3,846,255

The report and financial statements were approved by the Trustees on

Signed on behalf of the board

DocuSigned by:

Charles Wadsworth

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Charles Wadsworth
Treasurer

Date: 27 October 2023

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Statement of Cash flows for the year ended 31 December 2022

	Note	<u>Total Funds</u> <u>2022</u>	<u>Total Funds</u> <u>2021</u>
		£	£
Net cash used in operating activities	5	(46,305)	(24,582)
		<u>(46,305)</u>	<u>(24,582)</u>
<i>Cash flows from investing activities:</i>			
Interest and dividends		69,791	68,003
		<u>69,791</u>	<u>68,003</u>
Net cash provided by investing activities		69,791	68,003
Change in cash and cash equivalents in the year		23,486	43,421
Cash and cash equivalent brought forward		87,534	44,113
Cash and cash equivalents carried forward		<u>111,020</u>	<u>87,534</u>
		-	

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Notes to the financial statements for year ending 31 December 2022

1. Accounting Policies**(a) Basis of preparation and assessment of going concern**

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value except for investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. The charity constitutes a public benefit entity as defined by FRS 102 (effective 1 January 2016). The financial statements are presented in pounds sterling.

The financial statements have been prepared to give a 'true and fair' view and comply with the Charities (Accounts and Reports) Regulations 2008. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements are prepared on a going concern basis which the trustees believe to be appropriate for the following reasons.

As at 30 September 2023, the charity has total cash, cash equivalents and interest-bearing deposits of £121,630. In addition to these amounts, the charity has investments totalling £3.43 million. Total liquidity at 30 September 2023, being the combination of the total cash, cash equivalents, interest-bearing deposits and equity investments, was £3.55 million (31 December 2022: £3.45 million).

The charity does not currently intend to draw upon the equity investments to fund ongoing activities and cash at bank is broadly equivalent to the prior two years' grant-making. There are no committed expenditures for the charity, and any grants would be reviewed before being paid, including a determination of ability to pay/affordability for the charity.

In its assessment of going concern, the charity has modelled two scenarios referred to as the Base Case and the Distressed Case for at least a year from the date of approval of the financial statements ("the going concern period"). The Base Case assumes a normal level of returns on investments and the Distressed Case assumes a declining valuation and a lower return on investment and an increase in grant-making. In both the Base Case and Distressed Case the charity remains able to continue its operations.

Having reviewed the Base Case and the Distressed Case, the Trustees have a reasonable expectation that the charity has sufficient liquidity to continue in operational existence and to continue to meet commitments as they fall due over the going concern period and hence continue to adopt the going concern basis in preparing the charity financial statements for year ended 31 December 2022. In adopting the going concern basis of accounting, the charity financial statements have been prepared without the inclusion of a material uncertainty.

(b) Judgements and key sources of estimation uncertainty

The preparation of financial statements can require management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenses during the year. The Trustees have concluded that there are no material judgements, estimates or uncertainties which would impact the carrying amounts of assets and liabilities within the next financial year.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. For donations this is upon receipt of the donation at bank. For Investment Income this is upon confirmation of the dividend income earned in a period confirmed by the Investment Fund manager.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2022

1. Accounting Policies (continued)

(d) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(e) Charitable activities

Costs of charitable activities include grants made, expenses of the Trustees and payments to SSAFA to use their in-house caseworkers.

(f) Fixed asset investments

Investments are initially recognised at their offer value transferred to purchase the investments, and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The charity does not acquire put options, derivatives or other complex financial instruments.

(g) Expenditure recognition

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.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the charity. Once an application is received, the case is discussed by the trustees and if awarded, the grant is paid to the third party supplier who will complete the work. The grant is recognised at the point at which the Trustees approve the grant with a known grant value.

(h) Funds structure

The Trustees have invested the funds with CCLA. The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund. Both the funds are unrestricted. Unrestricted income funds comprise those funds which the Trustees are free to use for any purpose in furtherance of the charitable objects. The dividends earned from the funds are used to make payments as grants.

2. Related party transactions and trustees' expenses and remuneration

The Trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2021: £nil). Expenses paid to Trustees in the year totalled £532 (2021: £nil).

During the year grants and non-audit expenditures of £nil (2021: £nil) were made on behalf of the charity by British Airways Plc. A credit of £3,920 was returned to the charity by British Airways plc following a prior overpayment.

Donations of £30,000 (2021: £30,000) were made to cover governance costs charged in the year. These costs were borne by British Airways Plc.

Other Expenditure includes the governance costs, being the external audit fee, paid for by British Airways Plc.

At the year end £nil was owed to British Airways Plc (2021: £2,500).

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2022

Note

3 Investments

	Shares (number)	Market Value £
Charities investment income fund:		
At 31 December 2021	128,599	2,644,820
Net gain on revaluation	-	(307,545)
At 31 December 2022	128,599	2,337,275
	Shares (number)	Market Value £
Charities investment accumulation fund:		
At 31 December 2021	4,556	1,105,078
Net gain on revaluation	-	(99,441)
At 31 December 2022	4,556	1,005,637
Total investments at 31 December 2021		3,749,898
Total investments at 31 December 2022		3,342,912

4 Reconciliation of movement in total funds employed

	Balance at 1 January 2021	Income	Balance at 31 December 2021
Revaluation reserve	2,214,779	492,241	2,707,020
Accumulated fund	1,095,095	44,139	1,139,234
	3,309,874	536,381	3,846,255
	Balance at 1 January 2022	Income	Balance at 31 December 2022
Revaluation reserve	2,707,020	(406,986)	2,300,035
Accumulated fund	1,139,234	25,533	1,164,767
	3,846,255	(381,453)	3,464,802

5 Reconciliation of net movement in funds to net cash flow from operating activities

	<u>2022</u> £	<u>2021</u> £
Increase / (decrease) in funds	(381,453)	536,381
Interest income shown in investing activities	(69,791)	(68,003)
(Gains) / losses on investments	406,986	(492,242)
(Increase) / decrease in debtors	(272)	(681)
Increase / (decrease) in creditors	(1,775)	(37)
Net cash used in operating activities	(46,305)	(24,582)

6 Post-Balance Sheet Events

There are no relevant post-balance sheet events to report for the period ended 31 December 2022.

Accounts

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report and Financial Statements

Year ended: 31 December 2021

Charity Commission Reference: 282480

Registered Office: International House, 24 Holborn Viaduct, London, EC1A 2BN

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BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2021

Charity Commission Reference: 282480

Report of the Trustees for the year ended 31 December 2021

The Trustees present their annual report and financial statements of the charity for the year ended 31 December 2021. 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 trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effective 1 January 2016.

Objectives and activities for the public benefit

The objective of the British Airways Welfare and Benevolent Fund ('BAWBF') is to relieve poverty amongst present and former employees of British Airways plc ('BA'), their spouses and dependants.

The Trustees, when seeking to meet this sole objective as set out in the Trust Deed, gives regard to the Charity Commission's public benefit guidance to ensure that its aims are delivered in-line with the relevant guidance.

The Trustees consider that public benefit is delivered as a result of making grants which support the following activities (not exhaustive):

- The provision of items such as furniture, bedding, clothing, fuel, heating appliances, washing machines and fridges, tools or books
- Payment of essential services such as essential decorating or repairs, training, travelling expenses, or funeral costs
- Provision of money management and debt counselling advice

Structure, governance and management

The charity was established pursuant to a Deed of Declaration of Trust dated 20 March 1981 entered into by the British Airways Board on the one part and Norman Ashworth Binks and others (the original Trustees) as the other part. The Deed provides that there shall not at any time be more than six or less than three Trustees in number and that the power to appoint or remove any Trustee shall be vested in British Airways Plc.

The charity has nine Trustees, all of whom are either past or present employees of British Airways Plc. The charity is currently in a period of transition, and a deed of variation is in process to increase the maximum number of trustees to ten.

The Trustees and British Airways Plc have agreed the following protocol for the appointment of Trustees. Trustee appointments generally coincide with the financial year and will typically be for a period of three years. Trustees may, subject to the Chairman's approval, be recommended to serve for up to three further terms (a maximum total of 12 years). Candidates for the position of Trustee must be past or present employees of the British Airways Group, must have the necessary maturity and skills and have held a position which suits them to the role of Trustee. Initial selection will be undertaken by the then current Trustees with the most appropriate candidate being invited to a selection board consisting of at least three Trustees. The selection board will make a formal recommendation to the Chairman who will, if they support the nomination, be responsible for securing the formal nomination by British Airways Plc in accordance with the Deed of Declaration of Trust.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2021

Activities

Some 10 grants, totalling £15,777 were made to individuals during the year (2020: 25 grants totalling £69,050). Grants are decided by the Trustees on the individual merits of each case.

Casework continues to be undertaken for every application through its arrangement with the Soldiers, Sailors, Airmen and Families Association (SSAFA) which is now in its seventh year of operation.

Financial review for the year ended 31 December 2021

The net income and net movement in funds for the year ended 31 December 2021 was £536,381 (2020: net income of £225,884). Investment income was £68,685 (2020: £78,690) and donations amounted to £30,120 (2020: £120). Net gains on investments was £492,242 (2020: £223,155).

At 31 December 2021 the market value of investments was £3,749,898 (2020: £3,257,656).

Investment policy

The majority of Trust's funds are held in equity investments to generate capital growth and dividend income, with which the Trust conducts its charitable activities. The current level of grant-making is commensurate with the dividend income, and so the capital has remained untouched in recent times. However if grant-making were to increase then the Trust would use all assets at its disposal to meet its charitable objectives. If grant-making were to continue at the current level the Trust would in theory be able to continue meeting its objectives in perpetuity without further investment or donations.

The Trustees invest funds with Charities Churches and Local Authorities (CCLA). The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund. The financial objectives of the COIF Charities Investment Fund are:

Over the long term, average annual total returns (income and capital growth) of inflation plus 5% before costs; Within total return, an attractive income which is reliable from year to year; and volatility no more than 75% of that of the UK stock market.

The Trustees recognise that there is a significant degree of risk to the capital value of the portfolio, especially over shorter time periods. However, this risk is considered appropriate given the long-term nature of the investment, and the requirement for a sufficient and sustainable income return to fund the charity's work.

The Investment Fund excludes direct holdings in tobacco companies, and in companies with any involvement in cluster bombs and landmines, online gambling or the production of pornography for ethical reasons.

The total return on the COIF Charities Investment Fund for the year ended 31 December 2021 was 15% (2020: 10%) after all costs.

Risk management

The principal risks faced by the charity lie in the performance of investments and the ability for BAWBF caseworkers to reach applicants.

The Trustees consider variability of investment returns to constitute the charity's major financial risk. This is mitigated by retaining expert investment managers and having a diversified investment portfolio. The Trustees manage the investment on a total return basis. The Trustees consider that the use of a total return approach helps stabilise the resources available for grant making.

The Trustees have an ongoing agreement with SSAFA to use their in-house caseworkers for assessing applications.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2021

Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds; unrestricted funds being the only category of fund the Trust maintains currently. Unrestricted funds provide a safety net against income fluctuations whilst also providing flexibility to fund grants. The Trust has complete discretion over unrestricted funds to spend as we wish on our core purpose.

Strong financial performance that reinforces our reserves position plays a key role in helping us deliver our core purpose via a stable income stream and strong asset position to respond to unforeseen events.

Reserves are utilised to invest in the CCLA Investment Funds above, realising dividends, which are the principle method through which the Trust funds its day-to-day activities. The balance held as unrestricted funds at 31 December 2021 is £3,846,255 (2020: £3,309,874).

Plans for the future

The Trustees are keen to reach out and communicate to as many current and retired employees. To this extent, they are exploring all possible avenues to remind the current and former employees to seek help if they are struggling financially.

The Trustees have also engaged with legal advisors to change its status to a Charitable Incorporated Organisation (CIO). The Fund is going to be renamed as BA Benevolent Fund and the Trustees have drafted a Memorandum of Understanding with BA to set out the relationship with BA and the Fund.

Key management personnel remuneration

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related party transactions are disclosed in Note 2 to the financial statements.

Reference and administrative information

Trustees

The Trustees and Chairperson of the charity during the year ended 31 December 2021 were:

Pauline Jorgensen (Chair)

Charles Wadsworth (Treasurer)

Nigel Allam (Secretary) (subsequently resigned in January 2023)

Christopher Hodgkinson (subsequently resigned in January 2023)

Giles Lowe

Neil Gunnell (subsequently become Secretary in January 2023)

Douglas Brown

Jill Errington

Melanie Lee (subsequently resigned in January 2023)

Charity Number: 282480

Registered Office: International House, 24 Holborn Viaduct, London, EC1A 2BN

Independent Auditor: KPMG LLP, 15 Canada Square, London, E14 5GL

Bankers: Barclays Bank, Heathrow Airport, Hatton Cross Branch, Hounslow TW6 2JJ

Investment Managers: CCLA, Senator House, 85 Queen Victoria Street, London EC4V 4ET

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND

Report for the Year Ended 31 December 2021

Statement of Trustees' responsibilities in respect of the Trustees' annual report and the financial statements

Under the trust deed of the charity and charity law, the Trustees are responsible for preparing a Trustees' Annual Report and the financial statements in accordance with applicable law and regulations. The Trustees are required to prepare the financial statements in accordance with UK Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

The financial statements are required by law to give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources for that period.

In preparing these financial statements, generally accepted accounting practice entails that the Trustees:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- state whether the financial statements comply with the trust deed, subject to any material departures disclosed and explained in the financial statements;
- assess the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charity or to cease operations or have no realistic alternative but to do so.

The Trustees are required to act in accordance with the trust deed of the charity, within the framework of trust law. They are responsible for keeping accounting records which are sufficient to show and explain the charity's transactions and disclose at any time, with reasonable accuracy, the financial position of the charity at that time, and to enable the Trustees to ensure that, where any statements of accounts are prepared by them under section 132(1) of the Charities Act 2011, those statements of accounts comply with the requirements of regulations under that provision. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charity and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the financial and other information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees on 12 July 2023 and signed on their behalf by:



Charles Wadsworth
TREASURER of TRUST
On behalf of the Trustees

Date: 12.07.23

Independent auditor's report to the Trustees of British Airways Welfare and Benevolent Fund

Opinion

We have audited the financial statements of British Airways Welfare and Benevolent Fund ("the charity") for the year ended 31 December 2021 which comprise the Balance Sheet, Statement of Financial Activities, the Statement of Cash Flows, and related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*, and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the charity in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the charity or to cease its operations, and as they have concluded that the charity's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the Trustees' conclusions, we considered the inherent risks to the charity's business model and analysed how those risks might affect the charity's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the Trustees' assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the charity will continue in operation.

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- Enquiring of the Trustees as to the Charity's high-level policies and procedures to prevent and detect fraud, as well as whether they have knowledge of any actual, suspected, or alleged fraud.
- Reading Trustee meeting minutes.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards and taking into account our overall knowledge of the control environment, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries and the risk of bias in accounting estimates and judgements.

On this audit we do not believe there is a fraud risk related to revenue recognition because the Charity's role is to relieve poverty amongst present and former employees of British Airways Plc ('BA'), their spouses and dependants and as such the nature of the Charity is not profit oriented. As such, Income is earned through Investment Income and Donations received. We deem that there is limited judgement involved in the determination of Income and little incentive of the Trustees to manipulate Income. We did not identify any additional fraud risks.

We performed procedures including:

- Identifying manual journal entries and other adjustments to test based on risk criteria and comparing the identified entries to supporting documentation. This included those posted to unexpected account pairings.

Identifying and responding to risks of material misstatement related to compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the Trustees (as required by auditing standards) and discussed with the Trustees the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

Firstly, the Charity is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related Charities legislation) and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Secondly, the Charity is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: data protection laws, and certain aspects of charity legislation recognising the nature of the Charity's activities and its legal form. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Other information

The Trustees are responsible for the other information, which comprises the Report of the Trustees'. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. We are required to report to you if:

- based solely on that work, we have identified material misstatements in the other information; or
- in our opinion, the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements.

We have nothing to report in these respects.

Matters on which we are required to report by exception

Under the Charities Act 2011 we are required to report to you if, in our opinion:

- the charity has not kept sufficient accounting records; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in these respects.

Trustees' responsibilities

As explained more fully in their statement set out on page 4, the Trustees are responsible for: the preparation of financial statements which give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; 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 they either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities

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 our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not 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 the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charity's Trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its Trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



Digitally signed by
Patrick Sherrington
Date: 2023.07.12
19:42:37 +01'00'

Patrick Sherrington (Senior Statutory Auditor)

for and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants

15 Canada Square

London

E14 5GL

12 July 2023

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Statement of Financial Activities for the year ended 31 December 2021
Charity Commission Reference: 282480

	Note	Total Unrestricted Funds 2021 £	Total Unrestricted Funds 2020 £
Income:			
Investment Income		68,685	78,690
Donations		30,120	120
Net profit on investments	4	492,242	223,155
Total Income		591,047	301,965
Expenditure:			
Expenditure on charitable activities:			
Benevolent Grants		(15,777)	(69,050)
Other Expenditure		(38,889)	(7,031)
Total Expenditure		(54,666)	(76,081)
Net income and net movement in funds for the year		536,381	225,884
Reconciliation of Funds:			
Funds brought forward at 1 January		3,309,874	3,083,990
Total funds carried forward at 31 December		3,846,255	3,309,874

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Balance Sheet as at 31 December 2021

	Note	<u>Total Funds</u> <u>2021</u>	<u>Total Funds</u> <u>2020</u>
		£	£
Fixed Assets:			
Investments	3	3,749,898	3,257,656
Total Fixed Assets		<u>3,749,898</u>	<u>3,257,656</u>
Current Assets:			
Cash at bank		87,534	44,113
Accrued income		17,386	16,705
Total Current Assets		<u>104,920</u>	<u>60,818</u>
Current Liabilities:			
Amounts owed to BA		2,500	2,500
Other creditors		6,063	6,100
Total Current Liabilities		<u>8,563</u>	<u>8,600</u>
Net Current Assets		<u>96,357</u>	<u>52,218</u>
Net Assets		<u><u>3,846,255</u></u>	<u><u>3,309,874</u></u>
The funds of the charity:			
Accumulated Fund	4	1,139,235	1,095,095
Revaluation Reserve	4	2,707,020	2,214,779
TOTAL FUNDS EMPLOYED		<u><u>3,846,255</u></u>	<u><u>3,309,874</u></u>
Funds:			
Unrestricted		<u>3,846,255</u>	<u>3,309,874</u>
		<u><u>3,846,255</u></u>	<u><u>3,309,874</u></u>

The report and financial statements were approved by the Trustees on

Signed on behalf of the board



Charles Wadsworth
Treasurer

Date: 12.07.23

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Statement of Cash flows for the year ended 31 December 2021

	Note	<u>Total Funds</u> <u>2021</u>	<u>Total Funds</u> <u>2020</u>
		£	£
Net cash used in operating activities	5	(24,582)	(133,735)
		<u>(24,582)</u>	<u>(133,735)</u>
<i>Cash flows from investing activities:</i>			
Interest and dividends		68,003	78,690
Net cash provided by investing activities		68,003	78,690
Change in cash and cash equivalents in the year		43,421	(55,045)
Cash and cash equivalent brought forward		44,113	99,158
Cash and cash equivalents carried forward		87,534	44,113

-

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2021

1. Accounting Policies

(a) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value except for investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. The charity constitutes a public benefit entity as defined by FRS 102 (effective 1 January 2016). The financial statements are presented in pounds sterling.

The financial statements have been prepared to give a 'true and fair' view and comply with the Charities (Accounts and Reports) Regulations 2008. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements are prepared on a going concern basis which the trustees believe to be appropriate for the following reasons.

As at 31 March 2023, the charity has total cash, cash equivalents and interest-bearing deposits of £105,300. In addition to these amounts, the charity has equity investments totalling £3.45 million. Total liquidity at 31 March 2023, being the combination of the total cash, cash equivalents, interest-bearing deposits and equity investments, was £3.56 million (31 December 2021: £3.85 million).

The charity does not currently intend to draw upon the equity investments to fund ongoing activities and cash at bank is broadly equivalent to the prior two years' grant-making. There are no committed expenditures for the charity, and any grants would be reviewed before being paid, including a determination of ability to pay/affordability for the charity.

In its assessment of going concern, the charity has modelled two scenarios referred to as the Base Case and the Distressed Case for at least a year from the date of approval of the financial statements ("the going concern period"). The Base Case assumes a normal level of returns on investments and the Distressed Case assumes a declining valuation and a lower return on investment and an increase in grant-making. In both the Base Case and Distressed Case the charity remains able to continue its operations.

Having reviewed the Base Case and the Distressed Case, the Trustees have a reasonable expectation that the charity has sufficient liquidity to continue in operational existence and to continue to meet commitments as they fall due over the going concern period and hence continue to adopt the going concern basis in preparing the charity financial statements for year ended 31 December 2021. In adopting the going concern basis of accounting, the charity financial statements have been prepared without the inclusion of a material uncertainty.

(b) Judgements and key sources of estimation uncertainty

The preparation of financial statements can require management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenses during the year. The Trustees have concluded that there are no material judgements, estimates or uncertainties which would impact the carrying amounts of assets and liabilities within the next financial year.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. For donations this is upon receipt of the donation at bank. For Investment Income this is upon confirmation of the dividend income earned in a period confirmed by the Investment Fund manager.

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2021

1. Accounting Policies (continued)

(d) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(e) Charitable activities

Costs of charitable activities include grants made, expenses of the Trustees and payments to SSAFA to use their in-house caseworkers.

(f) Fixed asset investments

Investments are initially recognised at their offer value transferred to purchase the investments, and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The charity does not acquire put options, derivatives or other complex financial instruments.

(g) Expenditure recognition

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.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the charity. Once an application is received, the case is discussed by the trustees and if awarded, the grant is paid to the third party supplier who will complete the work. The grant is recognised at the point at which the Trustees approve the grant with a known grant value.

(h) Funds structure

The Trustees have invested the funds with CCLA. The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund. Both the funds are unrestricted. Unrestricted income funds comprise those funds which the Trustees are free to use for any purpose in furtherance of the charitable objects. The dividends earned from the funds are used to make payments as grants.

2. Related party transactions and trustees' expenses and remuneration

The Trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2020: £nil). Expenses paid to Trustees in the year totalled £nil (2020: £270).

During the year payments of £nil (2020: £2,500) were made on behalf of the charity by British Airways Plc.

Donations of £30,000 (2020: £nil) were made to cover governance costs charged in the year. These costs were borne by British Airways Plc.

Other Expenditure includes the governance costs, being the external audit fee, paid for by British Airways Plc.

At the year end £2,500 was owed to British Airways Plc (2020: £2,500).

BRITISH AIRWAYS WELFARE AND BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2021

Note

3 Investments

	Shares (number)	Market Value £
Charities investment income fund:		
At 31 December 2020	128,599	2,316,249
Net gain on revaluation	-	328,571
At 31 December 2021	128,599	2,644,820
Charities investment accumulation fund:		
At 31 December 2020	4,556	941,407
Net gain on revaluation	-	163,671
At 31 December 2021	4,556	1,105,078
Total investments at 31 December 2020		3,257,656
Total investments at 31 December 2021		3,749,898

4 Reconciliation of movement in total funds employed

	Balance at 1 January 2020	Income	Balance at 31 December 2020
Revaluation reserve	1,991,624	223,155	2,214,779
Accumulated fund	1,092,366	2,729	1,095,095
	3,083,990	225,884	3,309,874
	Balance at 1 January 2021	Income	Balance at 31 December 2021
Revaluation reserve	2,214,779	492,242	2,707,021
Accumulated fund	1,095,095	44,139	1,139,234
	3,309,874	536,381	3,846,255

5 Reconciliation of net movement in funds to net cash flow from operating activities

	<u>2021</u> £	<u>2020</u> £
Net movement in funds	536,381	225,884
Interest income shown in investing activities	(68,003)	(78,690)
Gains on investments	(492,242)	(223,155)
(Increase) / decrease in debtors	(681)	(12,011)
Increase / (decrease) in creditors	(37)	(45,763)
Net cash used in operating activities	(24,582)	(133,735)

6 Post-Balance Sheet Events

There are no relevant post-balance sheet events to report for the period ended 31 December 2021.

Accounts

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND

Report and Financial Statements

Year ended: 31 December 2020

Charity Commission Reference: 282480

Registered Office: Waterside, PO Box 365, Harmondsworth UB7 0GB

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BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
REPORT FOR THE YEAR ENDED 31 DECEMBER 2020
Charity Commission Reference: 282480

Report of the Trustees for the year ended 31 December 2020

The Trustees present their annual report and financial statements of the charity for the year ended 31 December 2020. 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 trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effective 1 January 2016.

Objectives and activities for the public benefit

The purpose of the British Airways Welfare and Benevolent Fund ('BAWBF') is to relieve poverty amongst present and former employees of British Airways Plc ('BA'), their spouses and dependants.

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting the award making policy for the year.

Structure, governance and management

The charity was established pursuant to a Deed of Declaration of Trust dated 20 March 1981 entered into by the British Airways Board on the one part and Norman Ashworth Binks and others (the original Trustees) as the other part. The Deed provides that there shall not at any time be more than six or less than three Trustees in number and that the power to appoint or remove any Trustee shall be vested in British Airways Plc.

The charity has nine Trustees, all of whom are either past or present employees of British Airways Plc. The charity is currently in a period of transition, and a deed of variation is in process to increase the maximum number of trustees to ten.

The Trustees and British Airways Plc have agreed the following protocol for the appointment of Trustees. Trustee appointments generally coincide with the financial year and will typically be for a period of three years. Trustees may, subject to the Chairman's approval, be recommended to serve for up to three further terms (a maximum total of 12 years). Candidates for the position of Trustee must be past or present employees of the British Airways Group, must have the necessary maturity and skills and have held a position which suits them to the role of Trustee. Initial selection will be undertaken by the then current Trustees with the most appropriate candidate being invited to a selection board consisting of at least three Trustees. The selection board will make a formal recommendation to the Chairman who will, if they support the nomination, be responsible for securing the formal nomination by British Airways Plc in accordance with the Deed of Declaration of Trust.

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

Activities

Some 25 grants, totalling £69,050 were made to individuals during the year (2019: 40 grants totalling £69,786). Grants are decided by the Trustees on the individual merits of each case.

Casework continues to be undertaken for every application through its arrangement with the Soldiers, Sailors, Airmen and Families Association (SSAFA) which is now in its sixth year of operation.

Financial review for the year ended 31 December 2020

The net income and net movement in funds for the year ended 31 December 2020 was £225,884 (2019: net income of £468,134). Investment income was £78,690 (2019: £64,917) and donations amounts to £120 (2019: £120). Net gains on investments was £223,155 (2019: £482,811).

At 31 December 2020 the market value of investments was £3,257,656 (2019: £3,034,501).

Investment policy

The Trustees invest funds with Charities Churches and Local Authorities (CCLA). The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund.

The financial objectives of the COIF Charities Investment Fund are:

Over the long term, average annual total returns (income and capital growth) of inflation plus 5% before costs; Within total return, an attractive income which is reliable from year to year; and volatility no more than 75% of that of the UK stock market.

The Trustees recognise that there is a significant degree of risk to the capital value of the portfolio, especially over shorter time periods. However, this risk is considered appropriate given the long-term nature of the portfolio and the requirement for sustainable income returns to fund the charity's work.

The Investment Fund excludes direct holdings in tobacco companies, and in companies with any involvement in cluster bombs and landmines, online gambling or the production of pornography.

The total return on the COIF Charities Investment Fund for the year ended 31 December 2020 was 10% (2019: 19%) after all costs.

Risk management

The principal risks faced by the charity lie in the performance of investments and the ability for BAWBF caseworkers to reach applicants.

The Trustees consider variability of investment returns to constitute the charity's major financial risk. This is mitigated by retaining expert investment managers and having a diversified investment portfolio. The Trustees manage the investment on a total return basis. The Trustees consider that the use of a total return approach helps stabilise the resources available for grant making.

The Trustees have an ongoing agreement with SSAFA to use their in-house caseworkers for assessing applications.

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

Reserves policy

The Trustees aim to maintain free reserves in unrestricted funds. Reserves are needed to invest and gain dividends to enable payments to be made. The balance held as unrestricted funds at 31 December 2020 is £3,309,874 (2019: £3,083,990).

Plans for the future

The Trustees are keen to reach out and communicate to as many current and future employees. To this extent, they are exploring all possible avenues to remind the current and former employees to seek help if they are struggling financially.

The Trustees have also engaged with legal advisors to change its status to a Charitable Incorporated Organisation (CIO). The Fund is going to be renamed as BA Benevolent Fund and the Trustees have drafted an Memorandum of Understanding with BA to set out the relationship with BA and the Fund.

Key management personnel remuneration

All Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses and related party transactions are disclosed in Note 2 to the financial statements.

Reference and administrative information

Trustees

The Trustees and Chairman of the charity during the year ended 31 December 2020 were:

Pauline Jorgensen (Appointed Trustee 1 March 2020, appointed Chair 1 December 2020)

Melanie Lee (Resigned as Chair 30 November 2020)

Roopal Radia (Resigned as Treasurer and Trustee 31 August 2020)

Charles Wadsworth (Appointed Treasurer and Trustee 1 September 2020)

Nigel Allam (Secretary)

Christopher Hodgkinson

Giles Lowe

Neil Gunnell (Appointed 29 September 2020)

Douglas Brown (Appointed 29 September 2020)

Jill Errington (Appointed 29 September 2020)

Charity Number: 282480

Registered Office: Waterside, PO Box 365, Harmondsworth UB7 0GB

Independent Examiners: Ernst & Young LLP, 1 More London Place, London SE1 2AF

Bankers: Barclays Bank, Heathrow Airport, Hatton Cross Branch, Hounslow TW6 2JJ

Investment Managers: CCLA, Senator House, 85 Queen Victoria Street, London EC4V 4ET

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

Trustees' responsibilities in relation to the financial statements

The charity Trustees are responsible for preparing a Trustees' annual report and 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 requires the charity Trustees to prepare financial statements for each 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 period. In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- 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 keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

Approved by the Trustees on 29 October 2021 and signed on their behalf by:



Charles Wadsworth
TREASURER of TRUST
On behalf of the Trustees

Date: 31.10.21

Independent examiner's report to the Trustees of British Airways Welfare & Benevolent Fund

I report on the accounts of the Trust for the year ended 31 December 2020, which are set out on pages 6 to 11.

Respective responsibilities of Trustees and independent examiner

The charity's Trustees are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give 'true and fair' view which is not a matter considered as part of an independent examination.

I have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Use of our report

This report is made solely to the Trustees, as a body, in accordance with our engagement letter dated 6 September 2019. The examination has been undertaken so that we might state to the Trustees those matters that are required to be stated in an examiner's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the Trustees as a body, for this examination, for this report, or for the statements made.



J I Gordon

For and on behalf of Ernst & Young LLP

Institute of Chartered Accountants in England and Wales
London

Date: 2 November 2021

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
Statement of Financial Activities for the year ended 31 December 2020

	Note	Total Unrestricted Funds 2020 £	Total Unrestricted Funds 2019 £
Income:			
Investment Income		78,690	64,917
Donations		120	120
Net profit on investments	4	223,155	482,811
Total Income		301,965	547,848
Expenditure:			
Expenditure on charitable activities:			
Benevolent Grants		(69,050)	(69,786)
Other Expenditure		(7,031)	(9,928)
Total Expenditure		(76,081)	(79,714)
Net income and net movement in funds for the year		225,884	468,134
Reconciliation of Funds:			
Funds brought forward at 1 January		3,083,990	2,615,856
Total funds carried forward at 31 December		3,309,874	3,083,990

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
Balance Sheet as at 31 December 2020

	Note	<u>Total Funds</u> <u>2020</u>	<u>Total Funds</u> <u>2019</u>
		<u>£</u>	<u>£</u>
Fixed Assets:			
Investments	3	3,257,656	3,034,501
Total Fixed Assets		<u>3,257,656</u>	<u>3,034,501</u>
 Current Assets:			
Cash at bank		44,113	99,158
Accrued income		16,705	4,694
Total Current Assets		60,818	103,852
 Current Liabilities:			
Amounts owed to BA		2,500	43,683
Other creditors		6,100	10,680
Total Current Liabilities		8,600	54,363
 Net Current Assets		52,218	49,489
 Net Assets		<u><u>3,309,874</u></u>	<u><u>3,083,990</u></u>
 The funds of the charity:			
Accumulated Fund	4	1,095,095	1,092,366
Revaluation Reserve	4	2,214,779	1,991,624
TOTAL FUNDS EMPLOYED		<u><u>3,309,874</u></u>	<u><u>3,083,990</u></u>
 Funds:			
Unrestricted		<u><u>3,309,874</u></u>	<u><u>3,083,990</u></u>

The report and financial statements were approved by the Trustees on

Signed on behalf of the board



Charles Wadsworth
Treasurer

Date: 31.10.21

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
Statement of Cash flows for the year ended 31 December 2020

	Note	<u>Total Funds</u> <u>2020</u>	<u>Total Funds</u> <u>2019</u>
		£	£
Net cash used in operating activities	5	(133,735)	(78,140)
		(133,735)	(78,140)
<i>Cash flows from investing activities:</i>			
Interest and dividends		78,690	64,917
Net cash provided by investing activities		78,690	64,917
Change in cash and cash equivalents in the year		(55,045)	(13,223)
Cash and cash equivalent brought forward		99,158	112,381
Cash and cash equivalents carried forward		44,113	99,158

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
Notes to the financial statements for the year ended 31 December 2020

1. Accounting Policies

(a) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value except for investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. The charity constitutes a public benefit entity as defined by FRS 102 (effective 1 January 2016). The financial statements are presented in pounds sterling.

The financial statements have been prepared to give a 'true and fair' view and 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 Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern as a result of its strong net asset position. With respect to the next reporting period, year ending 31 December 2021, the most significant areas of uncertainty that affect the carrying value of assets held by the charity are the level of investment return and the performance of investment markets (see the investment policy and performance and risk management sections of the trustees' annual report for more information).

(b) Judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for income and expenses during the year. The Trustees have concluded that the judgements are not significant and that any estimation uncertainty does not give rise to a significant risk of material adjustment to the carrying amounts of assets and liabilities within the next financial year.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

(d) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
Notes to the financial statements for the year ended 31 December 2020

1. Accounting Policies (continued)

(e) Fixed asset investments

Investments are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is to the capital value of the portfolio, especially over shorter time periods. However this risk is considered appropriate given the long term nature of the portfolio and the requirement for sustainable income returns to fund the charity's work.

(f) Expenditure recognition

Costs of charitable activities include grants made, expenses of the Trustees and payments to SSAFA to use their in-house caseworkers.

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.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the charity. Once an application is received, the case is discussed by the trustees and if awarded, the grant is paid to the third party supplier who will complete the work.

(g) Funds structure

The Trustees have invested the funds with CCLA. The charity holds a combination of income units and accumulation units in the COIF Charities Investment Fund. Both the funds are unrestricted. Unrestricted income funds comprise those funds which the Trustees are free to use for any purpose in furtherance of the charitable objects. The dividends earned from the funds are used to make payments as grants.

2. Related party transactions and trustees' expenses and remuneration

The Trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2019: £nil). Expenses paid to Trustees in the year totalled £270 (2019: £846). The expenses mainly related to travel costs.

During the year payments of £2,500 (2019: £58,445) were made on behalf of the charity by British Airways Plc for the payment of contractor services in support of the Trust's casework.

In addition, the charity's independent examination fee for the year was borne by British Airways Plc.

At the year end £2,500 was owed to British Airways Plc (2019: £43,683).

BRITISH AIRWAYS WELFARE & BENEVOLENT FUND
Notes to the financial statements for year ending 31 December 2020

Note

3 Investments

	Shares (number)	Market Value £
Charities investment income fund:		
At 31 December 2019	128,599	2,177,015
Net gain on revaluation	-	139,234
At 31 December 2020	128,599	2,316,249
	Shares (number)	Market Value £
Charities investment accumulation fund:		
At 31 December 2019	4,556	857,486
Net gain on revaluation	-	83,921
At 31 December 2020	4,556	941,407
Total investments at 31 December 2019		3,034,501
Total investments at 31 December 2020		3,257,656

4 Reconciliation of movement in total funds employed

	Balance at 1 January 2019	Income	Balance at 31 December 2019
Revaluation reserve	1,508,813	482,811	1,991,624
Accumulated fund	1,107,043	(14,677)	1,092,366
	2,615,856	468,134	3,083,990
	Balance at 1 January 2020	Income	Balance at 31 December 2020
Revaluation reserve	1,991,624	223,155	2,214,779
Accumulated fund	1,092,366	2,729	1,095,095
	3,083,990	225,884	3,309,874

5 Reconciliation of net movement in funds to net cash flow from operating activities

	2020	2019
	£	£
Net movement in funds	225,884	468,134
Interest income shown in investing activities	(78,690)	(64,917)
Gains on investments	(223,155)	(482,811)
(Increase) / decrease in debtors	(12,011)	437
Increase / (decrease) in creditors	(45,763)	1,017
Net cash used in operating activities	(133,735)	(78,140)