

THE BANKERS BENEVOLENT FUND

England & Wales · Charity number 313080

Details

Other names	THE BANK WORKERS CHARITY
Status	Registered
Legal form	Charitable company
Company number	00019366
Registered	1962-03-21
Register	View on the Charity Commission register

Contact

Address	Bank Workers Charity 35 Great St. Helen's London EC3A 6AP
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Activities

Objects: THE CHARITY'S OBJECTS ARE:1.1 THE PREVENTION AND RELIEF OF POVERTY AMONGST BANK EMPLOYEES, THEIR FAMILIES, CHILDREN AND DEPENDENTS.1.2 THE ADVANCEMENT OF HEALTH AMONGST BANK EMPLOYEES, THEIR FAMILIES, CHILDREN AND DEPENDENTS.1.3 THE ADVANCEMENT OF EDUCATION AMONGST THE CHILDREN OF BANK EMPLOYEES;1.4 FOR THE PURPOSES OF THESE OBJECTS1.4.1 "BANK EMPLOYEE" MEANS ANY PERSON, WHETHER RESIDENT IN THE UK OR ELSEWHERE, WHO:(A) HAS AT ANY TIME BEEN IN BANK EMPLOYMENT, OR(B) IS THE SPOUSE, PARTNER OR CO-HABITEE OF A PERSON WHO HAS AT ANY TIME BEEN IN BANK EMPLOYMENT.1.4.2 "BANK EMPLOYMENT" MEANS THE EMPLOYMENT BY OR THE PROVISION OF SERVICES TO ANY ORGANISATION (INCLUDING COMPANY, FIRM, INDIVIDUAL OR OTHER ORGANISATION) WHICH IS ENGAGED IN BANKING OR SIMILAR SERVICES IN THE UNITED KINGDOM (WHETHER OR NOT SUCH EMPLOYMENT OR PROVISION OF SERVICES IS IN THE UNITED KINGDOM) OR ANY INSTITUTION IN ANY PART OF THE WORLD WHICH IS WHOLLY OWNED BY, PART OF THE SAME GROUP OF COMPANIES AS OR OTHERWISE SPECIALLY CONNECTED TO SUCH ORGANISATION.1.4.3 "CHILD" OR "CHILDREN" INCLUDE NATURAL CHILDREN, STEP CHILDREN OR ADOPTED CHILDREN AND DEPENDENTS AND THEIR CHILDREN.1.4.4 "UNITED KINGDOM" MEANS THE UNITED KINGDOM, NORTHERN IRELAND, THE ISLE OF MAN OR THE CHANNEL ISLANDS AS THE CONTEXT REQUIRES.

Activities: Bank Workers Charity (BWC) is the only occupational benevolent fund for all current and former bank employees working in the UK and their families. The Charity's objects are the prevention and relief of poverty and advancement of health amongst bank employees, their families, children and dependents; advancement of education amongst the children of bank employees

Classification

- **How:** Makes Grants To Individuals, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Elderly/old People, People With Disabilities

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,502,296	£5,484,136	£89,541,696	37
2024-03-31	£2,324,009	£6,554,296	£91,779,514	38
2023-03-31	£1,842,700	£5,382,517	£87,333,963	34
2022-03-31	£2,154,539	£5,149,175	£92,403,896	33
2021-03-31	£1,856,612	£4,882,739	£89,519,384	35

Trustees

Name	Role	Appointed
Michael Thornton Hemingway	Chair	2025-11-12
CHARLES FREDERICK COLDICOTT		2024-08-08
Duncan Allan Douglas Stewart		2020-09-21
JASMINE EVE YEO		2024-08-08
Marco Evans		2020-10-12
NATHAN PAUL TOWNSEND		2024-08-08
Nadia Samir Hijazi		2025-11-17
RICHARD PETER WAIT		2024-08-08
SAMUEL CLIVE DE SILVA		2024-08-08
Sharon Midwinter		2023-05-09
Suzanne Hughes		2017-02-09

Linked charities

- OWEN MORRIS OWEN BEQUEST (313080-1)

THE BANKERS BENEVOLENT FUND

England & Wales - Charity number 313080

Accounts

Trustees' annual report and accounts



2024-25

Supporting the banking
community past and present

Statement from the Chair

Welcome to our annual report for 2024–25.

It's been a year of change and progress for Bank Workers Charity – from adapting the way we work, to strengthening partnerships and making thoughtful decisions to protect our future.

We moved to a new office that better supports hybrid working and reduces overheads, allowing more funding to go directly to client support.

Post year-end, Tony Ramos stepped down as Chair and Trustee after many years of dedicated leadership. We thank him for his wisdom and long-standing commitment. We said goodbye to trustees Lillian Boyle and Michael Field and thank them both for their service. We recruited five new trustees to support a smooth transition and protect vital organisational knowledge.

We were sorry to hear of the passing of Sir Kit McMahon, a longstanding Vice President of the Charity. His support helped us strengthen our connections across the banking sector and extend our reach to those in need.

In that same spirit, this year, we refreshed our strategy which moves away from growth-focused ambitions to a more sustainable, impact-driven approach. Our priority is to support those most in need, ensuring we maximise our impact while strengthening the organisation's long-term resilience.

We also introduced a new vision and mission, reflecting our next chapter while staying true to our values:

- **Our vision:** For bank workers, past and present, and their families, to be supported in times of need
- **Our mission:** To provide guidance, practical support, and financial assistance, helping members of the banking community to overcome life's challenges

With increased pressure on resources, we reduced internal costs to protect frontline services. We strengthened partnerships with banks, helping to grow funding.

In line with the Charity Governance Code, we updated our governance – introducing maximum terms of office for Trustees and revising our membership structure.

As I begin my term as Chair, I want to thank everyone who plays a part in the work of Bank Workers Charity – our staff, trustees, partners and supporters. Your contribution makes a real difference, and I'm confident we're in a strong position to continue supporting the banking community in the years ahead.

Lena Breen

Chair of Trustees

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Our year in numbers

These figures reflect the early impact of our 2025–28 strategy (see page 10). In the interests of long-term sustainability, we've reduced some of our awareness-raising activity – such as our 'How we help' webinars – and focused our resources on the clients most in need. While this has contributed to a drop in the number of people we've supported and the grant amount awarded, we've helped secure significantly more through benefits and external grants for those we have reached.

5,876 ✓

Clients supported

(last year: 6,406)

3,459

New clients supported

compared to 4,366 in 2023/24



£1.23m

In grants awarded to 1,647 clients

(last year: £1.84m to 1,835 clients)

89% ✂

**of clients felt less stressed
after receiving our support**

up from 88% in 2023/24*

196 😊

**Wellbeing and help webinars
delivered to 19,235 attendees**

(down from 283 webinars to 30,306
attendees last year)

£1.4m

**Secured through client benefit
claims and external grants**

compared to £1m in 2023/24

* Based on post-support surveys completed by 822 clients in 2024–25 and 616 clients in 2023–24

About Bank Workers Charity

We're here to support the health and wellbeing of the banking community.

Bank Workers Charity is the working name of the Bankers Benevolent Fund, a company limited by guarantee in England and Wales (reg no. 00019366) and a charity registered in England and Wales (reg no. 313080).

Our charitable objectives are:

- The prevention and relief of poverty and advancement of health among bank workers, their families, children, and dependants
- The advancement of education among the children of bank workers past and present

The people we support:

- Bank workers past and present
- Retired bank workers
- Dependants (partners and dependent children)

Client story **Maria**

Leaving her abusive marriage was traumatic enough. But now Maria was in constant pain – and skipping meals so she could feed her five-year-old son.

Her ex-husband had moved out, and though he was legally responsible for half her mortgage, he refused to contribute. Maria was left to cover the rising costs alone – all while managing a long-term health condition that caused chronic pain and fatigue.

Eventually, she was told the best option was to leave the property and start again. But after setting aside enough for a deposit and first month's rent, she couldn't afford basics like food or heating – let alone the rest of the moving costs. She also needed a bed to ease her condition, and an oven so she could cook meals.

That's when she called the Bank Workers Charity Helpline.

We arranged financial support to cover her moving fees and help her furnish her new home. Now Maria and her son are safe, settled, and hopeful for the future.

"Bank Workers Charity helped me turn things around and make a fresh start. Thank you for the care, attention and support I received."

Maria, current bank worker



Supporting the needs of the banking community

Physical, mental, social or financial – the banking community’s changing needs reflect wider UK trends.

While the data below covers the UK as a whole, we see the same pressures reflected in the issues raised by the people who contact our Helpline every day.

Financial pressures remain high

More people’s wellbeing is being impacted by their finances. The Joseph Rowntree Foundation predicts UK households will be on average £1,400 worse off by 2030¹. Inflation may have slowed, but the cost of essentials like food, fuel and housing remain at record highs.

Working harder to make ends meet

In November 2024, 1.2 million people had taken on second jobs to cover rising costs² – a shift that affects health, family life and wellbeing.

Sickness is keeping more people out of work

In the year to September 2024, 2.5 million people were out of work due to long-term illness³ – the most common reason for economic inactivity.

NHS services are under severe pressure

As of January 2025, 7.4 million cases were on hospital waiting lists – with 3 million patients waiting over 18 weeks⁴. Mental health services are particularly stretched⁵, and NHS dental provision is near breaking point, with 97% of new patients unable to access care in 2024⁶.

Young people’s mental health is in crisis

One in five children has a common mental health condition, yet 60% of those with a diagnosis receive no NHS-funded support⁷.



An ageing population is increasing pressure

More funding is needed for pensions, healthcare and care services as demand rises – especially among older adults⁸.

Loneliness is rising – especially among younger adults

One in four adults now experiences loneliness. Contrary to public expectations, it's most common in younger people, including those in work⁹.

Cuts to local services are still being felt

Local councils face a funding gap of more than £2 billion in 2025-26¹⁰ which is expected to hit children and youth services the hardest. In fact, 49% of local authorities reported cuts to children's centres in the last year; some by up to 81%¹¹.

Sources:

- 1 [Joseph Rowntree Foundation](#)
- 2 [Office for National Statistics](#)
- 3 [Office for National Statistics](#)
- 4 [NHS backlog data analysis](#)
- 5 [British Medical Association](#)
- 6 [British Dental Association](#)
- 7 [Mental health research](#)
- 8 [Institute of Fiscal Studies](#)
- 9 [Office for National Statistics](#)
- 10 [Local Government Association](#)
- 11 [Centre For Young Lives](#)



Public benefit

As a registered charity, we have a duty under Section 17 of the Charities Act 2011 to show due regard to the Charity Commission's guidance on public benefit.

Our role as Trustees is to ensure that we pursue our objectives in line with this duty. We do this by clearly defining our beneficiary group and ensuring that our services are accessible to those who need them. We work actively to reach potential beneficiaries through relationships with other charities, wellbeing networks in banks, and pensioner associations – helping people find their way to us when they need support.

Our charitable activities

We support the health and wellbeing of our community through financial assistance (in the form of grants to individual clients) and a broad range of services delivered by our in-house teams and trusted external partners.

These services include online advice and information, personalised support from our Helpline and casework teams, and access to specialist partners offering counselling, employment guidance and legal support.

Services and Grants Policy

We aim to direct our funding and support to people who meet our eligibility criteria and are facing the greatest unmet need – particularly where their circumstances make it hard to manage alone.

In 2024/25, we reviewed our criteria to ensure it focuses on those who will benefit the most. We listen closely to everyone who contacts us to assess how – and if – we can help. Eligibility for grants is determined using clear, annually reviewed criteria, which helps us to make best use of our resources. We also draw on feedback from clients, frontline staff and data insights to monitor trends and shape our services accordingly

Grants and some services are subject to an application process. This considers factors such as length of banking service, income, savings, and the individual's circumstances. Every application is assessed objectively on its own merits. When a grant is awarded, it's entirely discretionary and regularly reviewed. We also seek out alternative sources of support (e.g. state benefits, local services, or other charities) wherever possible. This means we can reserve our limited funds for people who have no other options – or for future clients who come to us needing help.

Our assessment of financial hardship ('poverty') is based on how the applicant's income compares to the UK median household income (after tax and housing costs), adjusted for their personal situation. We also consider available savings (excluding the family home), in line with Department for Work and Pensions thresholds. We recognise the limitations of published average data, so we take a flexible approach – especially in relation to household composition and disability-related needs.

The challenges our clients face

When people contact us, they're often dealing with more than one issue. Below are the five most common challenges raised this year, shown as percentages of the total number of issues reported.

Compared to last year, financial concerns made up a slightly higher proportion of issues, while mental health concerns decreased a little. The overall picture remains consistent: our clients continue to face a complex mix of financial, emotional and social challenges.

Financial
48%
up from 43%
in 2023-24

Mental health
17%
down from 21%
in 2023-24

Legal
8%
down from 9%
in 2023-24

Relationship
7%
up from 6%
in 2023-24

Physical health
5%
same as in
2023-24

Other challenges*
15%
down from 16%
in 2023-24

*Other challenges include: employment (3%), housing (2%), care (2%), domestic abuse (2%), bereavement support (2%), cost of living increases (2%), neurological health condition (1%), addiction, social developmental health condition, Covid-19 (all under 1%)



Our strategy for 2025-28

The strategic challenge

The UK's cost-of-living crisis has created greater financial strain for many members of the banking community, increasing demand for our services while placing tighter financial constraints on our organisation.

As a result, our 2025-28 strategy moves away from growth-focused ambitions to a more sustainable, impact-driven approach. Our priority is to support those most in need, ensuring we maximise our impact while strengthening the organisation's long-term resilience.



Values and mission led

To reinforce our organisational identity and cultivate a shared sense of purpose, we're adopting new vision and mission statements:

- **Our vision:** For bank workers, past and present, and their families, to be supported in times of need
- **Our mission:** To provide guidance, practical support, and financial assistance, helping members of the banking community to overcome life's challenges

Over the next three years, we will:

- Embed our vision and mission across all areas of our work, making sure our support reaches those who need it most
- Strengthen our approach to equity, diversity and inclusion (EDI) to ensure our services are accessible and responsive to all bank workers
- Work to a recognised benchmark of service excellence to ensure we provide high-quality, effective support that meets the needs of bank workers and their families



Client-focused and evidence-based

Understanding the evolving needs of bank workers is critical to ensuring our services remain relevant and effective. We will:

- Conduct regular impact assessments to measure the effectiveness of our services, and use data to drive continuous improvement
- Undertake comprehensive service reviews, ensuring we allocate resources where they can have the greatest impact
- Strengthen our role as a thought leader in wellbeing, positively influencing how banks support employee wellbeing and giving bank workers the tools to build their own resilience



Building a resilient organisation

To sustain our impact and continue meeting the growing needs of our community, we will:

- Build our fundraising strategy, focusing on long-term financial sustainability while maintaining ethical fundraising
- Improve operational efficiency, streamlining our internal processes to maximise resources and reduce costs
- Strengthen governance and risk management, ensuring the organisation remains agile and adaptable in response to financial and external pressures

Looking ahead

This strategy ensures that Bank Workers Charity remains a lifeline for those facing financial and wellbeing challenges. By focusing on sustainability, impact, and resilience, we'll continue to make a meaningful difference in the lives of bank workers and their families – now and in the years ahead.

Our impact

This year, we began putting our new strategy into action – focusing support where it's needed most and laying the foundations for long-term impact.

Our Helpline team handled over 11,200 calls, emails, letters and online forms in 2024–25. While that's a 7% decrease from 12,100 last year, it still reflects the high level of demand for our services.

We supported 5,876 clients – down 8% from 6,406 – as we focused our resources on those most in need.

Many of those who contacted us were facing financial or mental health challenges. We helped clients unlock £1.4 million in additional income through benefits and external grants – up from £1 million last year, an increase of 40% – and referred 1,455 people to trusted mental health partners, including PAM Wellbeing and Relate.

We also responded to rising demand for neurodiversity support by investing in specialist training for our team – helping us provide advice that's more informed, inclusive and effective.

The early signs are encouraging. In our latest client survey, 89% of people said they felt less stressed three months after receiving our support – a clear sign that our new strategic focus is making a real difference.

We're proud of the progress we've made – and we're committed to building on it in the year ahead.



Helpline
responsiveness

96%



Advice that solved
the problem

85%



Those who
recommend us

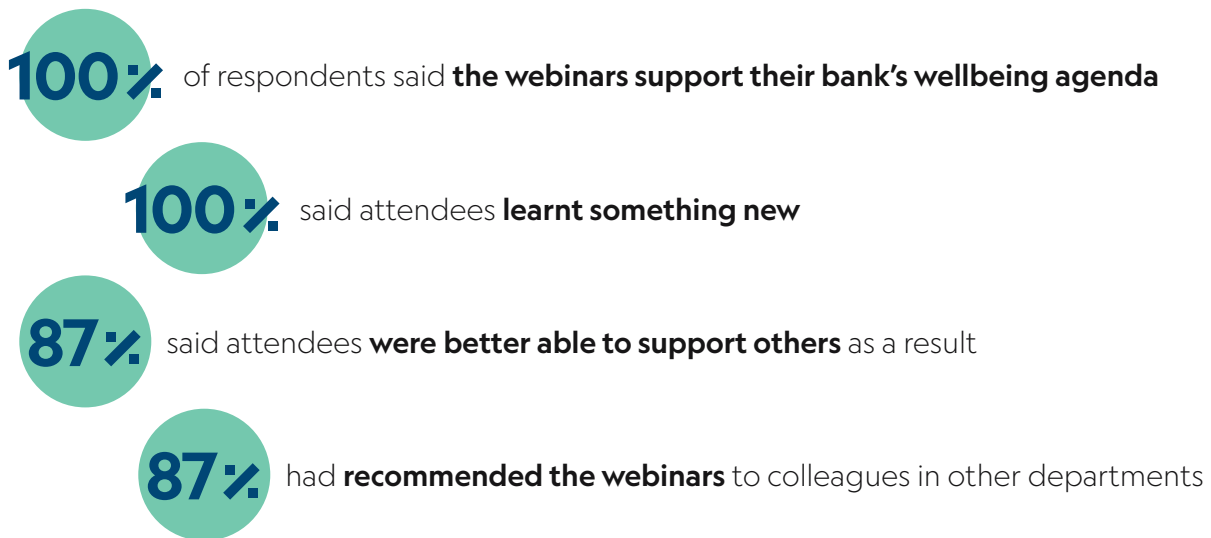
85%

Based on post-support surveys completed by 822 clients in 2024–25

Wellbeing webinars and events

Our webinars and wellbeing events continue to be in high demand. In 2024-25, we delivered 150 sessions, attended by 15,812 people. The range of topics was wider than ever before, covering 30 different wellbeing themes.

To understand what our webinars offer from the perspective of those who commission them, we surveyed bank wellbeing leads and departmental heads. The results offered some valuable insight:



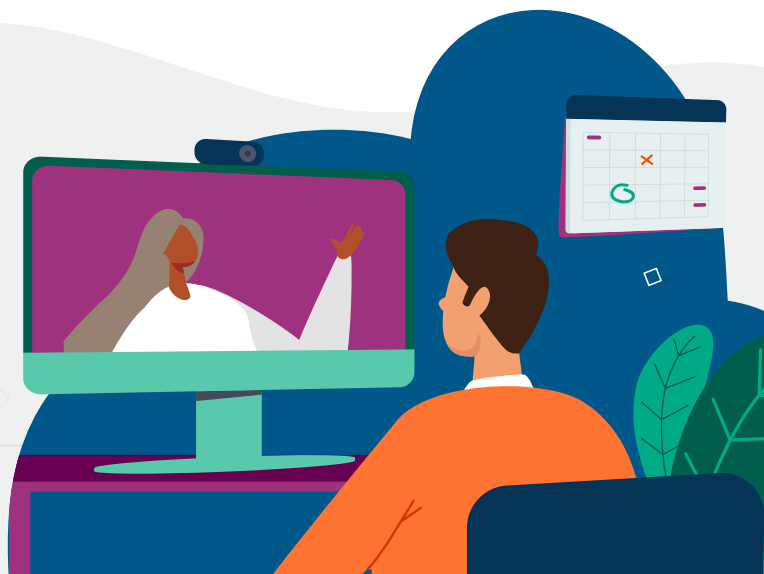
Narrative feedback was equally encouraging. Respondents told us the webinars:

"Often break taboos about subjects not usually in the spotlight"

"Have definitely made people think about the wellbeing outcomes they want for themselves and how to achieve those outcomes"

"Have helped us become more connected as a team as we debrief after the webinars"

"Have improved our team's knowledge and contributed to a sense of psychological safety, where people are more comfortable to say if they don't feel 100%"



Building a wellbeing community across the banking sector

Across UK banks, large numbers of employees are actively and enthusiastically engaged in their organisation's wellbeing agenda. They give up their own time to run campaigns, organise wellbeing events, and act as key points of contact for support and information.

These departmental wellbeing leads, mental health advocates, champions and first aiders are the foot soldiers of the wellbeing function. Without their contribution, much of the sector's wellbeing activity would not be possible – and it's happening at scale. At Lloyds Bank alone, 2,800 mental health advocates have been trained in partnership with Mental Health UK.

Over the past year, we've come to recognise that these individuals represent something more: a cross-sector community united by a shared interest in workplace wellbeing – and one we could help connect and support.

The enthusiastic promotion of the Banking Wellbeing Pulse by these networks confirmed this. We saw it again at our panel event, 'What next for workplace wellbeing?', which featured wellbeing leads as panellists. The event attracted 200 live attendees and 94 views of the recording. Most importantly, 95% of attendees told us they were actively supporting their organisation's wellbeing strategy.

Building this cross-sector community – through regular wellbeing events, the Banking Wellbeing Pulse, and our cross-sector EDI and Wellbeing Forums – is now a key part of our strategy. It will sit at the heart of the wellbeing team's activity in 2025–26.



Client story **Gaya**

At 83, Gaya had just lost her husband. Alone and in poor health, she was struggling in a home that was cold, crumbling, and unsafe.

With no hot water, a broken oven and long-term health issues that left her unsteady on her feet, even using her kitchen put her at risk of injury.

An occupational therapist recommended urgent adaptations, but Gaya couldn't afford the £1,280 cost of the work. She contacted Bank Workers Charity.

We helped her apply for benefits, reducing her contribution to £393 – which we covered.

Today, Gaya has a safer kitchen, over £6,000 in extra annual income from the benefits we helped her claim, and the space to process her grief.

"I was struggling to manage, and I didn't know what help was available. My home is now safer, and I have financial security I never thought possible."

– Gaya, retired bank worker



Client story **David**

When his manager asked if he was okay, David broke down in tears.

His 33-year marriage had ended, leaving him to care for his teenage son alone. Their relationship was strained, money was tight, and when his washing machine broke, it felt like the final straw.

David's manager encouraged him to call Bank Workers Charity.

We awarded a grant for a new washing machine, funded counselling to help David process the breakup, and connected him with our partners at Relate, who provided a safe space to talk things through with his son.

From feeling at breaking point, David says he's now stronger, happier, and more positive about the future.

"Before speaking to Bank Workers Charity, it felt like everything had fallen apart. Their support was life changing." – David, current bank worker



Fundraising and engagement

One of our key goals for 2024-25 – in line with our new strategy – was to diversify our income. That included building a stronger foundation for the future through fundraising.

We've made strong progress. With dedicated fundraising expertise now in place, we've deepened our relationships across the banking sector and engaged more donors from our wider community – opening up new opportunities for collaboration and support.

A standout example is our partnership with HSBC.



Together, we've developed the HSBC Support Fund – a vital initiative that provides financial help to the bank's past and present employees and their dependants during times of hardship. Fully funded by HSBC and administered by our team, the scheme ensures people get the right support, at the right time – with complete confidentiality.

This year, HSBC also pledged unrestricted funding to the charity – meaning we're no longer limited to using their support solely for financial grants. We can now use it to help with mental health, benefits advice, and other wellbeing concerns too. This recognises the full value of what we do and helps us respond to need, wherever it appears.

In November, we were pleased to welcome Ian Stuart, HSBC UK's Chief Executive, to our office for a meaningful conversation about the difference we're making together. Speaking on the day, Ian said:

"It's been a privilege to visit with the Bank Workers Charity team and hear stories of people helped by the HSBC Support Fund. The wellbeing of our people is incredibly important to us, and by working in partnership we're able to provide meaningful support in a way that maintains complete confidentiality and impartiality at a time when they need it most."

– Ian Stuart, Chief Executive, HSBC UK

Thank you

We're incredibly grateful to everyone who supported us this year.

We rely on donations to fund our work – and every contribution helps us reach people in need. Without the generosity of the banking community, our impact simply wouldn't be the same.

£ 815,207
raised thanks to donations

 **4**
legacy gifts

£ 755,000
in corporate donations from 4 banks

 **745**
individual donors



We'd like to offer special thanks to:



Including support through employee giving and matched donations towards the Spread Eagle Foundation.

As in the previous year, no complaints were received in 2024-25 related to fundraising activities.

Looking ahead

As we move into 2025-26, demand for our services remains high – even as the number of people reaching out has reduced. The needs we respond to are often complex, and we know that for many in the banking community, life isn't getting any easier.

Banks are also undergoing rapid change – adapting to an uncertain economic climate, the growing impact of artificial intelligence, and evolving ways of working. These shifts, alongside broader societal pressures, continue to shape the wellbeing needs of the banking workforce.

In the year ahead, we'll stay focused on what matters most: putting our clients at the heart of everything we do and ensuring our services reach those who need them most.

These are the priorities that will guide our work:



Values and mission led:

- We'll continue embedding our vision and mission across the organisation, ensuring our support remains grounded in compassion, purpose and integrity
- Our commitment to equity, diversity and inclusion will remain central, shaping how we operate and how we deliver support



Client-focused and evidence-based:

- We'll develop an impact measurement framework to help us better evaluate what's working – and where we can improve
- This will inform an ongoing programme of service reviews, ensuring we continue to meet the real-world needs of the people we support



Building a resilient organisation:

- We'll develop and implement a new fundraising strategy, with a focus on income from banks and individual donors
- We'll continue to invest in the professional development of our staff, and ensure our governance remains strong, agile and fit for the future
- Where appropriate, we'll leverage artificial intelligence to boost insight, efficiency and service delivery – always ensuring its use aligns with our values and meets the needs of the banking community

Social investments

In previous years, our Trustees designated a portion of Bank Workers Charity's unrestricted investment portfolio specifically for social investment. The aim was to further our charitable objectives by increasing our overall social impact, while also seeking an eventual financial return.

Our policy was to build a balanced portfolio of investments that combined financial return with positive social outcomes. In line with Charity Commission CC14 guidance, these are classed as mixed motive investments.

As part of a wider review of our investment strategy in 2023–24, we revisited our approach to social investment. The decision was made not to pursue any new investments in this area, and instead to begin liquidating our existing social investments where possible. However, many of these assets are long-term and not readily liquid.

As of 31 March 2025, the value designated towards social investments remained at £2.6m. The net value of these is currently £2.0m, the difference being a mixture of redemptions and funds not yet drawn down.

Our social investment portfolio includes a mix of direct loans, equity investments, and investments in funds managed by other organisations. In all cases, the purpose of the investment aligns with our charitable aims.



Financial summary

This year the Charity incurred an unrestricted deficit of £2.3m (2023-24: deficit £0.4m), largely due to volatile investment returns. The unrestricted fund stands at £33.6m (2023-24: £35.9m).

The restricted funds are at a similar level to last year, standing at £56.0m (2023-24: £55.9m).

Income

Total income generated for the year ending 31 March 2025 was £2.5m (2023-24: £2.3m) an increase of £0.2m compared to prior year.

Investment income of £1.7m is similar to the previous year (2023-24: £1.7m).

Donations income of £815k is up £236k on the previous year.

During the year we received unrestricted corporate donations from HSBC (£150k) Santander (£50k) and Barclays (£30k).

We also received £475k from HSBC to top-up their Support Fund. The bank has continued its commitment to the Support Fund, and we receive ongoing funding. We also received £50k from TSB for their Support Fund.

We're grateful to those who donate to our cause and people who remember us in their wills. This year we recognised legacy donations of £6k (2023-24: £191k).

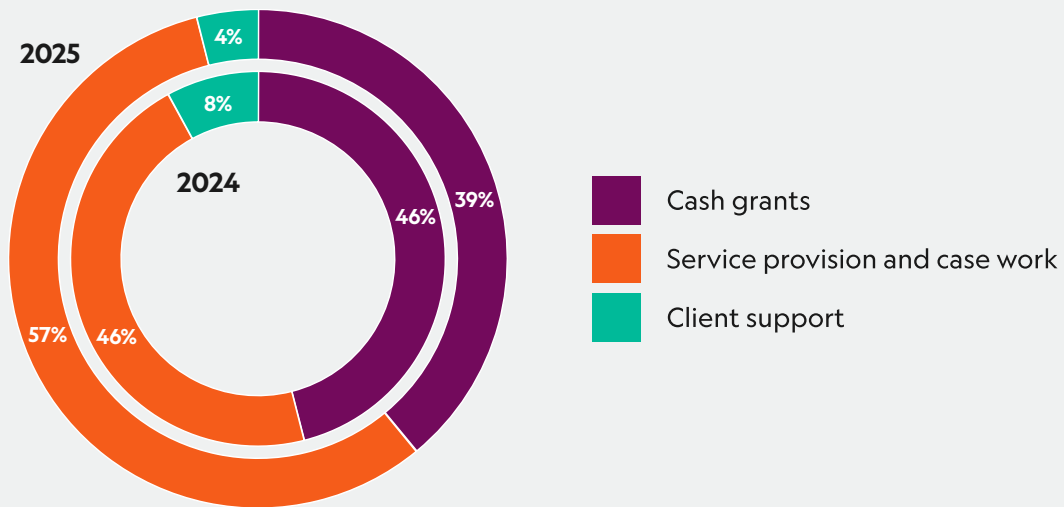
We don't actively raise funds from outside the banking community and have not employed any external agency to fundraise on our behalf. We do accept donations which are mainly directed through the principal online donation platforms (e.g. Charities Aid Foundation) or through payroll giving.

Expenditure

For the year ending 31 March 2025 expenditure was £5.5m (2023-24: £6.6m), a decrease of 17% on prior year. The Charity has been consciously reviewing spend to ensure it is sustainable in the future. The cost of raising funds was £761k (2023-24: £805k), a decrease of 5% on the previous year.

Charitable activities cost £4.7m (2023-24: £5.7m), a decrease of £1.0m or 18% on the prior year. Cash grants, including support costs, are £2.0m, down £0.7m or 25% on the prior year due to the tightening of our grant criteria to achieve long term sustainability. Service provision and casework, at £2.3m, is marginally reduced by £62k or 3% as we have reduced the default number of sessions we offer on counselling services. Our Caseworkers have continued to work tirelessly in assisting our clients to claim £1.4m of benefits (2023-24 £1.0m).

Cost of direct assistance by activity

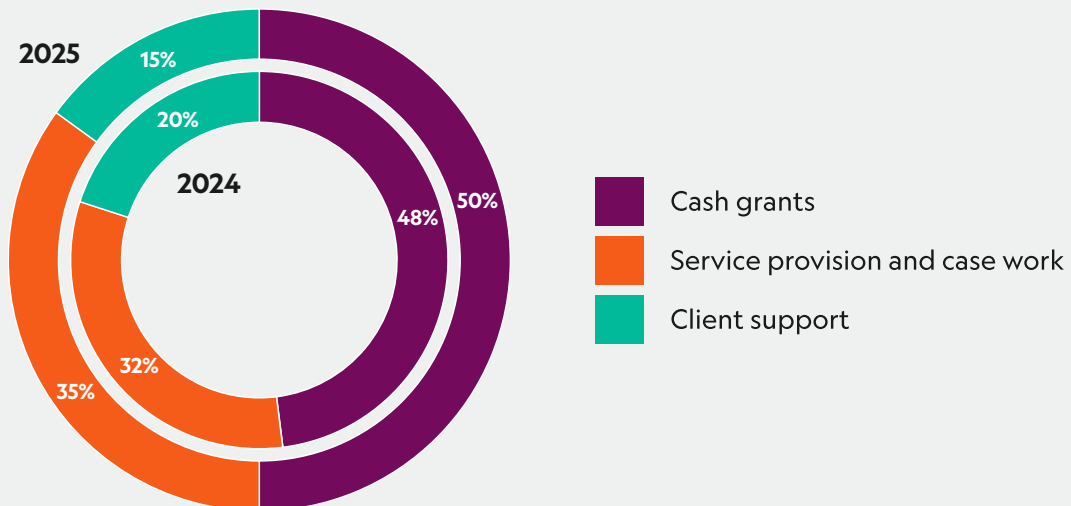


Further information can be found in Note 7 to the financial statements

Support costs

Total support costs have reduced by £0.2m from £1.8m in 2023-24 to £1.6m in 2024-25 as we continue to strive to reduce costs and obtain value for money. As part of this the Charity moved to a smaller premises during the year, reducing rental costs.

Cost of support by activity



Further information can be found in Note 7 to the financial statements

Staff costs

The average number of full-time staff was 37 (2023-24: 38). Staff costs reduced by 4% due to the restructure of Finance in late 2023 and the departure of the Director of Operations and Marketing in January 2025.

Investment portfolio and total return

We rely substantially on investment returns to support our activities. We've maintained a total return investment strategy seeking a return from a combination of capital growth and income. This allows us to plan for longer-term service delivery activity by smoothing out the volatility associated with investment returns (see investment policy on page 24).

The last quarter of the financial year saw some turbulence in the markets due to the impact of US trade tariff announcements. This affected the full year gains which were £0.7m for the full year (2023-24: £8.7m).

As of 31 March 2025 the value of our total reserves was £89.5m (2023-24: £91.8m).

Policies

Risk management

Risk management is a crucial aspect of Bank Workers Charity's operations, overseen by the Trustees and delegated to the leadership team. Understanding risks related to organisational strategy, ongoing activities, and projects enables us to align with objectives and serve the banking community effectively.

Trustees, the leadership team and line managers actively assess and address risks, seeking to mitigate, manage, or accept them as appropriate. The leadership team regularly monitors both organisational and departmental risks and provides quarterly reports to the Audit and Risk Committee.

Primarily, our high-level strategic risks are identified to be risks attributed to:

- Cyber security
- Financial
- Reputational
- Strategic direction
- HR, legal and statutory

The Audit and Risk Committee oversees the Charity's strategic risk register under its delegated powers from the Board. As part of this oversight, the committee reviews strategic and high-level risk assessments and positions recommended by the leadership team, along with the mitigations in place. These are evaluated in line with the risk management policy and, where defined, the Trustees' agreed risk appetite. The Finance and Investment and People Committees also review specific sections of the strategic register aligned to their terms of references at quarterly meetings, and the key findings are then presented to the Board.

We assess risks by considering their potential impact and likelihood of occurrence, taking into account our tolerance for each risk. Our approach to risk management is integral to the daily operations of Bank Workers Charity, characterised by the implementation of appropriate policies, procedures, and controls. This includes the establishment of a structured risk management and compliance framework, active engagement with Senior Management through the Audit and Risk Committee, and regular internal and external audits of our internal controls.

We utilise this data to identify and evaluate risks, as well as to implement any necessary new controls. Strategic risks undergo regular internal review and are presented quarterly to both the Audit and Risk Committee and the Board.

Occasionally, it becomes necessary to assume additional risks in pursuit of our objectives. When embarking on new projects or activities, we adopt a "managed risk" approach, creating a separate risk register to assess their potential impact on Bank Workers Charity before proceeding.

Our formal risk management process is further strengthened by an annual internal audit program conducted by our independent internal audit partner. These audits evaluate the business

processes, controls, and operational risks implemented by the leadership team. Additionally, our internal audit partner offers independent advice to the Audit and Risk Committee.

Principal risks

As in previous years, we've maintained our assessment of our primary risks. While demand from our community has now stabilised, it remains significantly higher than just a few years ago – driven by the ongoing cost-of-living crisis that continues to impact many individuals in the UK. This sustained pressure poses an increased risk of potentially compromising our high standards of service quality. To mitigate this risk, we've closely managed our front-line client support staff capacity, streamlined our processes, and reviewed our grant criteria to focus support on those in greatest need.

Moreover, while our grant spend has reduced year on year, it remains significantly higher than levels seen before 2022 – reflecting the continued financial needs within our community. The pivotal financial backing received from banks in establishing staff support funds has been and will continue to be instrumental in facilitating some of these efforts.

As Trustees, we recognise our current levels of expenditure and service outreach are not sustainable indefinitely. As part of our new strategy, we have – and will continue to – work towards financial sustainability by controlling support costs, focusing our provision on those most in need, and exploring alternative sources of income.

Furthermore, cybersecurity remains a significant concern for all organisations including the charity sector. As Trustees, we are committed to ensuring the resilience of our IT systems and internal controls against persistent cyber threats. To safeguard and preserve the data under Bank Workers Charity's control and processing, we collaborate with industry experts and maintain compliance with Cyber Essential Plus accreditation standards.

Global events in Europe and emerging markets resulted in economic deceleration and increased stock market volatility in recent years, posing a risk to achieving our target investment returns.

We continually monitor market and liquidity risks and assess both short and long-term impacts on our activities and plan for the future with the assistance of professional support from our fund managers and an independent investment adviser.

Staff, operations and service provision

In 2024–25, we maintained our hybrid working arrangements. Staff continued to split their time between home and office, with a minimum of two days a week spent in the office, based on business needs. Bank and casework visits also continued, with many taking place remotely.

Investment policy

As Trustees, we reserve the right to exclude from the portfolio any investments in companies whose representation might damage, directly or indirectly, the purposes of or reputation of the Charity and the Group.

The following restrictions have been implemented so we do not invest in companies that earn more than 10% of revenues from tobacco, alcohol, gambling, high interest rate lending, or armaments, or 3% of revenues from pornography, and we do not invest in companies that produce indiscriminate weaponry.

Additionally, we encourage our investment managers to increase the pace of climate action by leading impactful engagements with the companies that we invest in as we recognise the significant role the environment plays in supporting human health and wellbeing.

We undertook a review of our investment managers earlier in the financial year, in accordance with our policy to review investment fund managers every three to five years, and moved from a three to a two-manager model (note that at year end we still had three as we still had some investments that had not yet been transferred from UBS), both of which adhered to this policy.

The Finance and Investment Committee (FIC), supported by an independent investment adviser, monitors the performance of the investment managers against agreed performance benchmarks at its quarterly meetings. The papers and decisions of the FIC are also made available to all Trustees.

The investment policy is set to maintain the Charity's long-term capital and returns, allowing for the effects of inflation, to achieve real gains in capital growth and sustainable income.

The investment managers actively manage our investment portfolios and work to optimise the returns to achieve the total return targets, including the long-term preservation of capital values. These targets are set, and performance measured at least once a year, and are used to drive our annual business plan including a three-year strategy and planning cycle of income and expenditure.

The maximum asset holding is not more than 5% of any individual equity or fixed income without our consent. The reference currency for all investment portfolios is sterling.

Reserves and funds

As Trustees, we regularly monitor and review the consolidated reserves to ensure they are sufficient to enable Bank Workers Charity to operate effectively in the short to medium term. The FIC reviews the reserves policy and recommends for Trustee Board approval.

The reserves policy and a description of the type of reserves we hold is explained below:

Unrestricted funds

As of 31 March 2025, the group's unrestricted reserves of £33.6m (2023-24: £35.9m), largely comprise investments, including £2.0m of paid-up social investments. Free reserves are £30.9m as of 31 March 2025. In view of our aim to be financially sustainable in the long-term, a large proportion of the free reserves (£28.8m at 31 March 2025) are investments held to generate income and capital growth and secure the long-term funding of the Charity. Trustees have considered that a minimum reserve of £40m should enable us to serve our clients for the foreseeable future. We expect this to be reached post year-end, following the anticipated derestriction of the first tranche of the Bank Workers Charity restricted fund for the NatWest Group, subject to approval by the Board and the Charity Commission.

In addition, the Trustees consider it prudent to hold a minimum of £2.6m as cash and cash equivalents to enable us to have a working capital of 12 months, should adverse market conditions prevail. As of 31 March 2025, the Charity held £2.6m of its free reserves in cash and cash equivalents. After year end, due to the sale of the UBS property fund, this was increased to £3.6m.

Restricted funds

As of 31 March 2025 we held restricted funds of £56.0m (2023-24: £55.9m), which can only be spent in accordance with the specific terms aligned with the deed of donation. The cost of raising and administering these restricted funds is charged against the specific funds. The restricted funds largely relate to a donation received in June 2017 from the RBS People Charity. On 31 March 2025, this donation was valued at £55.5m (2023-24: £55.5m). This is held by Bank Workers Charity as a restricted fund for the relief of financial need, hardship, or distress of people within the beneficial class, restricted to bank workers past and present, and their dependants of the NatWest Group (formerly Royal Bank of Scotland Group of companies).

Following the year-end, and subject to approval by the Charity Commission (with the support of the NatWest Group), a portion of the restricted fund relating to the RBS People Charity donation is expected to be de-restricted. This is anticipated to contribute towards meeting the Trustees' target for unrestricted reserves.

The HSBC Support Fund was established in May 2021 under a deed of donation where HSBC transferred £250k to Bank Workers Charity to support HSBC bank workers past and present and their immediate dependants and applied exclusively for the beneficial class defined under the terms of the deed of donation.

In addition, the restricted reserves include three smaller funds comprising the SE Foundation (SEF), and the Barclays Overseas Benevolent Fund (BOBF), and the TSB Fund. On 31 March 2025, SEF amounted to £283k (2023-24: £401k) and BOBF is now zero (this is after provisions were made for the next five years' commitments) (2023-24: £5k).

The SEF funds are held as a restricted fund for the objects of SEF, which are reserved for the relief of persons in conditions of need, hardship, or distress, who are Barclays retired employees.

The BOBF funds are held as a restricted fund for the benefit of former Barclays overseas employees and their spouses, who were employed outside of the UK.

The BOBF Trust Deed states that payments to beneficiaries should be for the relief of poverty. On 31 March 2025, there were eight beneficiaries (2023-24: eight) receiving quarterly payments from this fund and this will continue for the remainder of their lives or until the Fund runs out. The annual cost of these payments was £47k (2023-24: £42k).

The TSB Fund had dropped to zero in 2023-24 but a donation was received in January 2025 of £50k.

In prior years there had been a Santander Support fund, for which a small interest balance was received in the year, but Santander have now given an unrestricted donation in 2024-25 of £50k so this fund is no longer in use.

We continue to maintain these levels of reserves by periodically reviewing the performance of the funds and investment managers, strategic asset allocation and diversification of portfolios to protect our capital from market downturns and inflation so that we continue to maintain our commitment to provide help and support to the banking community. Investment income is the Charity's main source of income and is susceptible to market fluctuations. The Trustees believe that for the Charity to be sustainable in the long-term, they will need to embark on income growth opportunities, so that sufficient income will be generated to fund future budgeted expenditure. Trustees also have the power to reduce discretionary grant-making and service-spending to a level commensurate with available reserves. The movements on reserves for the year are reported in the consolidated statement of financial activities.

Structure, management and governance

Governing document

Bank Workers Charity is a registered charity, governed by articles of association – copies of which may be obtained by writing to the CEO at 35 Great St. Helens, London, EC3A 6AP. It's exempt from tax on its charitable activities under the provisions of the Corporation Tax Act 2010.

Bank Workers Charity is the Corporate Trustee of the SE Foundation (SEF) (registered charity no. 277665) and was the Sole Corporate Trustee of the BWC Charity (CIO registered charity no. 1154235), until it was removed from register of charities on 18 December 2024.

Both the Group and the Charity operate under the name Bank Workers Charity. Bank Workers Charity is the working name of the Bankers Benevolent Fund, a charitable company limited by guarantee (company registration no. 00019366).

Governance structure

Bank Workers Charity is governed by a Board of Trustees (shown on page 33), who are the directors of the company for companies act purposes and Trustees for charity purposes.

We aim to have representation from each of the major British banks. As Trustees, they act in an independent capacity from their banks but are an interface to facilitate support and maintain operational contacts. At the time of reporting, we have 12 Trustees; of which three Trustees are employed by banks, seven are former bank workers and two non-bankers.

Following changes to our Articles in November 2024, Trustees serve terms of three years and, in general, can serve up to three terms. In exceptional circumstances, the Board has the power to appoint a Trustee to a fourth term of three years. Transitional arrangements were put in place for existing Trustees when the new Articles were adopted to ensure continuity of trustees so that corporate knowledge is maintained. The Board meets quarterly and, during 2024-25, the sub-committees with delegated responsibilities in specific areas were:

- Audit and Risk: to monitor internal and external audit processes, legislative and regulatory compliance, and risk management.
- Finance and Investment: to monitor the investment portfolios and oversee the financial sustainability of the Charity, including the review of annual business plans, budgets, and management accounts.
- People: to monitor the development and implementation of a robust system for the recruitment and appointment of the Board and Executives. The committee, working with the Executive, also oversaw a review of the implementation of the Total Reward system for staff which had been implemented in April 2023.

The Board of Trustees are committed to supporting Bank Workers Charity, and particularly the Leadership team, not only through their high attendance levels at the various sub-committee and Board Meetings but also on a more frequent basis, on internal project groups.

Trustee Board and Sub-Committee Meetings Attendance Record 2024-25

		Subcommittee Meetings		
Trustee Name	Board (General Committee)	Audit and Risk	Finance and Investment	People
Lillian Boyle ¹	3/3	-	-	3/3
Lena Breen ²	4/4	4/4	-	-
Rachel Claringbold	4/4	-	3/3	4/4
Charles Coldicott ⁵	2/2	-	2/2	-
Sam de Silva ⁵	2/2	-	-	1/2
Marco Evans	4/4	-	4/4	-
Michael Field ⁶	0/1	-	1/1	-
Beverley Horler ³	3/4	-	4/4	4/4
Suzanne Hughes	2/4	-	-	4/4
Sharon Midwinter	3/4	3/4	-	-
Tony Ramos ⁴	4/4	-	-	-
Duncan Stewart	4/4	4/4	-	-
Nathan Townsend ⁵	2/2	2/2	-	-
Richard Wait ⁵	2/2	2/2	-	-
Jasmine Yeo ⁵	2/2	-	2/2	-

1 - Deputy Chair until 7 August 2024, retired as Trustee 13 November 2024

2 - Deputy Chair from 7 August 2024; Chair from 14 May 2025

3 - Deputy Chair from 14 May 2025

4 - Chair until 14 May 2025, retired as Trustee 4 July 2025

5 - Appointed 8 August 2024

6 - Retired 15 May 2024

Trustees also attended an extraordinary general meeting in November 2024, at which new Articles were adopted following consultation with members.

Trustee appointments

When Trustee vacancies arise, we initiate a search process through open advertising and a bank network to identify suitable candidates in line with the skills identified on the Board. The Board may also co-opt additional non-Trustee members in an advisory capacity.

New Trustees undergo an induction programme designed to help build their understanding of the Charity, its governance and reporting framework, as well as their individual and Board

responsibilities. Encouragement and assistance are provided to all Trustees to pursue further training opportunities through independent external programmes. Moreover, new Trustees can interact with current Trustees, members of the Leadership team, and other staff members. These interactions allow them to get to know the front-line service delivery team, financial standing, internal controls, policies and future initiatives.

Charity Governance Code

In alignment with its seven principles, we regularly evaluate our governance practices to enhance our support for the banking community. This includes reviewing the structure of Committee and Board terms of reference, using Charity Commission guidance and checklists to identify areas of governance requiring attention, and organising training sessions for trustee development.

During the year we continued implementing recommendations from the independent review conducted in early 2023, using the Charity Governance Code as our aspirational target. A key aspect of this work was a detailed review of our Articles of Association, conducted with support from our lawyers. This resulted in the following significant changes:

1. We changed the membership structure of the Charity, removing the governance role of non-trustee members
2. We introduced three-year terms of office for trustees, with a maximum of three terms unless there are exceptional circumstances
3. The maximum number of trustees was reduced from 25 to 15
4. We introduced an Annual Retirement Meeting, at which trustees' terms of office will in future end
5. We implemented transitional arrangements for existing trustees, to move towards three terms of office in a planned manner

At the time of reporting, two Trustees have served more than nine years. One of these will retire at our Annual Retirement Meeting in November. The second is Lena Breen, our new Chair, who, as part of our transitional arrangements, was deemed to be in her third term of office. The continuing positions of both Trustees were supported by the wider Board to ensure organisational stability and continuity during a period of change.

Key management personnel

During 2024-25, our key management personnel comprised the Board of Trustees and the Executive Team comprising Jonathan Saverimuttu (Chief Executive Officer), Simon Ashmore (Director of Operations and Marketing until 6 January 2025), Victoria Prouse (Interim Director of Operations and Marketing).

The Executive Team manages the day-to-day operations of Bank Workers Charity, supported by a team of 35 staff (2023-24: 35) who deal with our client delivery, management and promotion, client administration, support and finance. The team is also responsible for developing a business plan, and the annual budget and forecasts which are approved annually and adopted by the Board.

The Board sets the Chief Executive Officer's pay, and the People Committee working with the

CEO ensures there are appropriate arrangements in place for the remuneration of the Executive Team and that a reward system for staff has been established. Trustees are not paid and give their time freely.

Related parties

There were no related party transactions other than Trustees' expenses and key management personnel remuneration (note 9). Bank Workers Charity operates independently of the banks.

Liability of members

The Bankers Benevolent Fund is a company limited by guarantee and does not have share capital. In the event of being wound up, the liability of each member is limited to 25 pence.

Volunteers

Other than Trustees, the Charity does not use volunteers.

Trustees' responsibilities

The Trustees (who are also directors of Bank Workers Charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

Since the company qualifies as small under section 383, we're not required to produce the strategic report required of medium and large companies under the Companies Act 2006.

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities as per the Statement of Recommended Practice revised 2019 (FRS 102).
- Make judgments and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

This report was approved by the Trustees on 30 July 2025 and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Lena Breen', is written over a horizontal dotted line.

Lena Breen, Chair

Reference and administrative details

President

Vacant

Vice Presidents

Sir Patrick Gillam

Sir Peter Middleton

Sir John Bond

Sir Kit McMahon (who sadly died during the year)

Trustees

Lillian Boyle – retired 13 November 2024

Lena Breen, Chair

Rachel Claringbold

Charles Coldicott – appointed 8 August 2024

Sam de Silva – appointed 8 August 2024

Michael Field – retired 15 May 2024

Beverley Horler, Deputy Chair

Marco Evans

Suzanne Hughes

Sharon Midwinter

Tony Ramos – retired 4 July 2025

Duncan Stewart

Nathan Townsend – appointed 8 August 2024

Richard Wait – appointed 8 August 2024

Jasmine Yeo – appointed 8 August 2024

Key Management Personnel

Chief Executive Officer

Director of Operations and Marketing until 6 January 2025

Director of Client Services from 1 May 2025

Director of Digital, Data and Development from 1 May 2025

Jonathan Saverimuttu

Simon Ashmore

Victoria Prouse

Liina Hultgren

Bankers Benevolent Fund

Company Registration No.

Directors

Company Secretary until 7 April 2025:

Charity Registration No.

0019366

Trustees listed as above

Selam Shibru*

313080

The BWC Charity (until 18 December 2024)

Corporate Trustee

CIO Registered Charity No.

Bank Workers Charity

1154235

SE Foundation

Corporate Trustee

CIO Registered Charity No.

Bank Workers Charity

277665

BWC Enterprise Limited

Company Registration No.

Director

Company Secretary until 7 April 2025

09734550

Tony Ramos to 4 July 2025,

Lena Breen and Marco Evans from 4 July 2025

Selam Shibru*

Registered office and principal place of business (all entities)

Lower Ground
35 Great St Helens
London
EC3A 6AP

Advisers

External auditor

Moore Kingston Smith
6th Floor
9 Appold Street
London
EC2A 2AP

Internal auditors

Sayer Vincent LLP
108-114 Golden Lane
London
EC1Y 0TL

Solicitors

Bates Wells LLP
10 Queen Street Place
London
EC4R 1BE

Bankers

Coutts & Co
440 Strand
London
WC2R 0QS

Investment advisers

Paul Mitchell Investment Reviews Limited
29 West Common Drive
Lindfield, West Sussex
RH16 2AW

Investment managers

Cazenove Capital
1 London Wall Place
London
EC2Y 5AU

Navera Investment Management Ltd**
(from 2 May 2004)
Riverside House,
2a Southwark Bridge Road
London
SE1 9HA

UBS AG (until 6 June 2025)
5 Broadgate
London
EC2M 2AN

Ruffer LLP (until 30 June 2024)
80 Victoria Street
2 London Wall Place
London
SW1E 5JL

* We no longer have a Company Secretary position at the Charity

** Meridiem Investment Management Limited changed their name to Navera Investment Management Limited on 9 June 2025

Independent auditor's report to the members and Trustees of Bank Workers Charity

Opinion

We've audited the financial statements of The Bankers Benevolent Fund, operating as Bank Workers Charity (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31st March 2025 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' annual report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we've not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from preparing a strategic report

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement set out on page 31, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the financial statements

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

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

As part of an audit in accordance with ISAs (UK) we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty

exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

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

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

A handwritten signature in black ink that reads "Moore Kingston Smith LLP".

Adam Fullerton (Senior Statutory Auditor)

For and on behalf of Moore Kingston Smith LLP, Statutory Auditor

6th Floor
9 Appold Street
London
EC2A 2AP

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

Annual accounts

2024-25



Consolidated statement of financial activities (incorporating income and expenditure account)

For the year ended 31 March 2025

		Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
	Note				
Income from:					
Donations, legacies and subscriptions	3	264,326	550,881	815,207	579,074
Investments	4	689,394	997,695	1,687,089	1,744,935
Total Income		953,720	1,548,576	2,502,296	2,324,009
Expenditure on:					
Raising funds	5	448,834	312,506	761,340	805,428
Charitable activities	7	3,163,680	1,559,116	4,722,796	5,748,868
Total Expenditure		3,612,514	1,871,622	5,484,136	6,554,296
Net gains on investments	12	346,900	397,122	744,022	8,675,838
Net income/(expenditure)		(2,311,894)	74,076	(2,237,818)	4,445,551
Transfers between funds		-	-	-	-
Net movement in funds		(2,311,894)	74,076	(2,237,818)	4,445,551
Reconciliation of funds:					
Total funds brought forward	15	35,887,913	55,891,601	91,779,514	87,333,963
Total funds carried forward		33,576,019	55,965,677	89,541,696	91,779,514

All income and expenditure derived from continuing activities. The Consolidated Statement of Financial Activities includes all gains and losses in the year.

The notes on pages 45 to 71 form part of these financial statements.

Consolidated balance sheet

as at 31 March 2025

		2025	2025	2024	2024
		£	£	£	£
	Note				
Fixed assets					
Tangible assets	11		69,602		
Investments	12		87,198,415		91,615,010
			<u>87,268,017</u>		<u>91,615,010</u>
Current assets					
Debtors	13	277,096		395,510	
Cash at bank and in hand	18	3,091,510		678,495	
		<u>3,368,606</u>		<u>1,074,005</u>	
Creditors: amounts falling due within one year	14	(888,203)		(663,079)	
Net current assets			<u>2,480,403</u>		<u>410,926</u>
Total assets less current liabilities			<u>89,748,420</u>		<u>92,025,936</u>
Creditors: amounts falling due after more than one year	14		(206,724)		(246,422)
Total net assets			<u><u>89,541,696</u></u>		<u><u>91,779,514</u></u>
Group funds					
Restricted funds	15		55,965,677		55,891,601
Unrestricted funds	15		33,576,019		35,887,913
			<u>89,541,696</u>		<u>91,779,514</u>
Total funds			<u><u>89,541,696</u></u>		<u><u>91,779,514</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 30 July 2025 and signed on their behalf by:



Lena Breen, Chair

The notes on pages 45 to 71 form part of these financial statements.

Charity balance sheet

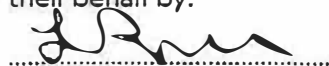
as at 31 March 2025

		2025 £	2025 £	2024 £	2024 £
	Note				
Fixed assets					
Tangible assets	11		69,602		-
Investments	12		87,198,415		91,615,010
			<u>87,268,017</u>		<u>91,615,010</u>
Current assets					
Debtors	13	277,096		411,655	
Cash at bank and in hand		<u>3,091,510</u>		<u>662,350</u>	
		3,368,606		1,074,005	
Creditors: amounts falling due within one year	14	<u>(888,203)</u>		<u>(663,079)</u>	
Net current assets			<u>2,480,403</u>		<u>410,926</u>
Total assets less current liabilities			89,748,420		92,025,936
Creditors: amounts falling due after more than one year	14		(206,724)		(246,422)
Total net assets			<u><u>89,541,696</u></u>		<u><u>91,779,514</u></u>
Group funds					
Restricted funds			55,965,677		55,891,601
Unrestricted funds			33,576,019		35,887,913
Total funds			<u><u>89,541,696</u></u>		<u><u>91,779,514</u></u>

The Charity's Income and Expenditure account for the year dealt with in the accounts of the Charity was £2,237,818 deficit (2024: £4,487,982 surplus).

The Trustees acknowledge their responsibilities for complying with the with the requirements of the Companies Act 2006 with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 30 July 2025 and signed on their behalf by:



Lena Breen, Chair

The notes on pages 45 to 71 form part of these financial statements.

Consolidated statement of cash flows

for the year ended 31 March 2025

		2025 £	2024 £
	Note		
Cash flows from operating activities			
Net cash used in operating activities	17	(4,339,986)	(6,054,185)
Cash flows from investing activities			
Investment income	4	1,687,089	1,744,935
Cash movement on investments		(863,317)	(280,217)
Purchase of fixed assets	11	(94,705)	-
Proceeds from sale of investments	12	77,275,521	25,220,932
Purchase of investments	12	(71,251,587)	(17,934,113)
Net cash used in investing activities		6,753,001	8,751,537
Cash outflows from borrowings		-	(2,692,841)
Net cash provided by financing activities		-	(2,692,841)
Change in cash and cash equivalents in the year		2,413,015	4,511
Cash and cash equivalents at the beginning of the year		678,495	673,984
Cash and cash equivalents at the end of the year	18	3,091,510	678,495

The notes on pages 45 to 71 form part of these financial statements.

Notes to the financial statements

for the year ended 31 March 2025

1. General information

The Bankers Benevolent Fund (Group) is a charitable company limited by guarantee and is registered with the Charity Commission (Charity Registration Number 313080) and Registrar of Companies (Company Registration Number 00019366) in England and Wales.

The address of the registered office is given in the Group information on page 34 of these financial statements.

In the event of the Group being wound up, the liability in respect of the guarantee is limited to 25p per member of the Group.

The nature of the Group's operations and principal activities are the prevention and relief of poverty amongst bank employees, their families, children and dependants; the advancement of health amongst bank employees, their families, children and dependants; and the advancement of education amongst the children of bank employees.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The Bankers Benevolent Fund (trading as Bank Workers Charity) meets the definition of a public benefit entity under FRS 102.

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments being measured at fair value through income and expenditure within the Statement of Financial Activities.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet include the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiary undertakings are consolidated on a line by line basis.

The financial statements are prepared in Sterling which is the functional and presentational currency of the Group and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Notes to the financial statements

for the year ended 31 March 2025

2. Accounting policies (continued)

2.2 Basis of consolidation

The subsidiaries of the Charity are the SE Foundation (SEF) (CIO Registered Charity No. 277665), and BWC Enterprises Limited. Both of these entities are inactive. The BWC Charity (CIO Registered Charity No.1154235) was wound up in December.

The Group financial statements consolidate the accounts of the Bank Workers Charity 'the Charity' and all of its subsidiary undertakings ('subsidiaries') on a line by line basis.

The Charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

2.3 Going concern

The Group have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Group to continue as a going concern including the ongoing impact of the cost of living crisis and the unstable geo-political and economic environment on the Charity's services and finances.

It has been noted by the Trustees that although the current high level of support being offered is unsustainable in the longer term it can be managed in the short to medium term. Additionally, the Charity relies significantly on investment returns to support its activities. However, our free reserves were impacted by global political and economic uncertainties, leading to stock market volatility during most of the financial year ending on 31 March 2025. Despite the relatively small gains in investment on our unrestricted reserves this year, the Trustees remain optimistic the total return investment strategy will meet a CPI +4% investment target over a five-year cycle. The Group have made this assessment for a period of at least one year from the date of the approval of these financial statements. The Trustees have concluded that there's a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. The Group therefore continues to adopt the going concern basis in preparing these financial statements.

2.4 Income

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Group has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Group, can be reliably measured.

Notes to the financial statements

for the year ended 31 March 2025

2. Accounting policies (continued)

Individual subscriptions are included within income when these are received. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the Group, and it is probable that they'll be fulfilled.

No amount is included in the financial statements for volunteer time in line with the Charities SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends and interest. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend income is recognised as the Group's right to receive payment is established.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Expenditure

All expenditure is accounted for on an accruals basis. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Support cost allocation is discussed further in Policy 2.6.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities, events and investment manager costs.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grant. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the Group.

Both legal and constructive obligations are recognised, including multi-year commitments which are disclosed as long-term liabilities where appropriate.

Notes to the financial statements

for the year ended 31 March 2025

2. Accounting policies (continued)

2.6 Support cost allocation

Support costs are those that assist with the work of the Group but don't directly represent charitable activities and include office costs, governance costs, administrative and payroll costs. They're incurred directly in support of expenditure on the objects of the Group and include project management. Where support costs cannot be directly attributed to particular headings they've been allocated to raising funds and expenditure on charitable activities on a basis consistent with use of the resources as follows;

- Staff costs - Estimate of how staff spend time
- Premises and utilities - Pro rata to staff cost allocation
- Services and other operating expenses - Pro rata to staff cost allocation
- Professional fees - Pro rata to staff cost allocation
- Depreciation - Pro rata to staff cost allocation

Fundraising costs are those incurred in the course of management of fundraising and investment activities including an allocation of support costs, and don't include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in Note 7.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Notes to the financial statements

for the year ended 31 March 2025

2. Accounting policies (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

The estimated useful lives are as follows:

- Leasehold improvements - 3 years
- Fixtures and fittings - 3 years
- Computer equipment - 3 years

2.9 Investments

The Group has equity investments in listed and unlisted entities. Social investments include mixed motive investments which are those held to further charitable purposes and are held at cost less impairment. Fixed asset investments are a form of basic financial instruments and are initially recognised at their transaction value and subsequently measured at fair value using the closing quoted market price or the share of the Net Asset Value of the fund (if unlisted). All gains and losses are taken to the Consolidated SOFA as they arise.

The Consolidated SOFA includes the net gains and losses arising on revaluations and disposals. The Group does not have holdings of complex financial instruments.

2.10 Impairments

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss terms unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short-term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.13 Liabilities

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Group anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Notes to the financial statements

for the year ended 31 March 2025

2. Accounting policies (continued)

2.14 Financial instruments

The financial assets and financial liabilities of the Group are as follows:

Fixed asset investments - are a form of basic financial instrument as explained in accounting policy 2.9

Debtors - trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 13. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at cost.

Liabilities - trade creditors, accruals and other creditors will be classified as financial instruments and are measured at amortised cost. Taxation and social security are not a financial liability. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

2.15 Operating leases

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

2.16 Employee benefits

When employees have rendered service to the Group, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The Group operates a non-contributory pension arrangement providing a contribution of up to 10% of salary into a qualifying company workplace pension plan. Contributions are expensed to the Consolidated SOFA as they become payable.

In addition, the Group offers an additional pension benefit whereby it will match employee contributions up to a maximum of 3% to encourage employees to save into the workplace pension plan.

2.17 Loan grants

Where payments for property alterations are made as repayable interest free loans but the date on which repayment is due to be made, under the terms of the loan, is unknown at the balance sheet date the loan is treated as a grant in the year of payment. These payments are charged to the Consolidated SOFA in the year they are made, and no debtor is recognised as these represent contingent assets.

Notes to the financial statements

for the year ended 31 March 2025

2. Accounting policies (continued)

2.18 Fund accounting

Unrestricted funds are general funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which haven't been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes e.g., social investments. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2.19 Contingent assets and liabilities

A contingent asset is disclosed in the financial statements where the charity has a possible asset that will only be confirmed by a future event that is currently uncertain and not within the control of the charity. See note 2.17 and note 21 to the accounts for further details of contingent assets.

A contingent liability is disclosed in the financial statements where the charity has a possible liability that:

- will only be confirmed by a future event that is currently uncertain and not within the control of the charity; or
- is not deemed probable to result in a future outflow of resources but nevertheless an outflow remains possible; or
- cannot be reliably measured

See further information in note 25 to the accounts regarding a contingent liability of £400,000 in relation to the TSB Staff Benevolent Fund.

2.20 Judgments and key sources of estimation uncertainty

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgments (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had a material impact on amounts recognised in the financial statements.

- Basis of valuation of financial investments (accounting policy 2.9)
- Calculation of the impairment on fixed asset investments (accounting policy 2.10)
- Allocation of support costs (accounting policy 2.6)

Notes to the financial statements

for the year ended 31 March 2025

3. Income from donations, legacies and subscriptions

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Individual subscriptions and donations	33,274	-	33,274
Corporate donations*	230,000	525,000	755,000
Legacies	1,052	4,935	5,987
SEF donations	-	8,325	8,325
The BWC Charity donations	-	12,621	12,621
Total 2025	264,326	550,881	815,207

*In 2025 the Group received restricted donations of £475,000 from HSBC for a support fund and £50,000 from TSB under a deed of donation administered separately as the TSB fund. Unrestricted donations of £150,000 were also received from HSBC, as well as £50,000 from Santander and £30,000 from Barclays.

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Individual subscriptions and donations	60,741	22,605	83,346
Corporate donations*	30,000	250,000	280,000
Legacies	1,238	190,000	191,238
SEF donations	-	9,254	9,254
The BWC Charity donations	-	15,236	15,236
Total 2024	91,979	487,095	579,074

*In 2024 the Group received a restricted fund donation of £250,000 from HSBC for a support fund and a £30,000 donation from Barclays.

Notes to the financial statements

for the year ended 31 March 2025

4. Income from investments

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Dividends and interest on equities	534,594	989,331	1,523,925
Social investment income	64,027	-	64,027
Bank interest received	90,773	8,364	99,137
Total 2025	689,394	997,695	1,687,089
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Dividends and interest on equities	732,972	960,146	1,693,118
Social investment income	32,215	-	32,215
Bank interest received	7,384	12,218	19,602
Total 2024	772,571	972,364	1,744,935

5. Expenditure on raising funds

	2025 £	2024 £
Investment manager and consultancy costs (Note 6)	464,480	259,194
Cost of Servicing Loan*	-	274,840
Support staff costs	141,350	198,953
Direct costs	29,709	27,416
Support costs - premises and utilities	113,640	42,365
Governance costs (note 8)	12,161	2,660
Total	761,340	805,428

*The loan was repaid in full on 29 February 2024.

Notes to the financial statements

for the year ended 31 March 2025

6. Investment manager costs

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Investment manager fees payable	159,351	299,129	458,480
Consultancy fees	3,000	3,000	6,000
Total 2025	162,351	302,129	464,480

	<i>Unrestricted funds 2024 £</i>	<i>Restricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Investment manager fees payable	101,850	137,844	239,694
Consultancy fees	9,750	9,750	19,500
Total 2024	111,600	147,594	259,194

Notes to the financial statements

for the year ended 31 March 2025

7. Analysis of expenditure on charitable activities by type

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Cash grants	1,227,738	795,981	2,023,719
Service provision and casework	1,778,743	554,974	2,333,717
Operating costs for client support	135,350	230,010	365,360
Total 2025	3,141,831	1,580,965	4,722,796

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Cash grants	1,836,884	856,398	2,693,282
Service provision and casework	1,832,832	563,284	2,396,116
Operating costs for client support	310,995	348,475	659,470
Total 2024	3,980,711	1,768,157	5,748,868

Notes to the financial statements

for the year ended 31 March 2025

7. Analysis of expenditure on charitable activities by type (continued)

Charitable activities support costs

	Cash Grants 2025 £	Service provision and casework 2025 £	Operating costs for client support 2025 £	Total funds 2025 £
Support staff costs	368,934	257,227	106,608	732,769
Premises and utilities	123,949	86,420	35,817	246,186
Other employment costs	88,151	61,460	25,472	175,083
Governance costs - Note 8	76,945	53,648	22,234	152,827
Business overheads	68,958	48,079	19,926	136,963
ICT costs	55,994	39,040	16,180	111,214
Depreciation	11,707	8,163	3,383	23,253
Marketing costs	1,343	937	390	2,670
Total 2025	795,981	554,974	230,010	1,580,965
	Cash Grants 2024 £	Service provision and casework 2024 £	Operating costs for client support 2024 £	Total funds 2024 £
Support staff costs	426,831	280,743	173,680	881,254
Premises and utilities	115,022	75,654	46,804	237,480
Other employment costs	82,783	54,448	33,684	170,915
Marketing costs	60,878	40,042	24,772	125,692
Business overheads	52,360	34,439	21,306	108,105
Governance costs - Note 8	50,606	33,285	20,592	104,483
ICT costs	45,936	30,214	18,692	94,842
Professional fees	21,982	14,459	8,945	45,386
Total 2024	856,398	563,284	348,475	1,768,157

Notes to the financial statements

for the year ended 31 March 2025

8. Governance costs

	2025 £	2025 £	2025 £	2024 £
	Cost of raising funds	Charitable Activities	Total	
Auditors' remuneration - Audit of the financial statements	2,070	26,017	28,087	31,563
Internal audit	1,211	15,212	16,423	21,231
Legal and professional fees	4,745	59,634	64,379	49,746
Trustees' out of pocket expenses	162	1,681	1,843	2,338
Trustee meetings and training	3,973	50,283	54,256	2,265
Total	12,161	152,827	164,988	107,143

Notes to the financial statements

for the year ended 31 March 2025

9. Staff costs

	Group & Charity 2025 £	Group & Charity 2024 £
Wages and salaries	1,823,151	1,913,747
Social security costs	181,035	186,421
Pension costs	211,092	213,586
Total	<u>2,215,278</u>	<u>2,313,754</u>

The average number of persons employed by the Group during the year was as follows:

	Group 2025 No.	Group 2024 No.
Average number of employees	37	38

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2025 No.	Group 2024 No.
In the band £60,001 - £70,000	2	3
In the band £70,001 - £80,000	4	1
In the band £90,001 - £100,000	-	2
In the band £120,001 - £125,000	1	-

The total amount of employee benefits, including employers national insurance and pension contributions, received by Key Management Personnel is £240,7810 (2024: £310,505). In 2025, the Group's Key Management Personnel comprise:

- Trustees
- Chief Executive Officer
- Director of Operations and Marketing (until 6 January 2025)
- Interim Director of Operations and Marketing (from 11 November 2024)

Total termination payments of £63k (2024: £29k) are included within total employee benefits above.

Notes to the financial statements

for the year ended 31 March 2025

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024: nil).

During the year ended 31 March 2025, £1,843 of expenses were reimbursed or paid directly to six Trustees (2024: £2,338, five). Trustee expenses are reimbursed for their travelling and other out of pocket expenses (where they were not claimable from another source).

11. Tangible fixed assets

Group and Charity

	Leasehold improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2024	113,541	77,038	12,839	203,418
Additions	94,705	-	-	94,705
Disposals	(113,541)	(75,841)	-	(189,382)
At 31 March 2025	94,705	1,197	12,839	108,741
Depreciation				
At 1 April 2024	113,541	77,038	12,839	203,418
Disposals	(113,541)	(75,841)	-	(189,382)
Charge for the year	25,103	-	-	25,103
At 31 March 2025	25,103	1,197	12,839	39,139
Net book value				
At 31 March 2025	69,602	-	-	69,602
At 31 March 2024	-	-	-	-

BWC moved to a new premises in July 2024 and capitalised leasehold improvements related to the new office.

Notes to the financial statements

for the year ended 31 March 2025

12. Fixed asset investments

	Listed and unlisted investments £	Social investments £	Total £
Group and Charity			
Cost or valuation			
At 1 April 2024	89,569,392	2,045,618	91,615,010
Additions at cost	71,206,695	44,892	71,251,587
Disposals at carrying value	(77,225,329)	(50,192)	(77,275,521)
Net gains on investments	807,550	-	807,550
Investment manager fees paid	(425,399)	-	(425,399)
Other cash movements	1,288,716	-	1,288,716
At 31 March 2025	85,221,625	2,040,318	87,261,943
Impairment			
Charge for the year	-	(63,528)	(63,528)
At 31 March 2025	85,221,625	1,976,790	87,198,415
Net book value			
At 31 March 2025	85,221,625	1,976,790	87,198,415
At 31 March 2024	89,569,392	2,045,618	91,615,010

Included within investments above are unlisted investments of £6,203,270 (2024: £4,977,932).

Material restrictions

It was our policy to consider social investments that fit with the objectives of the Group as well as delivering an acceptable level of financial and social return. Further details are set out on page 19.

The Group develops and maintains a portfolio of different types of investments, balanced between effective financial returns and social impact. Currently, these are categorised as mixed motive investments.

Notes to the financial statements

for the year ended 31 March 2025

12. Fixed asset investments (continued)

Analysis of fair value hierarchy

		2025	2024
		£	£
Level 1	Listed Investments	77,439,830	66,235,975
Level 2	SI/Property/alternatives	9,758,585	25,562,035
Level 3		-	-
		<u>87,198,415</u>	<u>91,798,010</u>

The fair value of the listed investments is determined by reference to the closing quoted market price at the balance sheet date. No single investment is greater than 5% of the portfolio.

Investments are held 50.2% (2024 40.4%) in UK assets and 49.8% (2024 59.6%) in overseas assets.

Asset Allocation as a percentage of portfolio valuation as at 31 March 2025:

Cash	4.96%
Equities	74.16%
Fixed Income / Bonds	9.43%
Alternatives / Other	8.46%
Property	2.99%

The Social investment portfolio is in the form of direct investments (loan/equity) and managed funds. In 2025, £1.98m (2024: £2.05m) of social investments comprised 70% direct investments and 30% managed funds.

Market risks

The Group's exposure to market risk is in line with its investment objective of achieving its total return target of CPI+4%. To achieve this target, the Group maintains a diversified portfolio under a discretionary fund management agreement with three fund managers, which has reduced to two post year end, who invest into different asset classes.

The Group's portfolio is, as set out in the investment policy statement, and is managed to a moderate risk level. Equity investments which make 81% of listed investments carry a significant market exposure due to stock market volatility.

Currency risks

The Group takes a long-term view to investment returns and the potential risks arising from market movements, in particular currency exposure. The Group's exposure to non-Sterling denominated investments is moderate and there is only a limited scope to currency hedging.

Credit risks

The Group no longer has a credit facility therefore there is no credit risk.

Notes to the financial statements

for the year ended 31 March 2025

13. Debtors

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Due within one year				
Legacies Receivable	-	190,000	-	190,000
Other debtors	72,703	53,848	72,703	69,993
Prepayments and accrued income	204,393	151,662	204,393	151,662
	<u>277,096</u>	<u>395,510</u>	<u>277,096</u>	<u>411,655</u>

Other debtors includes a net deposit payment for premises of £29,163 (2024: £106,198)

14. Creditors: Amounts falling due within one year

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Trade creditors	72,902	102,760	72,902	102,760
Other taxation and social security	41,875	40,295	41,875	40,295
Accruals and other creditors	599,995	263,631	599,995	263,631
Grants payable	173,431	256,393	173,431	256,393
	<u>888,203</u>	<u>663,079</u>	<u>888,203</u>	<u>663,079</u>

In 2025 and 2024 grants payable includes regular payments and commitments to both the Barclays Overseas Benevolent Fund (BOBF) beneficiaries and beneficiaries of other banks.

Notes to the financial statements

for the year ended 31 March 2025

14. Creditors: Amounts falling due after more than one year

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Grants payable	<u>206,724</u>	<u>246,422</u>	<u>206,724</u>	<u>246,422</u>

Notes to the financial statements

for the year ended 31 March 2025

15. Statement of funds - current year

	Balance at 1-Apr 2024 £	Income £	Expenditure £	Transfers In / Out £	Gains (Losses) £	Balance at 31-Mar 2025 £
Designated Funds						
Social investments - Paid up	2,045,618	-	-	(5,300)	(63,528)	1,976,790
Social investments - Available	599,382	-	-	21,000	-	620,382
	<u>2,645,000</u>	<u>-</u>	<u>-</u>	<u>15,700</u>	<u>(63,528)</u>	<u>2,597,172</u>
Unrestricted Funds						
General Funds	33,242,913	953,720	(3,612,514)	(15,700)	410,428	30,978,847
Total Unrestricted Funds	<u>35,887,913</u>	<u>953,720</u>	<u>(3,612,514)</u>	<u>-</u>	<u>346,900</u>	<u>33,576,019</u>
Restricted funds						
BWC	55,485,153	973,197	(1,380,436)	-	408,925	55,486,839
SEF	401,257	25,166	(140,851)	-	(2,485)	283,087
BOBF	5,191	17,045	(12,918)	-	(9,318)	-
HSBC Support Fund	-	482,012	(328,359)	-	-	153,653
TSB Support Fund	-	50,973	(9,058)	-	-	41,915
Santander Support Fund	-	183	-	-	-	183
	<u>55,891,601</u>	<u>1,548,576</u>	<u>(1,871,622)</u>	<u>-</u>	<u>397,122</u>	<u>55,965,677</u>
Total Funds	<u>91,779,514</u>	<u>2,502,296</u>	<u>(5,484,136)</u>	<u>-</u>	<u>744,022</u>	<u>89,541,696</u>

Notes to the financial statements

for the year ended 31 March 2025

15. Statement of funds (continued)

Designated Funds - funds earmarked for Social Investment purposes (see page 19 for further details).

General Funds - free reserves of the Bank Workers Charity.

Restricted funds - transferred to the Charity and can only be spent on a specific purposes in accordance with the wishes of the donor.

BWC - restricted funds spent for the relief of financial need, hardship or distress of people within the beneficial class. This is restricted to employees and former employees, and their dependants of the NatWest Group.

SEF - restricted fund for the objects of SEF reserved for the relief of persons in conditions of need, hardship or distress, who are Barclays current and former employees and dependants.

BOBF - restricted fund for the benefit of current and former employees of Barclays and their families, who were either employed outside of the UK or are now resident outside the UK.

HSBC Support Fund - established in May 2021 £250K transferred to BWC under a deed of donation to support current and former employees of HSBC and their immediate dependants. A further £475k was received in during the year (2024: £250k).

TSB Support Fund - established in July 2022 £100K transferred to BWC under a deed of donation to support current and former employees of TSB and their immediate dependants. A further £50k was received in 2025.

Santander Support Fund - established in March 2024 £125K transferred to BWC under a deed of donation to support current and former employees of Santander and their immediate dependants.

Notes to the financial statements

for the year ended 31 March 2025

15. Statement of funds – prior year

	Balance at 1-Apr 2023 £	Income £	Expenditure £	Transfers In / Out £	Gains (Losses) £	Balance at 31-Mar 2024 £
Designated Funds						
Social investments - Paid up	2,219,465	-	-	9,153	(183,000)	2,045,618
Social investments - Available	780,535	-	-	(181,153)	-	599,382
	<u>3,000,000</u>	<u>-</u>	<u>-</u>	<u>(172,000)</u>	<u>(183,000)</u>	<u>2,645,000</u>
Unrestricted Funds						
General Funds	33,239,148	864,550	(4,482,482)	172,000	3,449,697	33,242,913
Total Unrestricted Funds	<u>36,239,148</u>	<u>864,550</u>	<u>(4,482,482)</u>	<u>-</u>	<u>3,266,697</u>	<u>35,887,913</u>
Restricted funds						
BWC	49,864,926	1,157,360	(1,028,068)	148,000	5,342,935	55,485,153
SEF	723,031	12,905	(226,639)	(148,000)	39,960	401,257
BOBF	310,170	6,441	(337,666)	-	26,246	5,191
HSBC Support Fund	11,002	277,996	(288,998)	-	-	-
TSB Support Fund	61,986	2,461	(64,447)	-	-	-
Santander Support Fund	123,700	2,296	(125,996)	-	-	-
	<u>51,094,815</u>	<u>1,459,459</u>	<u>(2,071,814)</u>	<u>-</u>	<u>5,409,141</u>	<u>55,891,601</u>
Total Funds	<u>87,333,963</u>	<u>2,324,009</u>	<u>(6,554,296)</u>	<u>-</u>	<u>8,675,838</u>	<u>91,779,514</u>

Notes to the financial statements

for the year ended 31 March 2025

16. Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	69,602	-	69,602
Fixed asset investments	30,771,565	56,426,850	87,198,415
Current assets	2,806,061	562,545	3,368,606
Creditors due within one year	(700,708)	(187,495)	(888,203)
Creditors due in more than one year	(40,308)	(166,416)	(206,724)
Inter-Fund debtor / (creditor)	669,807	(669,807)	-
Total	33,576,019	55,965,677	89,541,696

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Fixed asset investments	35,150,667	56,464,343	91,615,010
Current assets	698,483	375,522	1,074,005
Creditors due within one year	(512,583)	(150,496)	(663,079)
Creditors due in more than one year	(53,280)	(193,142)	(246,422)
Inter-Fund debtor / (creditor)	604,626	(604,626)	-
Total	35,887,913	55,891,601	91,779,514

Notes to the financial statements

for the year ended 31 March 2025

17. Reconciliation of net movement in funds to net cash flow from operating

	Group 2025 £	Group 2024 £
Net movement in funds	(2,237,818)	4,445,551
Adjustments for:		
Depreciation charges	25,103	-
Impairment charges	63,528	183,000
Gains on investments	(807,550)	(8,858,838)
Investment income	(1,687,089)	(1,744,935)
Decrease/(Increase) in debtors	118,414	(150,572)
Increase in creditors excluding loans	185,426	71,609
Net cash used in operating activities	<u>(4,339,986)</u>	<u>(6,054,185)</u>

18. Analysis of cash and cash equivalents

	Group 2025	Group 2024
Cash in hand	3,091,510	678,495
Total cash and cash equivalents	<u>3,091,510</u>	<u>678,495</u>

The company holds £2,050,000 as short term deposits with CCLA for working capital purposes

19. Analysis of Net Debt

	At 1 April 2024	Cash Flows	At 31 March 2025
Cash at bank and in hand	678,495	2,413,015	3,091,510
	<u>678,495</u>	<u>2,413,015</u>	<u>3,091,510</u>

Notes to the financial statements

for the year ended 31 March 2025

20. Pension commitments

The Charity contributes into a qualifying workplace pension plan. The amount recognised as an expense in the year was £211,092 (2024: £213,586). There were no contributions payable at 31 March 2025.

21. Loan grants

A repayment of £21,045 (2024: £24,088) has been made in the year and at 31 March 2025 loan grants totalled £205,376 (2024: £226,421). These are made repayable only on the death of the beneficiary or beneficiaries (who are husband and wife) or if they move from the property concerned.

These were programme related expenditure and charged to the consolidated SOFA in the year they were made.

22. Operating lease commitments

At 31 March 2025 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group	<i>Group</i>	Charity	<i>Charity</i>
	2025	<i>2024</i>	2025	<i>2024</i>
	£	<i>£</i>	£	<i>£</i>
Not later than 1 year	116,651	<i>64,366</i>	116,651	<i>64,366</i>
Later than 1 year and not later than 5 years	106,930	<i>-</i>	106,930	<i>-</i>
	223,581	<i>64,366</i>	223,581	<i>64,366</i>

The following lease payments have been recognised as an expense in the Consolidated SOFA:

Operating lease rentals	171,762	<i>116,194</i>	171,762	<i>116,194</i>

Notes to the financial statements

for the year ended 31 March 2025

23. Related party transactions

Other than Trustee and Key Management Personnel transactions detailed in Notes 9 and 10, there were no other related party transactions during the year (2024: nil).

24. Principal subsidiaries

BWC is the sole Corporate Trustee of SEF (Charity registration number 277665). Under the terms of the Deed of Donation, the unrestricted funds of SEF are restricted in the funds of BWC. SEF remains as a wholly owned subsidiary under the umbrella of the endowment funds. It did not trade during the year.

BWC Enterprises Limited is a wholly owned trading subsidiary of the Bank Workers Charity and was registered on 15 August 2015 in England & Wales under company number 09734550 with £100 ordinary shares of £1 each. The company is not trading and is currently dormant.

BWC was the sole corporate trustee of the BWC Charity (CIO registration number 1154235). As mentioned on page 28 this has now been removed from the Register of Charities.

The following is a summary of the financial statements of the BWC Charity (the CIO): (see next page)

Notes to the financial statements

for the year ended 31 March 2025

24. Principal subsidiaries (continued)

	2025 £	2024 £
Income	-	-
Expenditure	-	-
Gains on Investments	-	-
Net income	-	-
Total assets	-	16,145
Liabilities	-	(16,145)
Net assets	-	-
Endowment funds	-	-
Restricted funds	-	-
Unrestricted funds	-	-

25. Non-adjusting post balance sheet event

On 17 July a donation was received from the TSB Staff Benevolent Fund of £830k as part of winding up this organisation. Included in the donation is a proportion of the total fund to be set aside, starting at £400k but reducing over time, which indemnifies the outgoing TSB Staff Benevolent Fund trustees for any as yet unknown claims that have been properly incurred, should action be taken against the trust.

THE BANKERS BENEVOLENT FUND

England & Wales - Charity number 313080

Accounts

Trustees' annual report and accounts



**Supporting the banking
community past and present**

Statement from the Chair

Bank Workers Charity warmly welcomes you to our annual report. The aftereffects of the pandemic and the cost-of-living crisis continue to challenge and disrupt the lives of many people in our community.

Over the last year we've seen record demand for our service from those most affected, to provide them with financial, emotional, and practical support to get their lives back on track. Listening to our clients, it's clear they welcome and value the support provided by the Charity, and that we make a real difference to their lives.

A crisis can happen to anyone. I'm struck by how tough these challenges can become for individuals, the emotional toil caused, and how helpless our clients and their families can feel. I'm always inspired when I hear and see the work undertaken by our team to support people, and how this can not only address their immediate needs but help build their resilience and strength for the future. A key success this year has been the support we've provided to clients to navigate the complex world and processes of accessing benefits.

The financial support provided by individuals and banks is key to our work. Thank you for your ongoing support.

Our strong financial position has served us well in the past but in recent years volatile investment returns and significantly increased expenditure, caused by unprecedented demand, have meant that the strain is starting to tell.

We need to raise more money, as well as continue to control costs, to ensure we're sustainable and can continue our work for many years to come.

[There are many ways you can support as an individual, such as by leaving a legacy in your will, making a one-off donation, or setting up a regular payment.](#)

If you're an executive of a bank and want to understand how you and your organisation can support your community, please get in touch. We need your support now more than ever. I'll be delighted to hear from you.

As I enter my final year as Chair and Trustee, I must thank the Board members who give their time and talents freely, and all those on whose shoulders we stand, including former Trustees and new Board members who have joined, which further strengthen our diversity and expertise.

I want to pay tribute to the hard work of our CEO Jonathan Saverimuttu, his leadership team and all the staff at the Charity, without whom none of this can happen. Thank you for all your contributions and delivering for our clients.

I'm immensely grateful for your support. It has been an honour and a privilege to be your Chair.

Tony Ramos
Chair

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Our year in numbers

In 2023-24 we achieved...

22%

growth in new and returning clients
supporting 5,820 – up from 4,763 in 2022-23

✓ 4,366

new clients – up from
3,564 in 2022-23

£1.84m

awarded to 1,835 clients – up from
£1.48m, to 1,481 clients in 2022-23

88%

of clients felt less stressed after
receiving our support – down from 92%
in 2022-23¹

£1m

secured through client benefit
claims and external grants – up from
£454k in 2022-23

+ 283

awareness and support presentations to
nearly 30,000 people – up from 280 to
20,000 people in 2022-23

¹ We attribute this change to the increased levels of pressure on our clients and their families as they struggled with the cost-of-living crisis

About Bank Workers Charity

We're here to support the health and wellbeing of the banking community.

Bank Workers Charity is the working name of the Bankers Benevolent Fund, a company limited by guarantee in England and Wales (reg no. 00019366) and a charity registered in England and Wales (reg no. 313080).

Our charitable objectives are:

- The prevention and relief of poverty and advancement of health among bank workers, their families, children, and dependants
- The advancement of education among the children of bank workers past and present

The people we support:

- Bank workers past and present
- Retired bank workers
- Dependants (partners and dependant children)

Client Story

How Janet found support to stay on top of her finances

Despite working full time, Janet* was struggling with daily costs while raising her teenage daughter.

She was behind on her rent, council tax, and water rates, and was also caring for her elderly parent. Previous payment plans kept failing and it was all becoming too much to handle. So, she got in touch. Through our conversation, we found out that she had also been served with an eviction notice and letters threatening court action. Thankfully, we were able to help. We suggested that Janet contact her water company to access a scheme designed to help clear her arrears and referred her to Step Change where she received advice on setting up token payments to her other creditors. She was given a foodbank voucher by her landlord and was told about a reduced-price community groceries store. She was also awarded a grant to help pay her rent and council tax. As well as financial support, we provided Janet with information on budget management, caregiving, and our counselling service. Now, things feel more manageable and she's able to focus on supporting her daughter's and parent's wellbeing.

* Name has been changed to protect the client's identity



Supporting the needs of the banking community

Physical, mental, social, or financial – the banking community's changing needs reflect what's happening nationwide

- The biggest and most far-reaching influence on societal wellbeing over the last year, has been the cost-of-living crisis. It's impacted all groups within our community
- While there's growing optimism that the cost-of-living crisis is easing off, it left a strain on households.¹ The remaining challenges? House rental costs, mortgage rates and fuel prices
- Local councils face tough times ahead, with one in five council leaders saying theirs are on the brink of bankruptcy.² This means further cuts to vital services, impacting those who rely on them the most
- In the UK, there are currently 9.2 million people aged 16-64 who are out of work – exceeding pre-pandemic levels by over 700,000.³ The main cause? Long-term illness
- Our NHS is struggling; wait times are now at an average of 14.5 weeks, up from 5.5 weeks in 2010⁴, and budgets are squeezed. This trend will continue in 2024-25, adding even more pressure. Adult community care will be hit particularly hard, with 59% of NHS Trusts unable to keep up with demand
- Over 270,000 children and young people are waiting for mental health support⁵, and some may not get it in time due to stricter NHS criteria. YoungMinds discovered that over 25% of young people waiting for mental health support had tried to take their own life⁶

1 Office for National Statistics

2 Local Government Association survey, reported in www.local.gov.uk, 6 Dec 2023

3 Office for National Statistics, Labour Market update, [reported in the BBC](#), 21 Mar 2024

4 Institute of Fiscal Studies (IFS) report, [The Past and Future of NHS Waiting Lists in England](#), 29 Feb 2024

5 [The Children's Commissioner for England](#), 15 Mar 2024

6 [YoungMinds](#)

- Our ageing population needs more care, putting strain on families and the NHS. Rising care home costs have meant many people are giving up work to look after loved ones.⁷
- Loneliness is a big issue, especially for young adults.⁸ Connecting with others is one of the key ways we can improve our wellbeing.
- Housing costs impact financial and mental wellbeing for many of us. Average rents are now 46% higher than a decade ago⁹, and still climbing, with 40% of renters in some areas now needing help paying their housing costs.
- To control costs, banks continue to implement staff reductions. Barclays, Lloyds, Deutsche, and Metro have all made recent announcements. This is likely part of the anticipated long-term job reductions across the sector, as banks, like most large employers, seek greater efficiencies through digitisation and the introduction of AI.



7 [Taking Care](#)

8 [Office for National Statistics](#), 10 Apr 2018
[What Works Wellbeing](#), Apr 2023

9 Zero Deposit research quoted in [propertyreporter.co.uk](#) and [The London Economic](#), 28 Mar 2024

Public benefit

Charities have a duty under Section 17 of the Charities Act 2011 to show due regard to the Charity Commission's general guidance on public benefit.

As Trustees, our mission is to diligently pursue our objectives while adhering to the standards of demonstrating public benefit. We ensure that our beneficiaries are clearly defined and directly connected to these objectives. We strive to make our services accessible to all potential beneficiaries in need of support. By maintaining connections with other charities, as well as with the wellbeing networks of banks and pensioner associations, we provide avenues for those requiring assistance to reach out to us.

Our charitable activities

We support the health and wellbeing of our community through the provision of financial support, i.e. grants to individual clients, and a broad range of services delivered by our dedicated caseworker team and our partner organisations. These provisions include online support, advice, and information through our internal helpline support team. We also engage specialist external partners dealing with financial and legal matters in addition to counselling provisions for mental health and relationships.

Services and grants policy

We aim to direct our financial assistance and services towards those who meet our eligibility criteria, and where their circumstances make it difficult for them to help themselves. We listen carefully to those who contact us to assess how, and if, we can provide them with support. We assess eligibility for grants by applying criteria that we review annually, to ensure robust stewardship of our resources. We regularly review our data, survey our clients, and listen to our frontline team to identify trends in demand. This helps us to assess the ongoing impact of the services we provide through our service delivery partners to make sure they're still relevant and to identify the need for new services.

Our policy aims to provide support for people in need based on early intervention, rather than picking up the pieces at crisis point. We recognise that people in need don't always seek help at an early stage due to lack of awareness, pride, chaotic lifestyles, and a variety of other reasons. We want to improve our clients' ability to become self-sufficient and not dependent on long-term grant support.

We've developed services for delivery through our website and helpline. In addition, our team can make grants in appropriate cases and refer clients to service delivery partners. Grants (and some services) are subject to an application process which takes into consideration various criteria, including length of banking service, income and savings, as well as the individual circumstances and situation of the applicant. All grants are considered objectively on their individual merits.

When we do make a grant, it's made on an entirely discretionary basis and they're regularly reviewed. We're seeking to ensure that as much alternative support as possible is provided, so that we can redirect funding to new cases as they arise.

Our approach to determining 'poverty' is based on a comparison of the applicant's income to the UK's median household income (after tax and housing costs are taken into account), adjusted to their personal circumstances. We also take into consideration any savings (excluding the family home) broadly in line with the levels at which support is available from the Department of Work and Pensions. We're also aware of the limitations of published average data, and we flex our assessment, taking into consideration the composition of the household and any needs relating to disabilities.



Challenges shared

In 2023-24, most clients reached out about financial concerns and needing support with mental health, matching the previous year's trends



Financial hardship

57%

of clients looking for support in
2023-24 - down from 60% in 2022-23



Mental health

28%

of clients looking for support
in 2023-24 - up from 24% in 2022-23

Our strategy for 2022-25

Our organisational strategy has five goals that guide everything we do, each with measurable objectives that will help drive our ambition for positive, impactful change.



Building the wellbeing of the banking community

We'll continue to provide a range of high-quality services to meet the changing needs of the banking community. We'll do this by combining the expert support of our team, with financial support, digital tools and carefully chosen partners.

We'll continue to support those within the banking community who have the greatest need – be it financial, mental health or relationship support, or advice and guidance.



Deepening our connection with the banking community

We'll increase our direct engagement with the banking community, using segmented communications and content that responds to their needs, feels relevant to their lives, and enhances their wellbeing. By 2025 we aim to be in regular communication with 40,000¹ people across the banking community, helping to respond to their needs and enhance their wellbeing.

We'll develop our role as thought leaders in the wellbeing space, using our expertise and knowledge to work directly with banks to improve their wellbeing practices.

By the end of the strategy, we aim to reach 20,000 people each year through our programme of awareness and wellbeing workshops. This target was achieved in 2023-24.



Equality, diversity and inclusion (EDI) in everything we do

We'll ensure that equality, diversity and inclusion is a common thread that runs through all our work:

- We'll be a welcoming, inclusive workplace for all
- The diversity of our community will be represented at every level of our organisation and be able to fully participate in our work
- Our services will reach our full community and respond to the diversity of needs within it
- We'll visibly represent and celebrate the diversity of our community in our work

We'll work with our staff and our community to develop an equality, diversity and inclusion strategy, clarifying our ambition and setting out a plan to make it happen.

1 From 10,000 at the start of the strategic period



Strengthening our organisation

We aspire to reflect best practice in our sector for organisational governance and that we have the operating model our organisation and our clients need for the future.

We'll develop our organisational approach to Environment, Social and Governance (ESG).

We'll strive to be a leader in staff wellbeing, demonstrating our expertise through our actions, and will develop an organisational culture in which everyone is empowered to fully contribute to our success.



Building our financial sustainability

We'll ensure the good stewardship of our resources because we know that our needs and opportunities will change over time, and the current needs of the banking community must be balanced against those of tomorrow.

We'll seek to maximise returns on our investments while taking a balanced approach to risk to achieve our charitable goals.

As part of our ESG strategy we'll create a socially responsible investment policy, ensuring that we leverage the full power of our assets to achieve our charitable aims. We'll clarify our approach to social investment, and ensure it sits alongside a socially responsible approach to our wider portfolio. We'll also diversify our income to rely less on our investments and explore new ways for the banking community to support our work.

We'll always consider value for money and look to maximise efficiency by making good use of internal and external resources.



Our impact

It's been a remarkable year for Bank Workers Charity: more people reached out for cost-of-living support than ever before, allowing us to give out 1,835 grants (up from 1,484 in 2022-23) totalling £1.84m (up from £1.48m in 2022-23).

To ensure we could support everyone who needed us, we expanded our team and simplified our processes. Our support extended beyond just financial help, too. We provided a wide range of services, from benefits advice to mental health support, catering to diverse client needs. We also introduced a new service in partnership with Age UK to provide befriending groups for seniors.

Client surveys show that our support is making a real impact, with service quality exceeding expectations and achieving all our targets.

We've continued to work to strengthen relationships with multiple banks – enhancing our support for their staff through funded grants schemes, increasing visibility as a grant provider, and improving access to staff for awareness and support sessions. We're seeking ongoing funding from banks.



Our webinar programme

Over the past eight years, we've successfully delivered a host of wellbeing sessions within banks. We've continued to deliver within banks, but also host our own webinars. These cover various topics and aim to give people the tools, knowledge, and support they need to improve their wellbeing. They also highlight our support services and the importance of early intervention through tailored Q&A sessions.

Last year we had over 4,700 registrations for 20 events hosted by Bank Workers Charity, with topics ranging from financial wellbeing, to building resilience and supporting children and young people's mental health. And the feedback spoke volumes – **over 96% said they'd recommend our webinars to friends and colleagues.**

"I found it very informative. I was able to listen and ask questions, all while caring for my husband. I gained so much more knowledge about dementia and help for caregivers. Thank you"

"I learned a great deal. The speaker went at a good pace and gave us helpful context and examples that brought the support to life – there was even time for a Q&A. I feel very grateful to know I have the charity's support even after my banking career ends"

The Banking Wellbeing Pulse

This year, we introduced a new report on wellbeing in banking. It was a substantial undertaking that involved discussions with wellbeing leaders from major banks to collect diverse perspectives and insightful case studies – all of which are explored in the report.

With their support, we hope this and future editions will inspire positive change and collaboration with, and between banks.

Working with banks

We partnered with NatWest on an inspiring project to support bank workers facing cancer. Together, we created a safe space where people dealing with a diagnosis could connect, share stories, and offer mutual support. We also brought in a cancer specialist from Working with Cancer to guide discussions and provide valuable insights. The feedback from this pilot programme has been positive, and it's now being evaluated to test its potential for other groups like dementia caregivers or survivors of domestic abuse. If the need is there, we'll work on securing long-term funding to keep the initiative going.

Wellbeing webinars

Banks continue to connect and engage with our wellbeing webinars and events. This year, we hit a new record with 181 events, attended by 24,269 people.

Webinars remain the top choice of delivery channel, though banks are also interested in videos, podcasts, and panel discussions. We're grateful for their input on new topics, like imposter syndrome and cancer in the workplace, helping us tailor our support.

Close partnerships like these let us test out webinar ideas before diving in - building stronger, long-term connections.



Client story

How Tina found support to take care of her own mental and physical health

Tina*, who's been working for a bank for over a decade, recently went through a tough divorce. Since then, she's struggled to balance solo parenting, work, and self-care. With her ex-partner pulling back on parenting duties, Tina felt the strain on her mental health, eventually leading to a panic attack and hospital stay.

Despite keeping in touch with her GP, Tina faced a lengthy wait for counselling. That's when she heard about us and decided to reach out. We were able to refer her for counselling through one of our partners, and through several sessions, Tina started feeling more at ease, and her self-esteem improved. Eventually, she was discharged with reduced anxiety.

* Name has been changed to protect the client's identity



Client story

How Paul found support to manage his illnesses and reclaim his independence

Paul* is 66 and had worked for RBS for 18 years before becoming a full-time caregiver for his parents. But severe health challenges including osteoarthritis, kidney issues, diabetes, and heart problems left him unable to continue caregiving. Struggling financially, he contacted us for support. We helped him apply for Attendance Allowance, significantly increasing his weekly income. We also helped to rectify a previous Housing Benefit calculation error, leading to a substantial back payment which helped to ease his rent worries. A home visit revealed Paul's need for a recliner chair and bathroom aids, which we helped to secure through grants and referrals. With newfound financial stability, improved home adaptations, and a sense of empowerment, Paul can now better manage his mental and physical health and keep living independently.

*Name has been changed to protect the client's identity

Client impact and satisfaction

Feedback means a lot to us; we survey all our clients to determine the impact of our support.

In 2023-24, we maintained high levels of satisfaction, with responses from 941 people – the largest we’ve ever received.

96%

say service was prompt
- matching 2022-23

97%

say staff were friendly
up from 95% in 2022-23

88%

would recommend our services
down from 90% in 2022-23¹

Did you feel less stressed as a result?

88%



said yes, down from 92% in 2022-23²

Were you left feeling more confident about situations than before?

92%



said yes, matching 2022-23

1 We attribute this change to a higher number of respondents who were not eligible for financial support

2 We attribute this change to the increased levels of pressure on our clients and their families as they struggled with the cost-of-living crisis

Looking ahead

Over the past three years, we've seen more and more bank workers reaching out for support. The tough economic climate, along with our effective marketing strategies and strong corporate partnerships, has really boosted interest in all our services from grants to casework support and partner services.

Looking ahead, we'll be updating our current strategy to deliver our objectives effectively, tackle new challenges and ensure our support has a lasting impact on the banking community.



Building the wellbeing of the banking community

With tough economic times ahead, the banking community will continue to need our help. And we'll be there, making sure our support services drive the biggest impact.



Deepening our connection with the banking community

We'll continue to spread awareness, offer support, and lead by example to encourage everyone to prioritise their wellbeing.



Equality, diversity and inclusion (EDI) in everything we do

We're working on an EDI strategy to better integrate inclusivity in all our work. While it's still in progress, we're already weaving EDI considerations into our projects and plan to do more.



Strengthening our organisation

We'll be focusing on boosting our team's resilience and efficiency; from refining processes to embracing digital ways of working and increasing support for the growth and learning of our staff and Trustees.



Building our financial sustainability

Increased client demand, rising costs, and more volatile investment returns have created a financial challenge for us. But we're working together to find new ways to boost our income.

Social investments

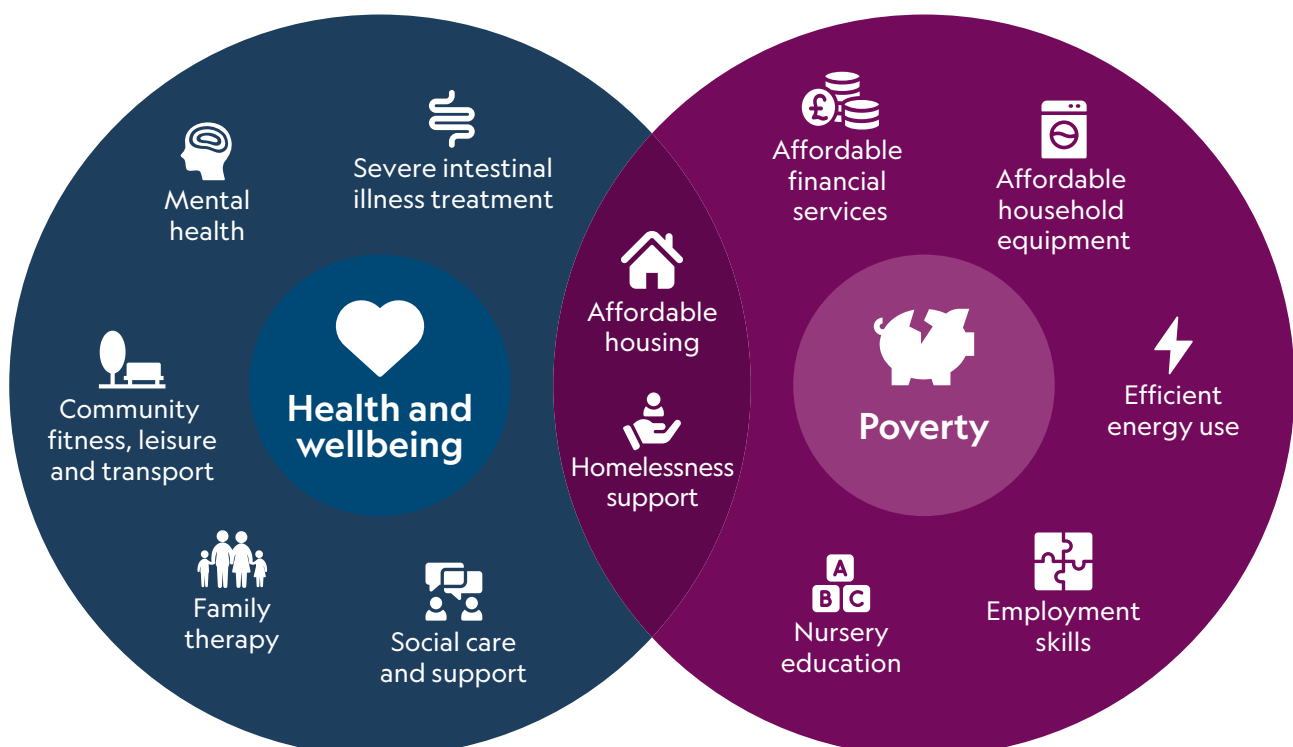
Since 2013, the Trustees have designated funds from Bank Workers Charity's principal unrestricted investment portfolio, specifically for the purpose of social investment. This means that we can further our charitable objects by increasing our overall social impact, whilst planning to achieve an eventual financial return.

Our policy was to develop and maintain a portfolio of different types of investments, balanced between effective financial returns and social impact. Under the Charity Commission CC14 guidance to investors on social investment, these are categorised as mixed motive investments.

As part of a wider review of our investment strategy, we reviewed our approach to social investment during 2023-24 and have decided not to invest any further in this area, and to liquidate those investments we have as and when possible. However, these investments are generally long-term and not of a liquid nature.

As at 31 March 2024 the amount designated towards social investments was reduced to £2.6m as we are no longer making further investments in this area. This is made up of £2.9m of committed investments less £0.3m of cumulative write-offs. During the year, we wrote off £183k in an investment with Bridges Evergreen in Skills Training UK (STUK). The social investment portfolio comprises a mix of direct loan and equity investments and investments in funds managed by other organisations. In all instances investments are made where the purpose of such investments aligns with the Charity's objects.

Organisations in which we've made social investments are estimated to help over two million people annually through the provision of affordable housing, health and social care support, community facilities and low-cost financial services. Our main areas of impact are shown below.



Direct investments



EnteroBiotix develops products based on human microbiota, which are quicker and more cost-effective in treating severe intestinal diseases and infections.



Thrive helps people suffering from common mental health problems by developing apps that provide easy access to effective prevention, early detection and the right intervention according to their needs.



Great Western Credit Union (formerly Bristol Credit Union) is one of the largest credit unions in the UK and helps many people who would otherwise lack access to traditional banking services, to save and borrow at fair rates.



Library of Things provides household equipment items to borrow which are costly for households to purchase and are only used occasionally; e.g. sewing machines, steam cleaners and hedge trimmers.



Charity Bank is an ethical bank for impact led organisations, social enterprises and charities across all sectors.



BelleVie is a home care provider which offers a unique approach; tailored support packages at a fixed monthly fee from small local teams of skilled Wellbeing Support Workers, who are themselves well looked after and provide quality person centred support.

Managed funds investments



The Bridges Evergreen fund provides long-term capital for mission-led businesses. Current investments include high quality training for the disadvantaged; care for highly vulnerable children; affordable and decent housing; and energy efficiency services for vulnerable households.



Big Issue Invest Social Enterprise Investment Fund II holds investments in organisations providing low-cost financial services including credit and advice; care for the elderly and those with disabilities; affordable housing; dental services for those on a low income; community transport; nursery education; and hospice care.



The British Gymnastics Facilities Investment Fund provides low-cost loans and experienced support to help grassroots gymnastics clubs upgrade and develop their facilities.



The Bridges Social Outcomes Fund II provides outcome-focused family therapy, children and homelessness services, via contracts with local authorities.



The Fair By Design fund invests in start-up companies that aim to redress the injustice of the 'poverty premium', as people with low incomes often have to pay more for goods and services than others do.

Financial summary

This year we incurred a small unrestricted deficit of £0.4m (2022-23: deficit £4.3m). The unrestricted fund stands at £35.9m (2022-23: £36.2m).

The restricted funds increased in the year by £4.8m, now standing at £55.9m (2022-23: £51.1m).

Income

Total income generated for the year ending 31 March 2024 was £2.3m (2022-23: £1.8m) an increase of £0.5m compared to prior year.

Investment income of £1.7m is £0.5m above the prior year (offsetting this is the cost of loan interest of £0.3m). During the year there was a loan drawdown facility with UBS which was offset against the investments, leveraging the portfolio to take advantage of low interest rates in the early part of the year. This enabled investment income to be greater. The loan was repaid in full on 29 February 2024 as interest rates had increased throughout the financial year and the leveraging of the portfolio became no longer viable.

In 2022-23 we had received new funds from Santander (£125k) and TSB (£100k) to support their current and former bank workers. These funds were not renewed in 2023-24 and are now fully exhausted.

During the year we received £250k from HSBC to top-up their Support Fund. The bank has continued its commitment to the Support Fund, and we receive ongoing funding. This fund was fully depleted as at 31 March 2024.

We're grateful to those who donate to our cause and people who remember us in their wills. This year we recognised a legacy income of £191k (2022-23: £270k), and a corporate donation from a bank of £30k (2022-23: £30k).

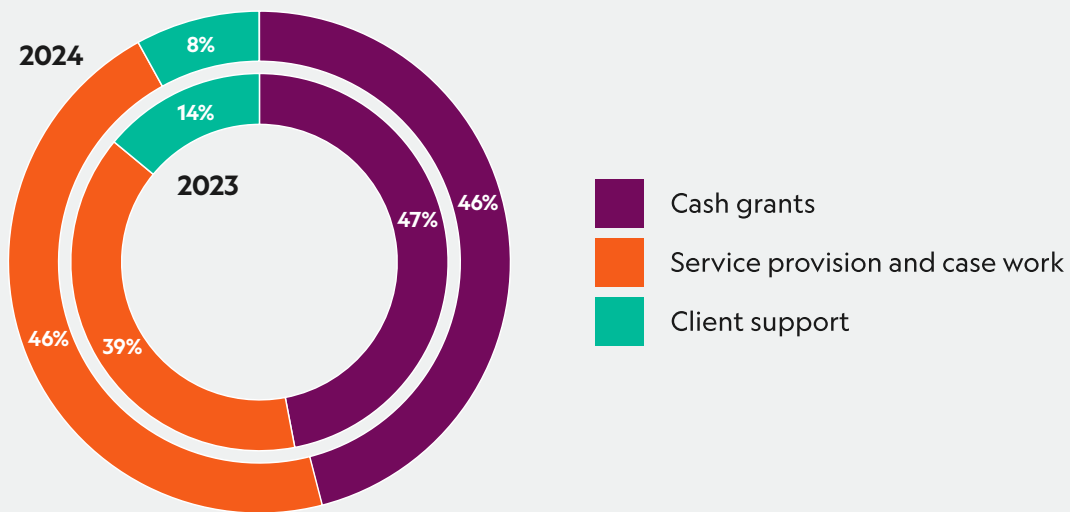
We don't actively raise funds from outside the banking community and have not employed any external agency to fundraise on our behalf. We do accept donations which are mainly directed through the principal online donation platforms (e.g. Charities Aid Foundation) or through payroll giving. As in the previous year, no complaints were received in 2023-24 related to fundraising activities.

Expenditure

For the year ending 31 March 2024 expenditure was £6.6m (2022-23: £5.4m), an increase of 22% on prior year, mainly driven by the increased demand for financial support and casework services. The cost of raising funds was £0.8m, an increase of £0.3m compared to prior year due to payment of interest on the UBS drawdown facility.

Charitable activities cost £5.7m, an increase of £0.9m or 19% on the prior year. Cash grants are £0.4m up on the prior year due to the ongoing pressures of the cost-of-living crisis on our clients. Service provision and casework has increased by £0.6m as we've expanded our offering of wellbeing partnership services (with PAM Wellness, Relate, Kooth, Law Express, and Age UK) and caseworkers. This has in turn enabled us to assist our clients to reclaim £1m of benefits.

Cost of direct assistance by activity

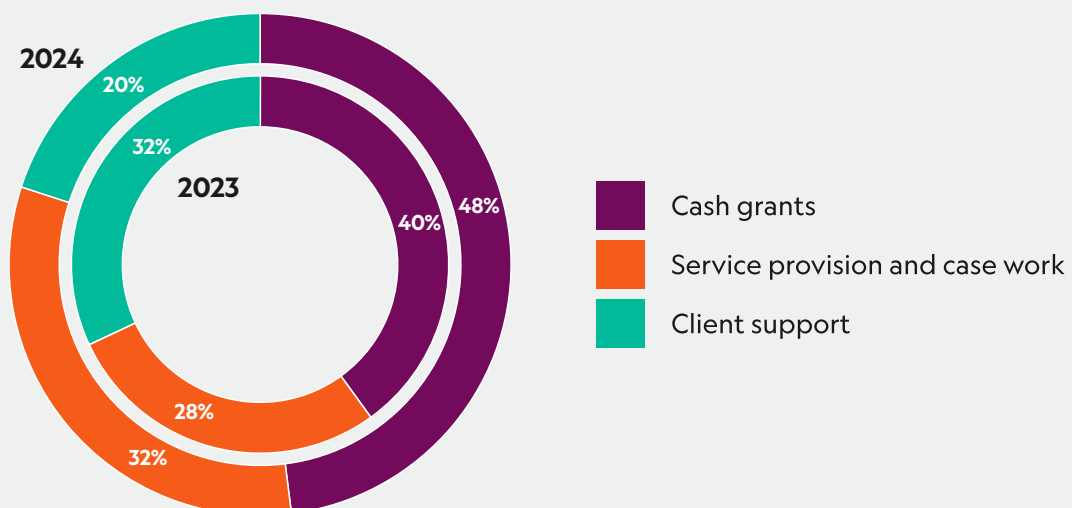


Further information can be found in Note 7 to the financial statements

Support costs

Total support costs increased by £0.1m from £1.7m to £1.8m in 2023-24. This was due in part to one-off costs relating to the search for new premises (Bank Workers Charity moved to new premises as of 1 July 2024) and in part related to implementing an enhanced wellbeing provision for employees.

Cost of support by activity



Further information can be found in Note 7 to the financial statements

Staff costs

The average number of full time staff was 38 (2022-23: 34). We've increased our ability to assist greater numbers of clients by strengthening our grants and services, and casework provision.

Investment portfolio and total return

We rely substantially on investment returns to support our activities. We've maintained a total return investment strategy seeking a return from a combination of capital growth and income. This allows us to plan for longer-term service delivery activity by smoothing out the volatility associated with investment returns (see investment policy on page 25).

The first three quarters of the financial year saw the markets in turbulence, with continuing geopolitical tensions and high inflation. However, towards the end of the financial year the markets rallied resulting in a net investment gain of £8.7m (2022-23: losses of £1.5m). During the year, the amount drawn down from our facility with UBS reached £7.7m. With rising interest rates, it no longer became viable to leverage the portfolio for increased investment gains in this way, so it was repaid in full on 29th February 2024.

As of 31 March 2024 the value of our total reserves was £91.8m (2022-23: £87.3m).

New website

The most significant digital development in the year was the complete rebuild of our website, incorporating our new brand and tone of voice. Navigation is much improved, enabling visitors to find the content that interests them much more easily.

The rebuild provided the opportunity to review the underlying content management system, and we moved away from a complex and costly platform to a more suitable WordPress site.

Policies

Risk management

Risk management is a crucial aspect of Bank Workers Charity's operations, overseen by the Trustees and delegated to the leadership team. Understanding risks related to organisational strategy, ongoing activities, and projects enables us to align with objectives and serve the banking community effectively.

Trustees, the leadership team and line managers actively assess and address risks, seeking to mitigate, manage, or accept them as appropriate. The leadership team regularly monitors both organisational and departmental risks and provides quarterly reports to the Audit and Risk Committee.

The Audit and Risk Committee oversees the Charity strategic risk register under its delegated powers from the Board. Part of the committee's oversight includes the thorough examination of strategic and high-level risk assessments and positions recommended by the leadership team, evaluating mitigations put in place in accordance with the risk management policy and Trustees' agreed risk appetite. The Finance and Investment and People Committees also review specific sections of the strategic register aligned to their terms of references at quarterly meetings, and the key findings are then presented to the Board.

Primarily, our high-level strategic risks are identified to be risks attributed to:

- Cyber security and fraud
- Financial
- Reputational
- Strategic direction
- HR, legal and statutory

We assess risks by considering their potential impact and likelihood of occurrence, taking into account our tolerance for each risk. Our approach to risk management is integral to the daily operations of Bank Workers Charity, characterised by the implementation of appropriate policies, procedures, and controls. This includes the establishment of a structured risk management and compliance framework, active engagement with Senior Management through the Audit and Risk Committee, and regular internal and external audits of our internal controls.

We utilise this data to identify and evaluate risks, as well as to implement any necessary new controls. Strategic risks undergo regular internal review and are presented quarterly to both the Audit and Risk Committee and the Board.

Occasionally, it becomes necessary to assume additional risks in pursuit of our objectives. When embarking on new projects or activities, we adopt a "managed risk" approach, creating a separate risk register to assess their potential impact on Bank Workers Charity before proceeding.

Our formal risk management process is further strengthened by an annual internal audit program conducted by our independent internal audit partner. This audit evaluates the business processes, controls, and operational risks implemented by the leadership team. Additionally, our internal audit partner offers independent advice to the Audit and Risk Committee.

Principal risks

As in previous years, we've maintained our assessment of our primary risks. The demand from our community continues to escalate, driven by the ongoing cost-of-living crisis that is significantly impacting many individuals in the UK. This notable surge in demand poses an increased risk of potentially compromising our high standards of service quality. To mitigate this risk, we've strengthened our front-line client support staff capacity and streamlined our processes. Moreover, we've substantially augmented our grants budget to address the acute financial needs within our community. The pivotal financial backing received from banks in establishing staff support funds has been and will continue to be instrumental in facilitating some of these efforts.

As Trustees, we recognise our current levels of expenditure and service outreach are not sustainable indefinitely. As a result, we're proactively monitoring the situation and exploring alternative sources of income for the Charity. Additionally, we're assessing whether a potential easing in the cost-of-living crisis could enable us to scale back our financial support.

Furthermore, cybersecurity remains a significant concern for all organisations including the charity sector. As Trustees, we are committed to ensuring the resilience of our IT systems and internal controls against persistent cyber threats. To safeguard and preserve the data under Bank Workers Charity's control and processing, we collaborate with industry experts and maintain compliance with Cyber Essential Plus accreditation standards.

Global events in Europe and emerging markets resulted in economic deceleration and increased stock market volatility in recent years, posing a risk to achieving our target investment returns. We continually monitor market and liquidity risks and assess both short and long-term impacts on our activities and plan for the future with the assistance of professional support from our fund managers and an independent investment adviser.

Staff, operations and service provision

During 2023-24, we maintained and formalised our hybrid working arrangements. Staff have been splitting their time each week between working from home and in the office based on business needs. Bank and casework visits also continued, and a significant portion of these activities was conducted remotely.

Investment policy

As Trustees, we reserve the right to exclude from the portfolio any investments in companies whose representation might damage, directly or indirectly, the purposes of or reputation of the Charity and the group. This year we have updated our policy to include tolerances, so that our investment managers have clear guidance when investing in markets.

Accordingly, the following restrictions have been implemented so we do not invest in companies that earn more than 10% of revenues from tobacco, alcohol, gambling, high interest rate lending, or armaments, or 3% of revenues from pornography, and we do not invest in companies that produce indiscriminate weaponry.

Additionally, we encourage our investment managers to increase the pace of climate action by leading impactful engagements with the companies that we invest in as we recognize the significant role the environment plays in supporting human health and wellbeing.

We've recently undertaken a review of our investment managers, in accordance with our policy to review investment fund managers every three to five years, and are moving from a three to a two manager model, both of which will adhere to this policy.

The Finance and Investment Committee (FIC), supported by an independent investment adviser, monitors the performance of the investment managers against agreed performance benchmarks at its quarterly meetings. The papers and decisions of the FIC are also made available to all Trustees.

The investment policy is set to maintain the Charity's long-term capital and returns, allowing for the effects of inflation, to achieve real gains in capital growth and sustainable income.

The move from three to two managers has increased the risk taken as it involves a higher percentage of equities in the portfolio. The restricted and unrestricted investment portfolio will be split equally between Cazenove Capital and Meridiem Investment Management Ltd. Reducing the number of managers from three to two will bring significant efficiencies and help us achieve our total return target of CPI plus 4% over a five-year cycle. As Trustees we are comfortable with this level of risk.

The investment managers actively manage our investment portfolios and work to optimise the returns to achieve the total return targets, including the long-term preservation of capital values. These targets are set, and performance measured at least once a year, and are used to drive our annual business plan including a three-year strategy and planning cycle of income and expenditure.

The maximum asset holding is not more than 5% of any individual equity or fixed income without our consent. The reference currency for all investment portfolios is sterling.

Reserves and funds

As Trustees, we regularly monitor and review the consolidated reserves to ensure they are sufficient to enable Bank Workers Charity to operate effectively in the short to medium term. The Finance & Investments Committee (FIC) reviews the reserves policy and recommends for Trustee Board approval.

The reserves policy and a description of the type of reserves we hold is explained below:

Unrestricted funds

The group's unrestricted reserves of £35.9m (2022-23: £36.2m), largely comprise investments, including £2.1m of paid up social investments. These investments generate a significant income which sustains the Charity, either wholly or in part, and may be used to help deal effectively with sudden short-term increases in planned expenditure. As Trustees, we consider our unrestricted reserves as being sufficient to maintain short and medium-term expenditure. We periodically review our asset allocation, investment strategy and fund manager performance to ensure alignment with our risk appetite and aim to achieve our return target net of fees, which supports the ability to fulfil our commitments.

Restricted funds

We hold restricted funds of £55.9m (2022-23: £51.1m), which can only be spent in accordance with the specific terms aligned with the deed of donation. The cost of raising and administering these restricted funds is charged against the specific funds. The restricted funds largely comprise the donation received in June 2017 from the RBS People Charity. At 31 March 2024, this amounted to £55.5m (2022-23: £49.9m). This is held by Bank Workers Charity as a restricted fund for the relief of financial need, hardship, or distress of people within the beneficial class, restricted to bank workers past and present, and their dependants of the NatWest Group (formerly Royal Bank of Scotland Group of companies).

In addition, the restricted reserves include two smaller funds comprising the SE Foundation (SEF) and the Barclays Overseas Benevolent Fund (BOBF). At 31 March 2024, SEF amounted to £401k (2022-23: £723k) and BOBF was £5k (this is after provisions were made for the next five years' commitments) (2022-23: £310k).

The SEF funds are held as a restricted fund for the objects of SEF, which are reserved for the relief of persons in conditions of need, hardship, or distress, who are Barclays retired employees.

The BOBF funds are held as a restricted fund for the benefit of former Barclays overseas employees and their spouses, who were employed outside of the UK.

The BOBF Trust Deed states that payments to beneficiaries should be for the relief of poverty. At 31 March 2024, there were eight beneficiaries (2022-23: eight) receiving quarterly payments from this fund and this will continue for the remainder of their lives or until the Fund runs out. The annual cost of these payments was £42k (2022-23: £44k).

The HSBC Support Fund was established in May 2021 under a deed of donation where HSBC transferred £250k to Bank Workers Charity to support HSBC bank workers past and present and their immediate dependants and applied exclusively for the beneficial class defined under the terms of the deed of donation.

We continue to maintain these levels of reserves by periodically reviewing the performance of the funds and investment managers, strategic asset allocation and diversification of portfolios to protect our capital from market downturns and inflation so that we continue to maintain our commitment to provide help and support to the banking community. Investment income is the Charity's main source of income and is susceptible to market fluctuations. The Trustees believe that in order for the Charity to be sustainable in the long-term, they will need to embark on income growth opportunities, so that sufficient income will be generated to fund future budgeted expenditure. Trustees also have the power to reduce discretionary grant-making and service-spending to a level commensurate with available reserves. The movements on reserves for the year are reported in the consolidated statement of financial activities.

Structure, management and governance

Governing document

Bank Workers Charity is a registered charity, governed by articles of association – copies of which may be obtained from the Company Secretary. It's exempt from tax on its charitable activities under the provisions of the Corporation Tax Act 2010.

Bank Workers Charity is the Corporate Trustee of the SE Foundation (SEF) (registered charity no. 277665) and is Sole Corporate Trustee of the BWC Charity (CIO registered charity no. 1154235).

Both the group and the Charity operate under the name Bank Workers Charity. Bank Workers Charity is the working name of the Bankers Benevolent Fund, a charitable company limited by guarantee (company registration no. 00019366).

Governance structure

The Bank Workers Charity is governed by a Board of Trustees (shown on page 34), who are the directors of the company for companies act purposes and Trustees for charity purposes.

We aim to have representation from each of the major British banks. As Trustees, they act in an independent capacity from their banks but are an interface to facilitate support and maintain operational contacts. At the time of reporting, we have nine Trustees; of which two Trustees are employed in banking, six are former bank workers and one non-banker.

At present, one-fifth of the Trustees retire each year and may be re-elected subject to approval at the Annual General Meeting. The Board meets quarterly and, during 2023-24, the sub-committees with delegated responsibilities in specific areas were:

- Audit and Risk: to monitor internal and external audit processes, legislative and regulatory compliance, and risk management.
- Finance and Investment: to monitor the investment portfolios and oversee the financial sustainability of the Charity, including the review of annual business plans, budgets, and management accounts.
- People: to monitor the development and implementation of a robust system for the recruitment and appointment of Board members. The committee, working with the Executive, also oversaw a review of the implementation a new total reward system for staff which had been implemented in April 2023.

The Board of Trustees are committed to supporting Bank Workers Charity, and particularly the leadership team, not only through their high attendance levels at the various sub-committee and Board Meetings but also on a more frequent basis, on internal project groups.

Trustee Board and Sub-Committee Meetings Attendance Record 2023-24

		Subcommittee Meetings		
Trustees	Main board	Audit and Risk	Finance and Investment	People
Lillian Boyle**	4/4	1/1	-	3/4
Lena Breen	4/4	4/4	-	-
Rachel Claringbold	3/4	2/2	-	2/2
Marco Evans	4/4	-	4/4	-
Michael Field	4/4	-	4/4	-
Beverly Horler	4/4	-	4/4	4/4
Suzanne Hughes	4/4	-	-	3/4
Duncan Stewart	4/4	4/4	-	-
Sharon Midwinter***	3/3	2/2	-	-
Tony Ramos*	4/4	1/1	-	1/1

* Chair

** Deputy Chair

*** Sharon Midwinter appointed May 2023

Trustees also attended four extraordinary board meetings and an away day in the year.

Trustee appointments

When Trustee vacancies arise, we initiate a search process through open advertising and a bank network to identify suitable candidates in line with the skills identified on the Board. The Board may also co-opt additional non-Trustee members in an advisory capacity.

New Trustees undergo an induction programme designed to help build their understanding of the Charity, its governance and reporting framework, as well as their individual and Board responsibilities. Encouragement and assistance are provided to all Trustees to pursue further training opportunities through independent external programmes. Moreover, new Trustees can interact with current Trustees, members of the leadership team, and other staff members. These interactions allow them to get to know the front-line service delivery team, financial standing, internal controls, policies and future initiatives.

Charity Governance Code

In alignment with its seven principles, we regularly evaluate our governance practices to enhance our support for the banking community. This includes reviewing the structure of Committee and Board terms of reference, using checklists to identify areas of governance requiring attention, and organising training sessions for Trustees' development.

Following a governance review completed in early 2023, we began implementing the recommendations during the 2023-24 financial year, using the Charity Governance Code as our aspirational target. As part of the review work, Trustees agreed to a holistic review of the Articles of Association which will subsequently feed into our governance and delegation arrangements, to increase the effectiveness with which the Charity is run.

At the time of reporting, three Trustees have served more than nine years, with their continuing positions supported by the Board of Trustees. This was to ensure organisational stability and continuity during a period of change for the charity. At the time of writing, a recruitment process is underway to appoint a number of new Trustees. These appointments are expected to support a gradual renewal of the Board.

Key management personnel

During 2023-24, our key management personnel comprised the Board of Trustees and the Executive team comprising Jonathan Saverimuttu (Interim Chief Executive Officer from 1 January 2024, and prior to that Interim Chief Operating Officer from 24 October 2023 to 31 December 2023), Ed Holloway (Chief Executive Officer until 31 December 2023), Simon Ashmore (Director of Operations and Marketing) and Eddie Confoy (Interim Director of Finance and Support until 15 September 2023).

The Executive team manages the day-to-day operations of Bank Workers Charity, supported by a team of 35 staff (2022-23: 31) who deal with our client delivery, management and promotion, client administration, support and finance. The team is also responsible for developing a business plan, and the annual budget and forecasts which are approved annually and adopted by the Board.

The Board sets the Chief Executive Officer's pay, and the People Committee working with the CEO ensures there are appropriate arrangements in place for the remuneration of the executive team and that a reward system for staff has been established. Trustees are not paid and give their time freely. As reported in our prior year report, it was our intention to implement a total reward approach. The aim of the total reward approach is to provide a new pay structure for staff outside of the executive team considering market rates for pay in similar organisations, our values, and affordability. Our new approach, which took effect from 1 April 2023, aimed to help us to recruit and retain a motivated and high-performing team, whilst considering the best use of the Charity's resources. The new approach also aims to provide an improved benefits package for all staff with a particular focus on promoting wellbeing.

Related parties

There were no related party transactions other than Trustees' expenses and key management personnel remuneration (note 9). Bank Workers Charity operates independently of the banks.

Liability of members

The Bankers Benevolent Fund is a company limited by guarantee and does not have share capital. In the event of being wound up, the liability of each member is limited to 25 pence.

Volunteers

Other than Trustees, the Charity does not use volunteers.

Trustees' responsibilities

The Trustees (who are also directors of Bank Workers Charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

Since the company qualifies as small under section 383, we're not required to produce the strategic report required of medium and large companies under the Companies Act 2006.

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities as per the Statement of Recommended Practice revised 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

This report was approved by the Trustees on 7 August 2024 and signed on their behalf by:



.....
Tony Ramos, Chair

Reference and administrative details

President

Vacant

Vice Presidents

Sir Patrick Gillam

Sir Kit McMahon

Sir Peter Middleton

Sir John Bond

Trustees

Lillian Boyle

Lena Breen

Rachel Claringbold

Marco Evans

Michael Field – retired 15 May 2024

Beverley Horler

Suzanne Hughes

Sharon Midwinter

Duncan Stewart

Tony Ramos, Chair

Key Management Personnel

Interim Chief Operating Officer from 24 Oct 2023 to 31 Dec 2023

Interim Chief Executive Officer from 1 Jan 2024

Chief Executive Officer – resigned 31 Dec 2023

Director of Operations and Marketing

Interim Director of Finance and Support to 15 Sep 2024

Jonathan Saverimuttu

Jonathan Saverimuttu

Ed Holloway

Simon Ashmore

Eddie Confoy

Bankers Benevolent Fund

Company Registration No.

Directors

Company Secretary

Charity Registration No.

00019366

Trustees listed as above

Selam Shibru

313080

The BWC Charity

Corporate Trustee

CIO Registered Charity No.

Bank Workers Charity

1154235

SE Foundation

Corporate Trustee

CIO Registered Charity No.

Bank Workers Charity

277665

BWC Enterprise Limited

Company Registration No.

Directors

Company Secretary

09734550

Tony Ramos

Selam Shibru

Registered office and principal place of business (all entities)

35 Great St Helens
London
EC3A 6AP

Advisers

External auditors

Moore Kingston Smith
6th Floor
9 Appold Street
London
EC2A 2AP

Internal auditors

Sayer Vincent LLP
(appointed 8 February 2023
with effect from 1 April 2023)
108-114 Golden Lane
London
EC1Y 0TL

Solicitors

Bates Wells LLP
10 Queen Street Place
London
EC4R 1BE

Bankers

Coutts & Co
440 Strand
London
WC2R 0QS

Investment advisers

Paul Mitchell Investment Reviews Limited
29 West Common Drive
Lindfield, West Sussex
RH16 2AW

Investment managers

Cazenove Capital
1 London Wall Place
London
EC2Y 5AU

Meridiam Investment Management Ltd
(from 2 May 2024)
Riverside House,
2a Southwark Bridge Road
London
SE1 9HA

UBS AG
5 Broadgate
London
EC2M 2AN

Ruffer LLP (until 30 June 2024)
80 Victoria Street
2 London Wall Place
London
SW1E 5JL

Independent auditor's report to the members and Trustees of the Bank Workers Charity

Opinion

We've audited the financial statements of The Bankers Benevolent Fund, operating as the Bank Workers Charity (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2024 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31st March 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we've not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from preparing a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 32, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material

uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

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

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's Trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's Trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

Adam Fullerton (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor
6th Floor
9 Appold Street
London
EC2A 2AP

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

15 August 2024

Annual accounts

2023-24



Consolidated statement of financial activities (incorporating income and expenditure account)

For the year ended 31 March 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
	Note				
Income from:					
Donations, legacies and subscriptions	3	91,979	487,095	579,074	585,815
Investments	4	772,571	972,364	1,744,935	1,256,885
Total Income		864,550	1,459,459	2,324,009	1,842,700
Expenditure on:					
Raising funds	5	657,834	147,594	805,428	555,727
Charitable activities	7	3,824,648	1,924,220	5,748,868	4,826,790
Total Expenditure		4,482,482	2,071,814	6,554,296	5,382,517
Net gains/(losses) on investments	12	3,266,697	5,409,141	8,675,838	(1,530,116)
Net income/(expenditure)		(351,235)	4,796,786	4,445,551	(5,069,933)
Transfers between funds		-	-	-	-
Net movement in funds		(351,235)	4,796,786	4,445,551	(5,069,933)
Reconciliation of funds:					
Total funds brought forward	15	36,239,148	51,094,815	87,333,963	92,403,896
Total funds carried forward		35,887,913	55,891,601	91,779,514	87,333,963

All income and expenditure derived from continuing activities. The consolidated Statement of Financial Activities includes all gains and losses in the year.

The notes on pages 46 to 74 form part of these financial statements.

Consolidated balance sheet

as at 31 March 2024

		2024	2024	2023	2023
		£	£	£	£
	Note				
Fixed assets					
Tangible assets	11	-	-	-	-
Investments	12	91,615,010	89,945,774		
		<u>91,615,010</u>	<u>89,945,774</u>		
Current assets					
Debtors	13	395,510	244,938		
Cash at bank and in hand	18	678,495	673,984		
		<u>1,074,005</u>	<u>918,922</u>		
Creditors: amounts falling due within one year	14	<u>(663,079)</u>	<u>(3,530,733)</u>		
Net current assets/(liabilities)			<u>410,926</u>		<u>(2,611,811)</u>
Total assets less current liabilities			<u>92,025,936</u>		<u>87,333,963</u>
Creditors: amounts falling due after more than one year	14		<u>(246,422)</u>		<u>-</u>
Total net assets			<u><u>91,779,514</u></u>		<u><u>87,333,963</u></u>
Group funds					
Restricted funds	15	55,891,601	51,094,815		
Unrestricted funds	15	35,887,913	36,239,148		
Total funds			<u><u>91,779,514</u></u>		<u><u>87,333,963</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 7th August 2024 and signed on their behalf by:



Tony Ramos, Chair

The notes on pages 46 to 74 form part of these financial statements.

Charity balance sheet

as at 31 March 2024

		2024 £	2024 £	2023 £	2023 £
	Note				
Fixed assets					
Tangible assets	11		-		-
Investments	12		91,615,010		89,914,991
			<u>91,615,010</u>		<u>89,914,991</u>
Current assets					
Debtors	13	411,655		244,938	
Cash at bank and in hand		662,350		655,047	
		<u>1,074,005</u>		<u>899,985</u>	
Creditors: amounts falling due within one year	14	(663,079)		(3,523,444)	
		<u></u>		<u></u>	
Net current assets/(liabilities)			410,926		(2,623,459)
Total assets less current liabilities			92,025,936		87,291,532
Creditors: amounts falling due after more than one year	14		(246,422)		-
			<u></u>		<u></u>
Total net assets			<u>91,779,514</u>		<u>87,291,532</u>
Group funds					
Restricted funds			55,891,601		51,052,384
Unrestricted funds			35,887,913		36,239,148
			<u></u>		<u></u>
Total funds			<u>91,779,514</u>		<u>87,291,532</u>

The Charity's Income and Expenditure account for the year dealt with in the accounts of the Charity was £4,487,982 surplus (2023: £1,615,344 deficit).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 7th August 2024 and signed on their behalf by:

ab. Ramos

Tony Ramos, Chair

The notes on pages 46 to 74 form part of these financial statements.

Consolidated statement of cash flows

for the year ended 31 March 2024

		2024 £	2023 £
	Note		
Cash flows from operating activities			
Net cash used in operating activities	17	<u>(6,054,185)</u>	<u>(4,721,453)</u>
Cash flows from investing activities			
Investment income	4	1,744,935	1,256,885
Cash movement on investments		(280,217)	1,965,575
Proceeds from sale of investments	12	25,220,932	43,100,404
Purchase of investments	12	<u>(17,934,113)</u>	<u>(44,351,025)</u>
Net cash used in investing activities		<u>8,751,537</u>	<u>1,971,839</u>
Cash (outflows)/inflows from new borrowings	19	<u>(2,692,841)</u>	<u>2,677,361</u>
Net cash provided by financing activities		<u>(2,692,841)</u>	<u>2,677,361</u>
Change in cash and cash equivalents in the year		4,511	(72,253)
Cash and cash equivalents at the beginning of the year		<u>673,984</u>	<u>746,237</u>
Cash and cash equivalents at the end of the year	18	<u><u>678,495</u></u>	<u><u>673,984</u></u>

The notes on pages 46 to 74 form part of these financial statements.

Notes to the financial statements

for the year ended 31 March 2024

1. General information

The Bankers Benevolent Fund ("Group") is a charitable company limited by guarantee and is registered with the Charity Commission (Charity Registration Number 313080) and Registrar of Companies (Company Registration Number 00019366) in England and Wales.

The address of the registered office is given in the Group information on page 35 of these financial statements.

In the event of the Group being wound up, the liability in respect of the guarantee is limited to 25p per member of the Group.

The nature of the Group's operations and principal activities are the prevention and relief of poverty amongst bank employees, their families, children and dependants; the advancement of health amongst bank employees, their families, children and dependants; and the advancement of education amongst the children of bank employees.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The Bank Workers Charity meets the definition of a public benefit entity under FRS 102.

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments being measured at fair value through income and expenditure within the Statement of Financial Activities.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiary undertakings are consolidated on a line by line basis.

The financial statements are prepared in Sterling which is the functional and presentational currency of the Group and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

2. Accounting policies (continued)

2.2 Basis of consolidation

The subsidiaries of the Charity are the SE Foundation (SEF) (Charity Registration Number: 277665), The BWC Charity (CIO Registration Number: 1154235) and BWC Enterprises Limited, a wholly owned trading subsidiary.

The financial statements consolidate the accounts of the Bank Workers Charity 'the Charity' and all of its subsidiary undertakings ('subsidiaries') on a line by line basis.

The Charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

2.3 Going concern

The Group have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Group to continue as a going concern including the ongoing impact of the cost of living crisis and the unstable geo-political and economic environment on the Charity's services and finances.

It's been noted by the Trustees that although the current high level of support being offered is unsustainable in the longer term it can be managed in the short to medium term. Additionally, the charity relies significantly on investment returns to support its activities. However, our free reserves were impacted by global political and economic uncertainties, leading to stock market volatility during most of the financial year ending on 31 March 2024. Despite the net deficit in investment on our unrestricted reserves this year, the Trustees remain optimistic the total return investment strategy will meet a CPI +4% investment target over a five-year cycle. The Group have made this assessment for a period of at least one year from the date of the approval of these financial statements. The Trustees have concluded that there's a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. The Group therefore continues to adopt the going concern basis in preparing these financial statements.

2.4 Income

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Group has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Group, can be reliably measured.

Individual subscriptions and corporate donations are included within income when these are received. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the

fulfilment of those conditions is within the control of the Group and it is probable that they'll be fulfilled.

No amount is included in the financial statements for volunteer time in line with the Charities SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends and interest. Where it's not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It's included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend income is recognised as the Group's right to receive payment is established.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Expenditure

All expenditure is accounted for on an accruals basis. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it's probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Support cost allocation is discussed further in Policy 2.6.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities, events and investment manager costs.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grant. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the Group.

Both legal and constructive obligations are recognised, including multi-year commitments which are disclosed as long-term liabilities where appropriate.

2.6 Support cost allocation

Support costs are those that assist with the work of the Group but don't directly represent charitable activities and include office costs, governance costs, administrative and payroll costs. They're incurred directly in support of expenditure on the objects of the Group and include project management. Where support costs cannot be directly attributed to particular headings they've been allocated to raising funds and expenditure on charitable activities on a basis consistent with use of the resources as follows;

2. Accounting policies (continued)

- Staff costs - Estimate of how staff spend time
- Premises and utilities - Pro rata to staff cost allocation
- Services and other operating expenses - Actual and estimated usage
- Professional fees - Actual cost
- Depreciation - Pro rata to staff cost allocation

Fundraising costs are those incurred in the course of management of investment activities including an allocation of support costs, and don't include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in Note 7.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable, and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

The estimated useful lives are as follows:

- Leasehold improvements - 3 years
- Fixtures and fittings - 3 years
- Computer equipment - 3 years

2. Accounting policies (continued)

2.9 Investments

The Group has equity investments in listed and unlisted entities. Social investments include mixed motive investments which are those held to further charitable purposes and are held at cost less impairment. Fixed asset investments are a form of basic financial instruments and are initially recognised at their transaction value and subsequently measured at fair value using the closing quoted market price or the share of the Net Asset Value of the fund (if unlisted). All gains and losses are taken to the Consolidated SOFA as they arise.

The Consolidated SOFA includes the net gains and losses arising on revaluations and disposals.

The Group does not have holdings of complex financial instruments.

2.10 Impairments

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss terms unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short-term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.13 Liabilities

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Group anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

2. Accounting policies (continued)

2.14 Financial instruments

The financial assets and financial liabilities of the Group are as follows:

Fixed asset investments - are a form of basic financial instrument as explained in accounting policy 2.9.

Debtors - trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 13. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at cost.

Liabilities - trade creditors, accruals and other creditors will be classified as financial instruments and are measured at amortised cost as detailed in Note 14. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

2.15 Operating leases

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

2.16 Employee benefits

When employees have rendered service to the Group, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The Group operates a non-contributory pension arrangement providing a contribution of up to 10% of salary into a qualifying company workplace pension plan. Contributions are expensed to the Consolidated SOFA as they become payable.

In addition, the Group offers an additional pension benefit whereby it will match employee contributions up to a maximum of 3% to encourage employees to save into the workplace pension plan.

2.17 Loan grants

Where payments for property alterations are made as repayable interest free loans but the date on which repayment is due to be made, under the terms of the loan, is unknown at the balance sheet date the loan is treated as a grant in the year of payment. These payments are charged to the Consolidated SOFA in the year they are made, and no debtor is recognised as these represent contingent assets.

2. Accounting policies (continued)

2.18 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which haven't been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

2.19 Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had a material impact on amounts recognised in the financial statements.

- Basis of valuation of financial investments (accounting policy 2.9)
- Calculation of the impairment on fixed asset investments (accounting policy 2.10)
- Allocation of support costs (accounting policy 2.6).

Notes to the financial statements

for the year ended 31 March 2024

3. Income from donations, legacies and subscriptions

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Individual subscriptions and donations	20,959	22,605	43,564
Other donations*	39,782	250,000	289,782
Corporate donation	30,000	-	30,000
Legacies	1,238	190,000	191,238
SEF donations	-	9,254	9,254
The BWC Charity donations	-	15,236	15,236
Total 2024	91,979	487,095	579,074

*In 2024 the Group received a £250,000 donation from HSBC for a support fund which is held as a restricted fund.

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Individual subscriptions and donations	38,546	-	38,546
Other donations*	-	225,000	225,000
Corporate donations	30,000	-	30,000
Legacies	96,564	173,393	269,957
SEF donations	-	6,907	6,907
The BWC Charity donations	-	15,405	15,405
Total 2023	165,110	420,705	585,815

*In 2023 the Group received a non refundable donation from each of TSB and Santander, both of which were under a deed of donation which are administered separately as the TSB and Santander Support Funds.

As noted in Accounting Policy 2.4, subscriptions and donations are recognised on a received basis.

Notes to the financial statements

for the year ended 31 March 2024

4. Income from investments

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Dividends and interest on equities	732,972	960,146	1,693,118
Social investment income	32,215	-	32,215
Bank interest received	7,384	12,218	19,602
Total 2024	772,571	972,364	1,744,935
	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Dividends and interest on equities	559,837	671,430	1,231,267
Social investment income	21,847	-	21,847
Bank interest received	3,771	-	3,771
Total 2023	585,455	671,430	1,256,885

5. Expenditure on raising funds

	2024 £	2023 £
Investment manager and consultancy costs (Note 6)	259,194	402,164
Cost of Servicing Loan	274,840	65,483
Support staff costs	198,953	47,090
Direct costs	27,416	16,268
Support costs - premises and utilities	42,365	24,722
Governance costs (note 8)	2,660	-
Total	805,428	555,727

Notes to the financial statements

for the year ended 31 March 2024

6. Investment manager costs

	Unrestricted funds 2024 £	Restricted funds 2024 £	Endowment Funds 2024 £	Total funds 2024 £
Investment manager fees payable	101,850	137,844	-	239,694
Consultancy fees	9,750	9,750	-	19,500
Total 2024	111,600	147,594	-	259,194

	<i>Unrestricted funds 2023 £</i>	<i>Restricted funds 2023 £</i>	<i>Endowment funds 2023 £</i>	<i>Total funds 2023 £</i>
Investment manager fees payable	138,987	234,904	22,273	396,164
Consultancy fees	6,000	-	-	6,000
Total 2023	144,987	234,904	22,273	402,164

Notes to the financial statements

for the year ended 31 March 2024

7. Analysis of expenditure on charitable activities by type

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Cash grants	1,836,884	856,398	2,693,282
Service provision and casework	1,832,832	563,284	2,396,116
Operating costs for client support	310,995	348,475	659,470
Total 2024	3,980,711	1,768,157	5,748,868

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Cash grants	1,476,140	673,307	2,149,447
Service provision and casework	1,220,821	475,982	1,696,803
Operating costs for client support	427,988	552,552	980,540
Total 2023	3,124,949	1,701,841	4,826,790

Notes to the financial statements

for the year ended 31 March 2024

7. Analysis of expenditure on charitable activities by type (continued)

	Cash grants 2024 £	Service provision and casework 2024 £	Operating costs for client support 2024 £	Total funds 2024 £
Support staff costs	426,831	280,743	173,680	881,254
Other employment costs	82,783	54,448	33,684	170,915
Premises and utilities	115,022	75,654	46,804	237,480
Business overheads	52,360	34,439	21,306	108,105
ICT costs	45,936	30,214	18,692	94,842
Marketing costs	60,878	40,042	24,772	125,692
Professional fees	21,982	14,459	8,945	45,386
Governance costs - Note 8	50,606	33,285	20,592	104,483
Total 2024	856,398	563,284	348,475	1,768,157
	Cash grants 2023 £	Service provision and casework 2023 £	Operating costs for client support 2023 £	Total funds 2023 £
Support staff costs	378,091	247,380	288,780	914,251
Depreciation	2,631	1,555	1,794	5,980
Other employment costs	39,577	23,386	26,985	89,948
Premises and utilities	64,058	79,312	91,513	234,883
Business overheads	20,713	12,192	14,067	46,972
ICT costs	42,840	15,002	17,311	75,153
Marketing costs	58,331	64,541	74,470	197,342
Professional fees	13,123	7,755	8,948	29,826
Governance costs - Note 8	53,943	24,859	28,684	107,486
Total 2023	673,307	475,982	552,552	1,701,841

Notes to the financial statements

for the year ended 31 March 2024

8. Governance costs

	2024 £ Cost of raising funds	2024 £ Charitable activities	2024 £ Total	2023 £
Auditors' remuneration - Audit of the financial statements	784	30,779	31,563	31,258
Auditors' remuneration - Independent examination of the financial statements (The BWC Charity)	-	-	-	4,290
Internal audit	527	20,704	21,231	26,395
Legal and professional fees	1,235	48,511	49,746	41,404
Trustees' out of pocket expenses	58	2,280	2,338	714
Trustee meetings and training	56	2,209	2,265	3,425
Total	2,660	104,483	107,143	107,486

Notes to the financial statements

for the year ended 31 March 2024

9. Staff costs

	Group and Charity 2024 £	Group and Charity 2023 £
Wages and salaries	1,913,747	1,563,666
Social security costs	186,421	162,370
Pension costs	213,586	188,457
Total	<u>2,313,754</u>	<u>1,914,493</u>

The average number of persons employed by the Group during the year was as follows:

	Group 2024 No.	Group 2023 No.
Average number of employees	38	34

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2024 No.	Group 2023 No.
In the band £60,001 - £70,000	3	5
In the band £70,001 - £80,000	1	0
In the band £80,001 - £90,000	0	1
In the band £90,001 - £100,000	2	0
In the band £100,001 - £110,000	0	1

The total amount of employee benefits, including employers national insurance and pension contributions, received by Key Management Personnel is £310,505 (2023: £335,168). In 2024, the Group's Key Management Personnel comprise:

- Trustees
- Chief Executive Officer
- Chief Operating Officer (Interim)
- Director of Finance and Support (Interim)
- Director of Operations and Marketing

Total termination payments of £29k (2023: nil) are included within total employee benefits above.

Notes to the financial statements

for the year ended 31 March 2024

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023: nil).

During the year ended 31 March 2024, £2,338 of expenses were reimbursed or paid directly to five Trustees (2023: £714, four). Trustee expenses are reimbursed for their travelling and other out of pocket expenses (where they were not claimable from another source).

11. Tangible fixed assets

Group and Charity	Leasehold improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2023	113,541	77,038	12,839	203,418
(Disposals) / Additions	-	-	-	-
At 31 March 2024	113,541	77,038	12,839	203,418
Depreciation				
At 1 April 2023	113,541	77,038	12,839	203,418
Charge for the year	-	-	-	-
At 31 March 2024	113,541	77,038	12,839	203,418
Net book value				
At 31 March 2024	-	-	-	-
At 31 March 2023	-	-	-	-

Notes to the financial statements

for the year ended 31 March 2024

12. Fixed asset investments

	Listed and unlisted investments £	Social investments £	Total £
Group			
Cost or valuation			
At 1 April 2023	87,726,309	2,219,465	89,945,774
Additions at cost	17,868,843	65,270	17,934,113
Disposals at carrying value	(25,164,815)	(56,117)	(25,220,932)
Revaluations	8,858,838	-	8,858,838
Investment manager fees paid	(238,715)	-	(238,715)
Other cash movements	518,932	-	518,932
At 31 March 2024	89,569,392	2,228,618	91,798,010
Impairment			
Charge for the year	-	(183,000)	(183,000)
At 31 March 2024	89,569,392	2,045,618	91,615,010
Net book value			
At 31 March 2024	89,569,392	2,045,618	91,615,010
At 31 March 2023	87,726,309	2,219,465	89,945,774

Included within investments above are unlisted investments of £4,977,932 (2023: £4,047,848).

Material restrictions

It was our policy to consider social investments (SI) that fit with the objectives of the Group as well as delivering an acceptable level of financial and social return. Further details are set out on pages 19-20.

The Group develops and maintains a portfolio of different types of investments, balanced between effective financial returns and social impact. Currently, these are categorised as mixed motive investments.

Notes to the financial statements

for the year ended 31 March 2024

12. Fixed asset investments (continued)

Analysis of fair value hierarchy

		2024	2023
		£	£
Level 1	Listed Investments	66,235,975	72,935,904
Level 2	SI/Property/Alternatives	25,562,035	17,009,870
Level 3		-	-
		<u>91,798,010</u>	<u>89,945,774</u>

The fair value of the listed investments is determined by reference to the closing quoted market price at the balance sheet date. Market Value of material investments over 5% of the Portfolio - Nil

Investments are held 40.4% (2023 46.5%) in UK assets and 59.6% (2023 53.6%) in overseas assets.

Asset Allocation as a percentage of portfolio valuation as at 31 March 2024:

Cash	3.07%
Equities	63.80%
Fixed Income / Bonds	7.08%
Alternatives / Other	21.21%
Property	4.84%

The social investment portfolio is in the form of direct investments (loan/equity) and managed funds. In 2024, the £2.05m (2023: £2.22m) of social investments comprised of direct investments 68% and managed funds 32%.

Market risks

The Group's exposure to market risk is in line with its investment objective of achieving its total return target of CPI+4%. To achieve this target, the Group maintains a diversified portfolio under a discretionary fund management agreement with three fund managers who invest into different asset classes.

The Group's portfolio is as set out in the investment policy statement and is managed to a moderate risk level. Equity investments which make 86% of listed investments carry a significant market exposure due to stock market volatility.

Currency risks

The Group takes a long-term view to investment returns and the potential risks arising from market movements, in particular currency exposure. The Group's exposure to non-Sterling denominated investments is moderate and there is only a limited scope to currency hedging.

Credit risks

The disclosed level of credit risk and borrowing in note 14 represents the Group's maximum exposure to credit risk. Therefore, further disclosure is not required.

Notes to the financial statements

for the year ended 31 March 2024

12. Fixed asset investments (continued)

	Listed and unlisted investments £	Social investments £	Total £
Charity			
Cost or valuation			
At 1 April 2023	87,726,309	2,219,465	89,945,774
Additions at cost	17,868,843	65,270	17,934,113
Disposals at carrying value	(25,164,815)	(56,117)	(25,220,932)
Revaluations	8,858,838	-	8,858,838
Investment manager fees paid	(238,715)	-	(238,715)
Other cash movements	518,932	-	518,932
At 31 March 2024	89,569,392	2,228,618	91,798,010
Impairment			
Charge for the year	-	(183,000)	(183,000)
At 31 March 2024	89,569,392	2,045,618	91,615,010
Net book value			
At 31 March 2024	89,569,392	2,045,618	91,615,010
At 31 March 2023	87,726,309	2,219,465	89,945,774

Included within investments above are unlisted investments of £4,977,932 (2023: £4,047,848).

The Charity develops and maintains a portfolio of different types of investments, balanced between effective financial returns and social impact. Currently, these are categorised as mixed motive investments.

Notes to the financial statements

for the year ended 31 March 2024

13. Debtors

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Due within one year				
Legacies Receivable	190,000	-	190,000	-
Other debtors	53,848	106,198	69,993	106,198
Prepayments and accrued income	151,662	138,740	151,662	138,740
	<u>395,510</u>	<u>244,938</u>	<u>411,655</u>	<u>244,938</u>

Other debtors includes a net deposit payment for premises of £106,198 (2023: £106,198)

14. Creditors: Amounts falling due within one year

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Bank loans	-	2,692,841	-	2,692,841
Trade creditors	102,760	134,277	102,760	134,277
Other taxation and social security	40,295	81,369	40,295	81,369
Accruals and other creditors	263,631	269,367	263,631	262,078
Grants payable	256,393	352,879	256,393	352,879
	<u>663,079</u>	<u>3,530,733</u>	<u>663,079</u>	<u>3,523,444</u>

In 2024 and 2023 grants payable includes commitments to the Barclays Overseas Benevolent Fund (BOBF) beneficiaries.

The Group had a credit facility of £10.0m where a deed of charge is in place on the investment funds held by UBS which secures the loan, at a cost of 1.5% fixed rate over the overnight Sterling Overnight Index Average (SONIA). During the year, a total drawdown of £4,150,000 (2023: £3,593,940) was made from the facility excluding repayments.

At the end of the year the balance on the leveraging facility was £nil (2023: £2.7m)

Notes to the financial statements

for the year ended 31 March 2024

14. Creditors: Amounts falling due after more than one year

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Grants payable	<u>246,422</u>	<u>-</u>	<u>246,422</u>	<u>-</u>

Notes to the financial statements

for the year ended 31 March 2024

15. Statement of funds - current year

	Balance at 1-Apr 2023 £	Income £	Expenditure £	Transfers In / Out £	Gains (Losses) £	Balance at 31-Mar 2024 £
Designated Funds						
Social investments - Paid up	2,219,465	-	-	9,153	(183,000)	2,045,618
Social investments - Available	780,535	-	-	(181,153)	-	599,382
	<u>3,000,000</u>	<u>-</u>	<u>-</u>	<u>(172,000)</u>	<u>(183,000)</u>	<u>2,645,000</u>
Unrestricted Funds						
General Funds	33,239,148	864,550	(4,482,482)	172,000	3,449,697	33,242,913
Total Unrestricted Funds	<u>36,239,148</u>	<u>864,550</u>	<u>(4,482,482)</u>	<u>-</u>	<u>3,266,697</u>	<u>35,887,913</u>
Restricted funds						
BWC	49,864,926	1,157,360	(1,028,068)	148,000	5,342,935	55,485,153
SEF	723,031	12,905	(226,639)	(148,000)	39,960	401,257
BOBF	310,170	6,441	(337,666)	-	26,246	5,191
HSBC Support Fund	11,002	277,996	(288,998)	-	-	-
TSB Support Fund	61,986	2,461	(64,447)	-	-	-
Santander Support Fund	123,700	2,296	(125,996)	-	-	-
	<u>51,094,815</u>	<u>1,459,459</u>	<u>(2,071,814)</u>	<u>-</u>	<u>5,409,141</u>	<u>55,891,601</u>
Total Funds	<u>87,333,963</u>	<u>2,324,009</u>	<u>(6,554,296)</u>	<u>-</u>	<u>8,675,838</u>	<u>91,779,514</u>

Notes to the financial statements

for the year ended 31 March 2024

15. Statement of funds (continued)

In 2024:

Designated funds - funds earmarked for Social Investment purposes

General funds - free reserves of the Bank Workers Charity

Restricted funds - transferred to the Charity and can only be spent on a specific purposes in accordance with the wishes of the donor.

Bank Workers Charity - restricted funds spent for the relief of financial need, hardship or distress of people within the beneficial class. This is restricted to employees and former employees, and their dependants of the NatWest Group.

SEF - restricted fund for the objects of SEF reserved for the relief of persons in conditions of need, hardship or distress, who are Barclays current and former employees and dependants.

BOBF - restricted fund for the benefit of current and former employees of Barclays and their families, who were either employed outside of the UK or are now resident outside the UK.

HSBC Support Fund - established in May 2021 £250K transferred to the Bank Workers Charity under a deed of donation to support current and former employees of HSBC and their immediate dependants. A further £250k donation was received in April 2023.

TSB Support Fund - established in July 2022 £100K transferred to the Bank Workers Charity under a deed of donation to support current and former employees of TSB and their immediate dependants.

Santander Support Fund - established in March 2023 £125K transferred to the Bank Workers Charity under a deed of donation to support current and former employees of Santander and their immediate dependants.

Notes to the financial statements

for the year ended 31 March 2024

15. Statement of funds – prior year

	Balance at 1-Apr 2022 £	Income £	Expenditure £	Transfers In / Out £	Gains (Losses) £	Balance at 31-Mar 2023 £
Designated Funds						
Social investments - Paid up	2,080,893	-	-	204,572	(66,000)	2,219,465
Social investments - Available	919,107	-	-	(138,572)	-	780,535
	<u>3,000,000</u>	<u>-</u>	<u>-</u>	<u>66,000</u>	<u>(66,000)</u>	<u>3,000,000</u>
Unrestricted Funds						
General Funds	37,566,569	750,565	(4,465,122)	(66,000)	(546,864)	33,239,148
Total Unrestricted Funds	<u>40,566,569</u>	<u>750,565</u>	<u>(4,465,122)</u>	<u>-</u>	<u>(612,864)</u>	<u>36,239,148</u>
Endowment Funds						
SEF	388,437	-	(299)	(377,144)	(10,994)	-
BWC FHF	2,805,974	-	(21,974)	(2,554,232)	(229,768)	-
	<u>3,194,411</u>	<u>-</u>	<u>(22,273)</u>	<u>(2,931,376)</u>	<u>(240,762)</u>	<u>-</u>
Restricted funds						
BWC	47,593,651	860,228	(510,020)	2,554,232	(633,165)	49,864,926
SEF	448,373	6,907	(92,828)	377,144	(16,565)	723,031
BOBF	409,520	-	(72,590)	-	(26,760)	310,170
HSBC Support Fund	191,372	-	(180,370)	-	-	11,002
TSB Support Fund	-	100,000	(38,014)	-	-	61,986
Santander Support Fund	-	125,000	(1,300)	-	-	123,700
	<u>48,642,916</u>	<u>1,092,135</u>	<u>(895,122)</u>	<u>2,931,376</u>	<u>(676,490)</u>	<u>51,094,815</u>
Total Funds	<u>92,403,896</u>	<u>1,842,700</u>	<u>(5,382,517)</u>	<u>-</u>	<u>(1,530,116)</u>	<u>87,333,963</u>

Notes to the financial statements

for the year ended 31 March 2024

15. Statement of funds – prior year (continued)

Endowment Funds funds - where the capital must be invested and only the income generated from investments can be spent for the purposes of the endowment.

The Trustees considered and resolved that the purposes of the permanent endowments could be carried out more effectively if the capital in these funds could be spend in addition to their income. Consequently, the Charity Commission's consent was sought to release restrictions on the permanent endowments such that the capital can be expended as well as income accruing to it, rather than just such income. Consent was received from the Charity Commission, under s.282 of the Charities Act 2011, on the 13 September 2022.

SEF - funds arose from the merger with SEF in 2015 and remains as a wholly-owned subsidiary under the umbrella of the endowment funds. Following approval by the Charity Commission on the 13 September 2022 this fund was merged with its income fund.

BWC FHF Endowment Funds - held under The BWC Charity, a permanent endowment fund. This represents the accumulated funds of the RBS PeopleCharity and a restricted fund held for the purposes of the maintenance of care homes. Following approval by the Charity Commission on the 13 September 2022 this fund was merged with its income fund.

Notes to the financial statements

for the year ended 31 March 2024

16. Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Fixed asset investments	35,150,667	56,464,343	91,615,010
Current assets	698,483	375,522	1,074,005
Creditors due within one year	(512,583)	(150,496)	(663,079)
Creditors due in more than one year	(53,280)	(193,142)	(246,422)
Inter-fund debtor / (creditor)	604,626	(604,626)	-
Total	35,887,913	55,891,601	91,779,514

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Fixed asset investments	39,334,188	50,611,586	89,945,774
Current assets	220,671	698,251	918,922
Creditors due within one year	(3,315,711)	(215,022)	(3,530,733)
Creditors due in more than one year	-	-	-
Total	36,239,148	51,094,815	87,333,963

Notes to the financial statements

for the year ended 31 March 2024

17. Reconciliation of net movement in funds to net cash flow from operating

	Group 2024 £	Group 2023 £
Net movement in funds	4,445,551	(5,069,933)
Adjustments for:		
Depreciation charges	-	5,979
Impairment charges	183,000	66,000
(Gains)/losses on investments	(8,858,838)	1,464,116
Investment income	(1,744,935)	(1,256,885)
(Increase)/decrease in debtors	(150,572)	23,740
Increase in creditors excluding loans	71,609	45,530
Net cash used in operating activities	<u>(6,054,185)</u>	<u>(4,721,453)</u>

18. Analysis of cash and cash equivalents

	Group 2024 £	Group 2023 £
Cash in hand	678,495	673,984
Total cash and cash equivalents	<u>678,495</u>	<u>673,984</u>

19. Analysis of Net Debt

	At 1 April 2023 £	Cash Flows £	At 31 March 2024 £
Cash at bank and in hand	673,984	4,511	678,495
Debt due within 1 year (note 14)	(2,692,841)	2,692,841	-
	<u>(2,018,857)</u>	<u>2,697,352</u>	<u>678,495</u>

Notes to the financial statements

for the year ended 31 March 2024

20. Pension commitments

The Charity contributes into a qualifying workplace pension plan. The amount recognised as an expense in the year was £213,586 (2023: £188,457). There were no contributions payable at 31 March 2024.

21. Loan grants

A repayment of £24,088 (2023: £nil) has been made in the year and at 31 March 2024 loan grants totalling £226,421 (2023: £250,509). These are made repayable only on the death of the beneficiary or beneficiaries (who are husband and wife) or if the property is sold.

These were programme related expenditure and charged to the consolidated SOFA in the year they were made.

22. Operating lease commitments

At 31 March 2024 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Not later than 1 year	64,366	142,512	64,366	142,512
Later than 1 year and not later than 5 years	-	516,606	-	516,606
	64,366	659,118	64,366	659,118

The following lease payments have been recognised as an expense in the Consolidated SOFA:

Operating lease rentals	116,194	185,266	116,194	185,266

Notes to the financial statements

for the year ended 31 March 2024

23. Related party transactions

A grant was received of £nil (2023: £2.8m) from The BWC Charity of which the BWC is the Corporate Trustee. Other than Trustee and Key Management Personnel transactions detailed in Notes 9 and 10, there were no other related party transactions during the year (2023: nil).

24. Principal subsidiaries

BWC is the sole Corporate Trustee of SEF (Charity registration number 277665). Under the terms of the Deed of Donation, the unrestricted funds of SEF are restricted in the funds of BWC. SEF remains as a wholly owned subsidiary under the umbrella of the endowment funds. It did not trade during the year.

BWC Enterprises Limited is a wholly owned trading subsidiary of the Bank Workers Charity and was registered on 15 August 2015 in England & Wales under company number 09734550 with £100 ordinary shares of £1 each. The company is not trading and is currently dormant.

BWC is also the sole Corporate Trustee of The BWC Charity (CIO registration number 1154235), and it still remains in existence to receive any future legacies and funds together with a number of remainder interests due, which are subject to prior life interests. It is important to note that the transfer of funds did not involve a subordination of The BWC Charity's beneficiaries into a larger beneficial class whereby its assets may be used for people outside the scope of the objects. Rather, these assets are maintained within the Group as a Restricted Fund which may be applied only for the present class of beneficiaries who may benefit under the objects of the CIO.

The Corporate Trustee of The BWC Charity considered and resolved the purposes of the permanent endowments be carried out more effectively if the capital of these funds could be spent as well as income. Consequently, the Charity Commission's consent was sought to release restrictions on the permanent endowments such that the capital can be expended as well as income accruing to it, rather than just such income. Consent was received from the Charity Commission, under s.282 of the Charities Act 2011, on the 13 September 2022 and the endowment funds were transferred into their respective income funds.

The following is a summary of the financial statements of The BWC Charity (the CIO): (see next page)

Notes to the financial statements

for the year ended 31 March 2024

24. Principal subsidiaries (continued)

	2024 £	2023 £
Income	-	25,554
Expenditure	-	(2,860,144)
Gains on Investments	-	(229,770)
Net income	<u>-</u>	<u>(3,064,360)</u>
Total assets	16,145	16,145
Liabilities	<u>(16,145)</u>	<u>(7,290)</u>
Net assets	<u>-</u>	<u>8,855</u>
Unrestricted funds	-	8,855
	<u>-</u>	<u>8,855</u>

25. Non-adjusting post balance sheet event

None

THE BANKERS BENEVOLENT FUND

England & Wales - Charity number 313080

Accounts

Trustees' annual report and accounts



2022-23

**Supporting the banking
community past and present**

Statement from the Chair

It's with pleasure I present the Bank Workers Charity's 2022-23 trustee report. As expected, 2022-23 proved to be yet another challenging year for our community and our charity.

Against that background, we supported 4,763 clients (2021-22: 3,754) and provided nearly £1.5 million in cash grants (2021-22: £0.9m). That's an increase of 27% in the number of clients we supported last year and an increase of 72% in the value of grants we awarded.

The health and wellbeing of our current and former bank workers and their dependants are at the heart of our organisation, and we're proud we've been there to support so many people in times of need.

Cash grants are just one of our areas of support, and many clients benefit from our ability to provide valued, personalised, practical support, such as counselling or assessments, alongside grants. We enhanced our mental health support offering, signing a partnership with PAM Wellbeing, offering an app and a 24-hour support line, in addition to a range of therapies. PAM Wellbeing are just one of our partners, and over the year, we made 1,724 referrals to partners including Relate and StepChange Debt Charity.

Working in partnership with the banks is key to us reaching their staff and former colleagues, and this year we reached over 20,000 delegates via 280 sessions held online or in person. We also launched two new staff support funds with TSB and Santander, while HSBC pledged to renew their commitment to the HSBC Support Fund with a further donation (which was received in 2023-24). We're grateful to these organisations, and those who've supported us in the past, for their valued contributions to our work.

Last year was also the first year of our revised 2022-25 strategy. Supporting the banking community is the essence of our existence, and our strategy sets out to ensure our services and approach meet their needs. You can read more about our 2022-25 strategy later in this report.

Finally, I'd like to thank my fellow Trustees, our Chief Executive Officer (CEO), staff and service partners for their unwavering efforts, commitment and dedication. Whilst last year was a challenging year for us and our community, we're under no illusion the coming year will be any less demanding and we're passionate about continuing to meet the needs of our community.

Tony Ramos

Chair

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Our year in numbers

In 2022-23 we achieved...

27%

growth in clients supported 4,763;
up **27%** from 2021-22

✓ 3,564

new clients; **an increase**
from 2,769 in 2021-22

£1.48m
(£1,476,140)

paid out to 1,481 clients, **compared to**
£860,192 to 1,082 clients in 2021-22

92%

of clients felt **less stressed** after they
received support from us, an increase
from 89% as 2021-22

£454k
(£453,877)

of **extra financial support**. Secured
through helping clients access benefits
claims and external grants

280+

awareness and support presentations
to nearly **20,000 delegates**

About the Bank Workers Charity

We exist to support the health and wellbeing of the banking community.

The Bank Workers Charity is the working name of the Bankers Benevolent Fund, a company limited by guarantee in England & Wales (No. 00019366) and a Charity registered in England & Wales (No. 313080).

Our objectives

- The prevention and relief of poverty amongst bank employees, their families, children and dependants.
- The advancement of health amongst bank employees, their families, children and dependants.
- The advancement of education amongst the children of bank employees.

The people we support

- Current bank employees.
- Former bank workers.
- Retired bank workers.
- Dependants (partners and dependant children).

Case study

Supporting Peter to regain his independence

Jane's* husband, Peter*, had always been fit, healthy and independent. But when he suffered a stroke which left him with long-term disabilities, both of their lives changed dramatically. Jane stepped up to look after Peter, but it soon became apparent that his needs went far beyond the assistance she alone could provide.

When Jane got in touch, we talked through her situation, and together we realised that Peter needed to regain some independence. We referred them to our partner, the OT Practice, who following an assessment, recommended a wet room to be built. We contributed to funding the room and Peter is now able to look after himself, giving him back his privacy and independence.

We continued to support Jane as she adjusted to her new role as a carer by arranging and paying for a series of counselling sessions and by linking her up with local support groups. Jane realised that after everything they'd been through, she and Peter needed some time together, so we funded a respite break so they could take time away from caring to enjoy being a couple again.

* Name has been changed to protect the client's identity



***Disability support;
Grant, Family
support, Partner
referral; Signposting***

The needs of the banking community we exist to support

The needs of the community we serve reflect those of society across the UK generally.



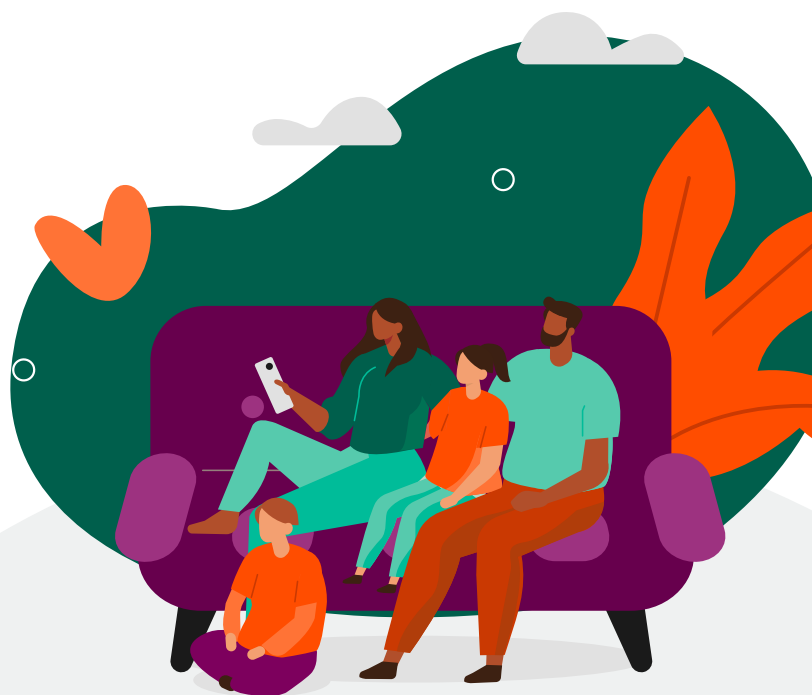
The wider challenges our community faces are changing

- An ageing population with increasing frailty and multiple health conditions, leading to greater complexity in their care.
 - Longer lives meaning a rise in caring responsibilities amongst spouses, partners and family members. Currently, 3 in 5 people will be carers at some point in their lives.
 - Challenges in our social wellbeing including loneliness, particularly amongst the 16-24 age group, who now experience the highest levels of loneliness of any age demographic.
 - Covid-19 had a huge impact on mental health, with Centre for Mental Health anticipating 500,000 additional people experiencing mental health problems by the pandemic's end. Children and young people were the most affected with 1 in 6 believed to be experiencing mental health problems in 2021. The problem is exacerbated by the crisis in the availability of children's mental health provision.
- The expected surge in mental health problems during and after the Covid pandemic has left an already overstretched NHS unable to cope with the demand. The mental health of children and young people in particular, has been profoundly affected, and significant increases are evident in everything from anxiety and depression to eating disorders and self-harm. The NHS has been unable to help a quarter of a million children, with waiting lists in some NHS trusts of up to 3 years. Many trusts have increased the threshold of how ill under 18's must be before they can be accepted for treatment.
 - The cost-of-living crisis continues to be the single biggest factor affecting wellbeing in the UK, with knock on effects for mental health, physical health and social wellbeing. All economic indicators point to it being a long time before households get some respite, for whilst energy prices are likely to stabilise in the short-term because of a range of factors, from geo-political instability to climate change, the price of food and other life essentials seems set to continue at historically high levels.



- The acute shortage of affordable housing is affecting the financial wellbeing and mental health of many UK adults. High private sector rents leave many households with no option but to pay more in rent than they would for a mortgage, with 40% of tenants in some areas needing help to pay their housing costs.
- The cost-of-living crisis is placing a major strain on personal relationships, with the charity Relate seeing many more people when their relationships are already at crisis point.

The hybrid working model persists in the banking sector. Hybrid working remains the dominant operating model in the banking sector and all the signs are that this will continue for the immediate future. But there are big differences in approach, with Virgin Money taking the most flexible position, allowing staff who are not dependent on a specific location, to work from anywhere. Even within individual banks there are big differences around the frequency employees are expected to be in the office, mostly determined by the types of roles involved. Tuesday to Thursday sees the largest number of employees in the office, and our webinar delivery is overwhelmingly scheduled within those days.



Public benefit

Charities have a duty under Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. As Trustees, we aim and work to fulfil our objects in line with the requirements for demonstrating public benefit and that the beneficiaries we aim to assist are clear, identifiable, and related to these objects.

We make every effort to ensure that all potential beneficiaries in need of support have access to our services. We maintain links with other charities, the banks' wellbeing networks and bank pensioner associations to provide points of contact to those who need our help.

Our charitable activities

We support the health and wellbeing of our community through the provision of cash grants to individual clients and a broad range of services delivered by our own teams and our partner organisations.

Services and Grants Policy

We aim to direct our financial assistance, products and services towards those people who have the greatest unmet need, and where their circumstances make it difficult for them to help themselves. We listen carefully to those who make contact with us to assess how, and if, we can provide them with support. We assess eligibility for grants by applying criteria that we review annually, to ensure robust stewardship of the Bank Workers Charity's resources. We regularly review our data, survey our clients and listen to our frontline staff, our Client Advisers and Visiting Caseworkers to identify trends in demand. This helps us to assess the ongoing impact of the services we provide through our service partners, to make sure they're still relevant and to identify the need for new services.

Our policy aims to provide support for people in need based on early intervention, rather than picking up the pieces at crisis point. We recognise that people in need don't always seek help at an early stage due to lack of awareness, pride, chaotic lifestyles, and a variety of other reasons. We want to improve our clients' ability to become self-sufficient and not dependent on long-term grant support.

We've developed services for delivery through our website and helpline. In addition, our Client Advisers have the ability to make grants in appropriate cases and refer clients to service delivery partners. Grants (and some services) are subject to an application process which takes into consideration various criteria, including length of banking service, income and savings, as well as the individual circumstances and situation of the applicant. All grants are considered objectively on their individual merits. When we do make a grant, it's made on an entirely discretionary basis and all regular grants are reviewed annually. We're seeking to ensure that as much alternative support is provided so that we can redirect funding to new cases as they arise.

Our approach to determining 'poverty' is based on a comparison of the applicant's income to a figure that is up to 100% of the UK's median household income, (after tax and housing costs are taken into account) adjusted to their personal circumstances. We also take into consideration any savings (excluding the family home) broadly in line with the levels at which support is available from the Department of Work and Pensions. We're also aware of the limitations of published average data, and we flex our assessment taking into consideration the composition of the household and any particular needs relating to disabilities.



Presenting issues

In the year 2022-23, the most prevalent reasons people contacted us related to issues concerning financial hardship, mental health and social wellbeing support – a similar picture to that in 2021-22.



Financial hardship

Cases presenting with financial hardship in 2021-22

60%

An increase from 50% in 2021-22



Social wellbeing

Cases presenting with social wellbeing challenges in 2022-23

13%

A decrease from 17% in 2021-22



Mental health

Cases presenting with mental health challenges in 2022-23

24%

A decrease from 35% in 2021-22

*A client may present with more than one issue, for example, they may have a financial and mental health problem at the same time. This list is not exhaustive.

Our strategy for 2022-25

Our organisational strategy has five goals which guide all our work. Each goal contains specific and measurable objectives, highlighting our ambitious plans for change.



Building the wellbeing of the banking community

We'll continue to provide a range of high-quality services to meet the changing needs of the banking community. We'll do this by combining the expert support of our team, with financial support, digital tools and carefully chosen partners.

We'll work alongside the community to co-produce our services, and will develop a culture of continuous improvement, optimisation and innovation to ensure we stay relevant and create the best value possible for our resources.

We'll see year-on-year growth in the number of clients we support, increasing the difference we make to the lives of the banking community. We aim to support 5,000 clients a year by 2025, almost twice as many clients as we supported in 2019-20.



Deepening our connection with the banking community

We'll increase our direct engagement with the banking community, using segmented communications and content that responds to their needs, feels relevant to their lives and enhances their wellbeing. By 2025 we aim to be in regular communication with 40,000 people across the banking community, helping to respond to their needs and enhance their wellbeing.

We'll develop our role as thought leaders in the wellbeing space, using our expertise and knowledge to work directly with banks to improve their wellbeing practices. By the end of the strategy, we aim to reach 20,000 people each year through our programme of awareness and wellbeing workshops.



Equality, diversity and inclusion (EDI) in everything we do

We'll ensure that equality, diversity and inclusion is a common thread that runs through all our work:

- We'll be a welcoming, inclusive workplace for all
- The diversity of our community will be represented at every level of our organisation and be able to fully participate in our work
- Our services will reach our full community and respond to the diversity of needs within it
- We'll visibly represent and celebrate the diversity of our community in our work

We'll work with our staff and our community to develop an equality, diversity and inclusion strategy, clarifying our ambition and setting out a plan to make it happen.



Strengthening our organisation

We'll ensure that our organisational governance reflects best practice in our sector, and that we have the operating model our organisation and our clients need for the future.

We'll develop our organisational approach to Environment, Social and Governance (ESG).

We'll strive to be a leader in staff wellbeing, demonstrating our expertise through our actions, and will develop an organisational culture in which everyone is empowered to fully contribute to our success.



Building our financial sustainability

We'll take an open-ended approach to our reserves because we know that our needs and opportunities will change over time, and the current needs of the banking community must be balanced against those of tomorrow.

We'll seek to maximise returns on our investments while taking a balanced approach to risk in order to achieve our charitable goals.

As part of our ESG strategy we'll create a socially responsible investment policy, ensuring that we leverage the full power of our assets to achieve our charitable aims. We'll clarify our approach to social investment, and ensure it sits alongside a socially responsible approach to our wider portfolio. We'll also diversify our income to rely less on our investments and explore new ways for the banking community to support our work.

We'll always consider value for money and look to maximise efficiency by making good use of internal and external resources.



Our impact

2022-23 was an exceptional year for the Bank Workers Charity. Record numbers of people sought our help as the impact of the cost-of-living crisis began to be felt throughout the banking community.

We were able to respond positively with our highest ever level of grant giving – both in terms of the number of grants awarded (1,481) (2021-22: 1,082) and the overall grant spend (£1.5m) (2021-22: £0.9m).

Such was the emphasis on financial support that we reviewed our processes and increased our staff team to meet demand and maintain a high quality, responsive service.

Beyond grant giving, we continued to offer our full range of support, which included newly in-sourced benefits advice, and referrals to specialist service providers. Mental health and relationship support services continued to be in high demand throughout the year. During the year we retendered our mental health service contract and this enabled us to enhance our client offer with the introduction of in-the-moment support and a much improved digital offering, in addition to our existing counselling service.

All clients are surveyed, and the results provide useful insights into both the impact of our support and our service quality. All three key measures were within target.



This year also saw the Bank Workers Charity develop stronger relationships with banks, most visibly with HSBC, Santander and TSB with whom we offer dedicated staff support funds. Beyond the obvious benefit of providing greater awareness within the banks of our grant giving role, closer ties to banks have given us greater access to staff for awareness and support sessions.

Hosted webinar programme

Building on the success of sessions delivered within banks themselves over the past eight years, in June 2022 we launched our hosted programme of wellbeing webinars.

Covering current and emerging wellbeing themes, the sessions are designed to give delegates the tools, knowledge and support they need to improve their wellbeing. In addition, the webinars help gain a clear understanding of the various types of support we offer while highlighting the importance of seeking intervention at an early stage with a Q&A session.

Promoted to existing contacts within the banks and across our social channels, last year, over 4,700 individuals registered for 20 events. Topics ranged from *The importance of financial wellbeing*, to *Building your resilience*, and *Children and young people's mental health*.

Feedback to date has been excellent with over 96% of delegates telling us they would recommend this webinar to friends and colleagues.



I found it very informative I was able to listen while attending to my husband and also managed to ask a question. I gained so much more knowledge about Dementia and help for carers I was not aware of.
Thank you.

Really informative, speaker went at a good pace and gave us some background, context, scenarios and examples to bring the Bank Workers Charity's support to life and there was time for Q&A, I feel very grateful to know I have the Bank Workers Charity's support even after my current banking career ends - **excellent session.**



Wellbeing events and journal articles

We spoke at four sector wellbeing events in 2022-23, all focusing on the cost-of-living crisis.

One of them was a panel event organised by the Chartered Banker Institute, exploring the impact of the cost-of-living crisis on mental health and explaining what steps the banking sector was taking to support financial wellbeing. Later in the year, the President of the Chartered Banker Institute interviewed our head of wellbeing in a 20 minute podcast around the impact of the cost-of-living crisis. We also contributed to two panel events organised by City Mental Health Alliance. The first was on the growing importance of financial wellbeing and the second was about breaking through the stigma that surrounds money problems. Finally, we joined a panel event at CIPD's "Developing Line Managers" Conference on "Supporting staff through difficult times". We also wrote a well-received piece for the online journal HRZone, that focused on the needs of carers, which had as its centrepiece, a case study focusing on our collaboration with HSBC's Ability Employee Resource Group (ERG), to produce a toolkit for carers.

Wellbeing collaboration with banks

Our collaboration with Vanquis on menopause led to the creation of a guide for their staff and the delivery of a training course for line managers on understanding menopause.

Our collaboration with HSBC's Ability ERG was concluded in August resulting in the creation of a toolkit for carers, to help them plan for the needs of their dependants when the carers were no longer there to administer to them. It was launched by the bank's CEO at an event at their Birmingham HQ. The success of this initiative has led us to initiate contact with ERG's across the sector, to promote collaboration.

Following a series of presentations, future wellbeing projects with bank ERG's are presently being discussed.

Wellbeing webinars

The delivery of wellbeing themed webinars remains a major priority and we delivered 157 sessions via UK banks, the most in any year to date.

Additionally, we hosted 12 wellbeing webinars ourselves, which were open to everyone within our community. In 2022-23 we presented to nearly 14,000 people. These hosted webinars have been a great success and represent a significant new channel for extending the charity's reach. The pattern that emerged last year, of banks suggesting new webinar themes, strengthened this year and we now also have a pool of bank wellbeing leads with whom we can test out the appetite for potential new webinars. The conversations we're having are also broadening the kinds of support events we're delivering. And whilst webinars remain the most requested delivery channel, podcasts, because they deliver a shorter, punchier and more accessible intervention, and live panel events are now becoming increasingly popular.

Case study

Helping Jackie and her family get their lives back on track

Jackie* lives with her two young daughters and works part time at a bank. She separated from her partner in 2020 following an incident of domestic abuse for which he was arrested.

Subsequently she found out her partner had taken out loans in her name without her knowledge, and when her landlord increased her rent, she found herself under excessive stress.

When Jackie contacted us, we were able to help in several ways. Firstly, we provided a grant to help Jackie cover her day to day costs. Then we referred her to Law Express so she could get professional advice about what options were available to her. We also sought to ensure that Jackie was claiming the maximum amount of Universal Credit she was entitled to and advised her to contact the charity Surviving Economic Abuse for further advice and support.

Finally, Jackie's youngest daughter was struggling with anxiety and the eldest was struggling with personality changes and difficulty with her temper. We were able to refer the family to our specialist partner, Relate, for counselling sessions to help them come to terms with what they were facing.

* Name has been changed to protect the client's identity



***Partner referral;
Grant, Income
maximisation,
Family support,
Signposting***

Case study

Helping Nick manage his mental wellbeing

Nick* has worked in the banking sector for most of his career. He suffers with high levels of stress and depression, particularly since taking on the responsibility of caring for his elderly mother, Louise*.

With Louise's care needs becoming more complex, Nick reduced the hours he worked at the bank to look after her.

The change was detrimental to his monthly income, which dropped significantly and left him unable to afford various expenses including his gym membership. Far from being just a small luxury, going to the gym was a real support for Nick, helping him manage his mental wellbeing.

After Nick reached out to us, we provided a grant to go towards his gym membership. In the face of the stress of caring for his mother and adjusting to a loss in income, it was hoped that this would allow Nick to look after his mental health.



Grant, Partner Referral

* Name has been changed to protect the client's identity

Client impact and satisfaction

We survey all our clients to determine the impact of, and their satisfaction with our services. 2022-23 continued to see a high level of satisfaction.

Of nearly 940 surveys sent, more than 180 people responded:

96%

say service was prompt
Decrease from 97% in 2021-22

95%

say staff were friendly
Decrease from 99% in 2021-22

90%

would recommend our services
Decrease from 91% in 2021-22

We asked over 1,039 clients how our support had helped them and nearly 14% of people responded:

Did you feel less stress as a result?

92%



Say they agree **An increase from 89% last year**

Do you feel more confident about situations than you have done in the past?

92%



Say they agree **An increase from 88% last year**

Looking ahead: Priorities for 2023-24



Building the wellbeing of the banking community

We expect that the cost-of-living crisis will continue and will continue to drive unprecedented demand for our services. We expect to see further growth in the number of clients we support and in the financial support we provide, building on the already record breaking year in 2022-23.

Our partnerships with banks through the establishment of support funds will be a valuable element of our support and we hope to continue and build on this approach in 2023-24.



Deepening our connection with the banking community

We plan to relaunch our website in the coming year, ensuring that we've the digital platform we need to deepen our engagement with the banking community.

We'll also launch a new Bank Wellbeing Pulse offer, which will provide periodic analysis and commentary on the state of wellbeing in the UK banking sector. Our aim is to establish this product as an authoritative source of insight for the sector, reinforcing the Bank Workers Charity's reputation as an expert in the field.

We anticipate a reduction in the number of sessions in 2023-24, as the team rebalance work in favour of the development of our new Bank Wellbeing Pulse offer. However, we expect reach to rebound in 2024-25 onwards, matching the ambition set out in the strategy of reaching 20,000 a year in total through our wellbeing in the workplace and support in the workplace sessions.

Our revised marketing approach now places much greater emphasis on data capture and developing direct dialogue with our community via email newsletters, while maintaining social media channels to engage the wider community. Through this new, more focused approach, we intend to grow the number of people who we contact directly.



Equality, diversity and inclusion (EDI) in everything we do

We're in the process of developing an EDI strategy, which will clarify our ambition in this area and set out a plan for how we integrate EDI approach across all of our work. However, we've already begun to incorporate EDI considerations within key projects and we plan to continue to make progress in this way, through adjusting existing activity or re-prioritising work to give EDI a greater focus.



Strengthening our organisation

We've continued with hybrid working since our office reopened after the pandemic, with most staff working a mix of from home and in the office. During 2023-24 we intend to review our operating model and premises needs, to ensure we've the right model for our organisation, our community and for our team.

During 2022-23 we completed a governance review, which included a number of recommendations for how we can further strengthen our organisational governance. In 2023-24 we'll establish a working group to assess how best to add organisational value from the recommendations.



Building our financial sustainability

The combination of exceptional client demand and reduced investment performance has created a financial challenge for the organisation, and we're actively exploring ways to diversify and increase our income base.

Over the long-term we plan to build on the success of our new support fund model to develop a sustained programme of unrestricted corporate donations. We hope to achieve this by continuing to demonstrate to senior bank leaders the value we're adding to banks through our wider programme of support to the industry, while highlighting the unsustainability of the current level of support we offer. We're also developing a draft individual giving strategy, which will quantify the cost and opportunity of a more active income generation strategy for the Bank Workers Charity.

We'll also be reviewing our investment approach to ensure we generate the maximum net returns, whilst also implementing our recently agreed investment policy, which extends our plans around socially responsible investing.



Social investments

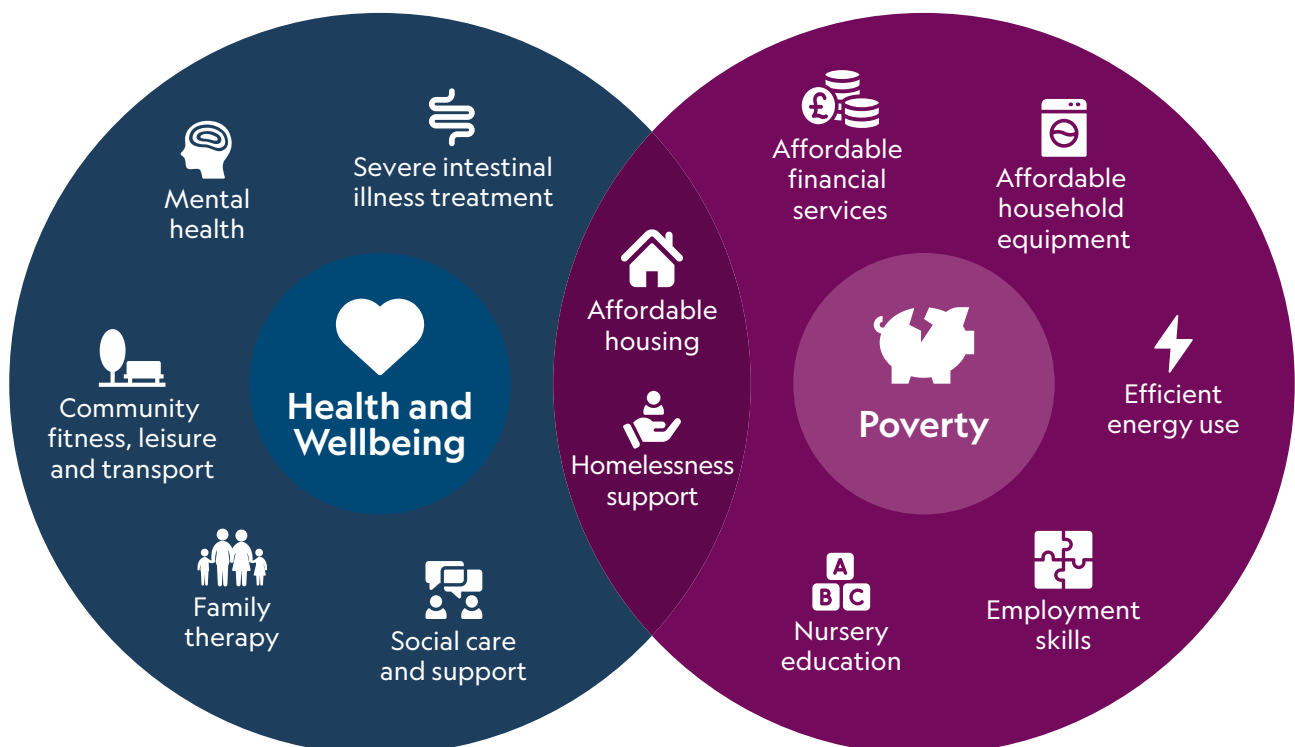
Since 2013, the Trustees have designated funds from the Bank Workers Charity's principal unrestricted investment portfolio, specifically for the purpose of social investment. This means that we can further our charitable objects by increasing our overall social impact, whilst planning to achieve an eventual financial return.

Our policy is to develop and maintain a portfolio of different types of investments, balanced between effective financial returns and social impact. Under the Charity Commission CC14 guidance to investors on social investment, these are categorised as mixed motive investments.

As part of a wider review of our investment strategy, we intend to review our approach to social investment during 2023-24.

At 31 March 2023, the amount set aside for social investments remained at £3m. Of this, £2.8m was invested or committed to specific social investment and £2.5m had been drawn down against these commitments. In the year, we wrote off £50k as Mind for You ceased trading, and applied a provision for net impairment of £16K against Big Issue Invest's Social Enterprise Investment Fund II. The social investment portfolio comprises a mix of direct loan and equity investments and investments in funds managed by other organisations. In all instances, investments are made where the purpose of such investments aligns with the Charity's objects; namely, the prevention and relief of sickness and poverty and the advancement of health among current, former and retired bank workers and their families.

Organisations in which we've made social investments help over two million people annually through the provision of affordable housing, health and social care support, community facilities and low-cost financial services. Our main areas of impact are shown below.



Direct Investments



EnteroBiotix develops products based on human microbiota, which are quicker and more cost-effective in treating severe intestinal diseases and infections.



Thrive helps people suffering from common mental health problems by developing apps that provide easy access to effective prevention, early detection and the right intervention according to their needs.



Great Western Credit Union (formerly Bristol Credit Union) is one of the largest credit unions in the UK and helps many people who would otherwise lack access to traditional banking services, to save and borrow at fair rates.



Library of Things provides household equipment items to borrow which are costly for households to purchase and are only used occasionally; e.g. sewing machines, steam cleaners and hedge trimmers.



MindforYou provides specialist holidays for dementia sufferers and their carers. Small groups are supported by experienced staff in dementia friendly holiday properties, increasing wellbeing for the people living with dementia and relieving stress for their carers.



Charity Bank is an ethical bank for impact led organisations, social enterprises and charities across all sectors.



BelleVie is a home care provider which offers a unique approach; tailored support packages at a fixed monthly fee from small local teams of skilled Wellbeing Support Workers, who are themselves well looked after and provide quality person centred support.

Managed Funds Investments



The Bridges Evergreen fund provides long-term capital for mission-led businesses. Current investments include high quality training for the disadvantaged; care for highly vulnerable children; affordable and decent housing; and energy efficiency services for vulnerable households.



Big Issue Invest Social Enterprise Investment Fund II holds investments in organisations providing low-cost financial services including credit and advice; care for the elderly and those with disabilities; affordable housing; dental services for those on a low income; community transport; nursery education; and hospice care.



The British Gymnastics Facilities Investment Fund provides low-cost loans and experienced support to help grassroots gymnastics clubs upgrade and develop their facilities.



The Bridges Social Outcomes Fund II provides outcome-focused family therapy, children and homelessness services, via contracts with local authorities.



The Fair By Design fund invests in start-up companies that aim to redress the injustice of the 'poverty premium', as people with low incomes often have to pay more for goods and services than others do.

Financial Summary

Investment returns in the year ended 31 March 2023 delivered a 5.5% decrease in net assets year on year from £92.4m at 1 April 2022 to £87.3m at 31 March 2023.

Income

Total income for the year at £1.8m, a decrease of £0.3m reported in the prior year, this was a result of challenging market conditions due to volatility caused by the war in Ukraine and rampant inflation.

The Bank Workers Charity relies substantially on investment returns to support its activities. Total investment dividend income decreased by £303k in 2022-23 to £1.3m.

During 2022-23, we received new funds from both Santander (£125k) and TSB (£100k) designed to support current and former employees of those banks.

We're grateful to those who donate to our cause and people who remember us in their wills. This year we saw a legacy income of £270k (2021-22: £241k), and corporate donations from banks of £30k (2021-22: £30k).

We don't actively raise funds from outside the banking community and haven't employed any external agency to fundraise on our behalf. However, we do accept donations which are mainly directed through the principal online donation platforms (e.g. Charities Aid Foundation) or through payroll giving. As in the previous year, no complaints were received in 2022-23.

Expenditure

Overall, expenditure at £5.4m was 4% above the 2021-22 financial year and this reflects the increase in demand for our services driven significantly by the cost-of-living crisis.

Direct Activities

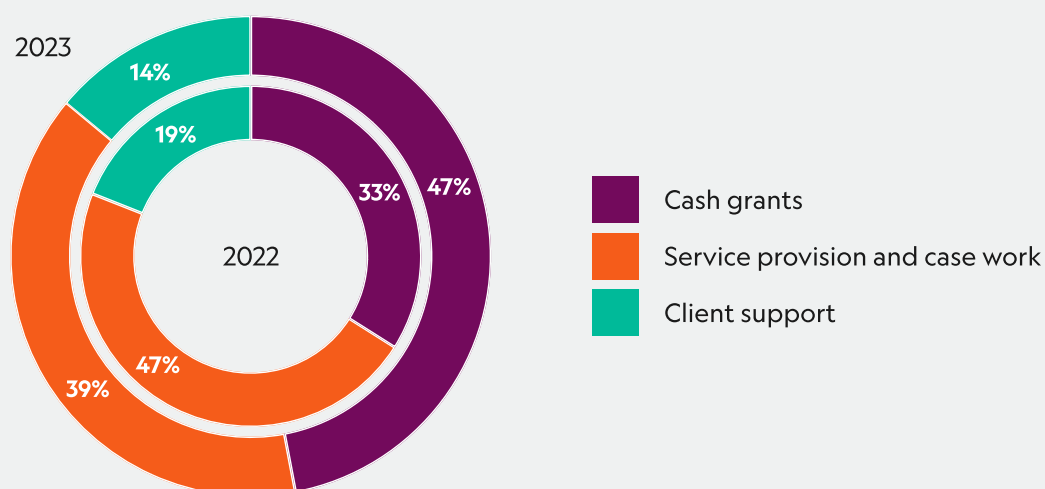
The overall cost of activities undertaken directly by the Bank Workers Charity increased by £0.6m during 2022-23 to £3.1m (2021-22: £2.6m) of which £1.5m (2021-22: £0.9m) was given through cash grants.

The increase in costs reflects the increased demand due to the cost-of-living crisis in the numbers of bank workers seeking our support – up 27% on 2021-22, with 4,763 clients in 2022-23 (2021-22: 3,754).

The increase in demand from clients was principally among new clients to the charity seeking financial support and an increase in people using our digital provision including My Possible Self and the Law Express app.

There was continuing high demand for relationship and mental health support, which the Bank Workers Charity fulfilled through service partnerships with Relate, Kooth, Vita and PAM Wellbeing.

Cost of direct assistance by activity



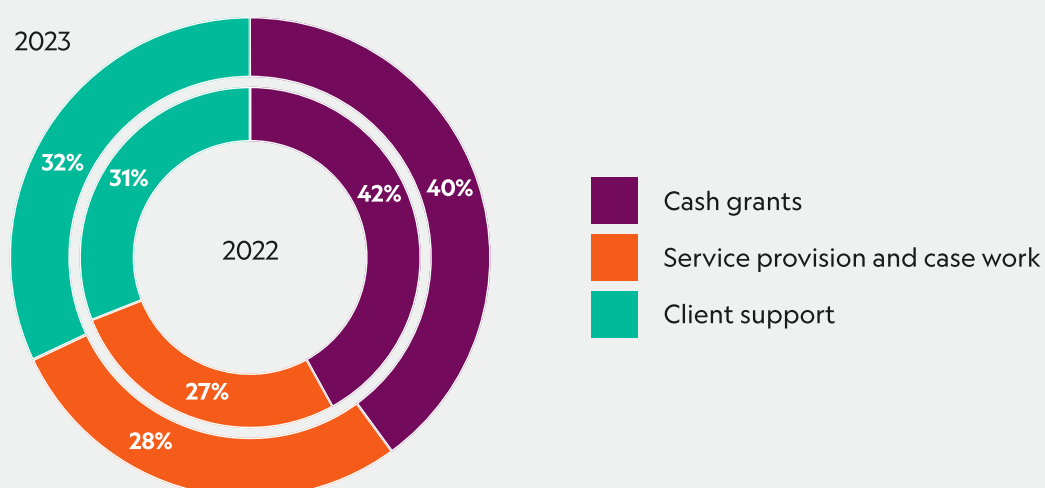
Further information can be found in Note 7 to the financial statements

Support Costs

The total costs of supporting our activities decreased from £1.9m to £1.7m in 2022-23.

(2021-22 support costs included £300k of project costs, of which £261k was a one off investment in new ICT systems.)

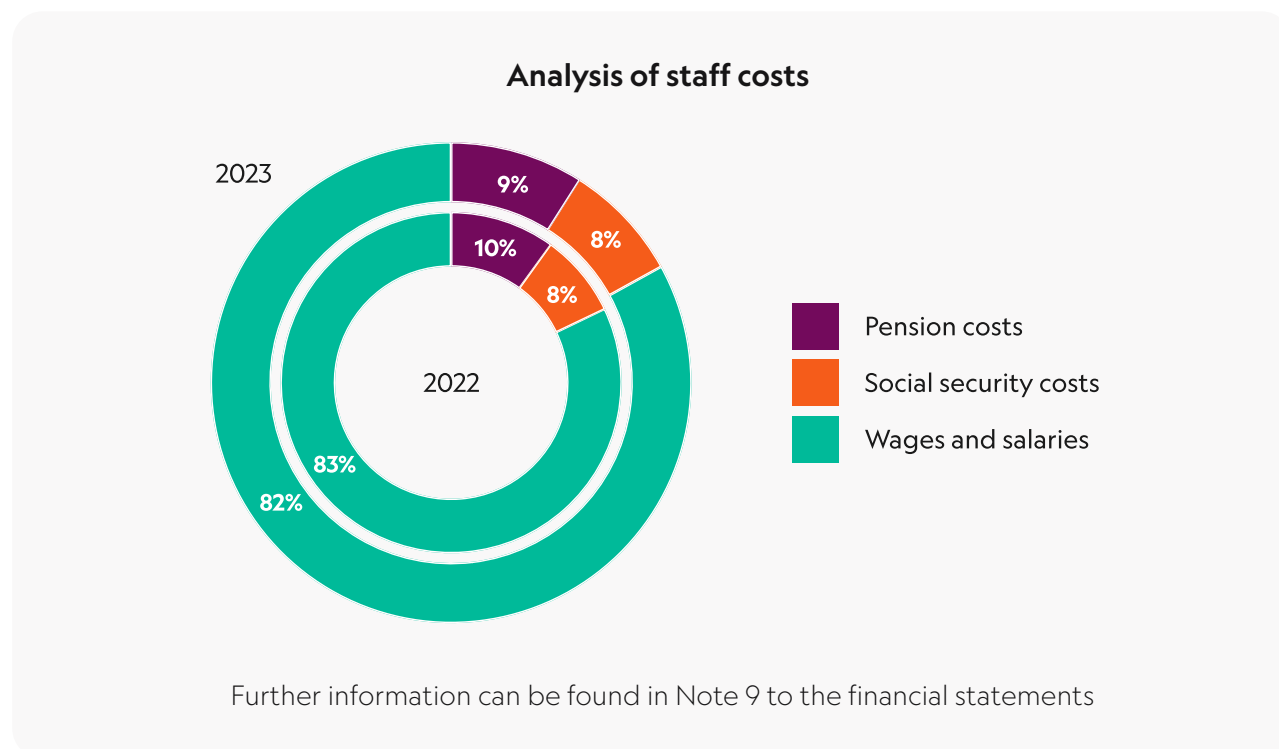
Cost of support by activity



Further information can be found in Note 7 to the financial statements

Staff Costs

The average number of staff was 34 in 2022-23 (2021-22: 33). We've achieved and delivered our activities to increased numbers of new and returning clients and support interventions, through easy to access online services such as the "My Possible Self" mental health app and in the number of online awareness and support sessions to current bank workers.



Investment Portfolio and Total Return

The Bank Workers Charity relies substantially on investment returns to support its activities. We've maintained a total return investment strategy seeking a return from a combination of capital growth and income. This allows us to plan for longer-term service delivery activity by smoothing out the volatility associated with investment returns (see investment policy below on page 27).

During 2022-23 financial year, global stock markets were negatively impacted by geopolitical events and inflationary threats to the global economy resulting in net investment losses of £1.5m (2021-22: £5.9m gain)

During the financial year, we made a cash drawdown of £3.6m (2021-22: £4.4m) from our credit facility which allowed us to deliver our charitable objectives and support the banking community. The Bank Workers Charity have a leveraging facility in place with UBS at a fixed rate of 1.5% over the Sterling Overnight Index Average (SONIA), which has a twofold objective; firstly, to use the facility for additional liquidity and secondly, to optimise market opportunities.

At 31 March 2023, the value of our total reserves was £87.3m (2021-22: £92.4m).

Policies

Risk management

Management of risk is a necessary and key component of the Bank Workers Charity's business and ultimately the responsibility of the Trustees and then delegated to the Management team in each business area. Understanding the risks to organisational strategy, day-to-day operations and projects, means that we can better meet our objectives and the needs of the banking community.

Trustees, the Management team and staff actively monitor all risks and determine how they can be mitigated, managed or accepted. The Management team monitors risks regularly and reports to the Audit and Risk Committee on a quarterly basis. Strategic and high-level risks are discussed in detail at the Audit and Risk Committee and appropriate mitigations evaluated in line with the risk management policy and risk appetite agreed by the Trustees. These are subsequently presented to the Board on a quarterly basis. This involves identifying the types of high-level strategic risks the Bank Workers Charity faces in the key areas of:

- Cyber security
- Financial
- Strategic direction
- Reputation
- HR, legal and statutory

We prioritise risks on the basis of potential impact and the likelihood of occurrence, including our appetite towards individual risks. We implement an active risk management strategy into the day-to-day running of the Bank Workers Charity, based on having the right policies, procedures and controls; embedding a structured risk management and compliance framework; challenge to Senior Management via the Audit and Risk Committee; and internal and external audits of our internal controls.

We use this information to identify and assess risks and implement any new controls. Strategic risks are reviewed internally on a regular basis and presented quarterly to the Audit and Risk Committee and the Board.

In some cases, it's necessary to take on additional risk to achieve our objectives. We take a 'managed risk' approach to new projects and activities and, before proceeding, create a separate risk register to help us assess their potential impact on the Bank Workers Charity.

This formal risk management process is enhanced by the annual internal audit programme, conducted by our independent internal audit partner. This audit assesses business processes, controls and operational risks implemented by the Senior Management team. Our internal audit partner also provides independent support and advice for the Audit and Risk Committee.

The Audit and Risk Committee reviews a strategic risk register grouped under the headings of Governance, Operational, Financial and Compliance with Law and Regulation in line with the Charity Commission guidance. Such a format will be replicated for operational activities and overseen by the Management Team, where risk analysis of the Bank Workers Charity's three operational teams is undertaken at a departmental level.

Principal risks

As in previous years, we continued to assess our principal risks. Demand from our community continues to grow, driven by the ongoing cost-of-living crisis which is severely affecting so many people in the UK. This exceptional growth in demand creates an increased risk of us being unable to sustain our high standards for service quality, which was mitigated by increasing the number of front-line client support staff and streamlining our processes. We also significantly increased our grants budget to allow us to respond to the acute financial need our community was experiencing. The financial support we received from banks establishing staff support funds was a crucial enabler of this.

We note that our current levels of expenditure and service reach are not sustainable indefinitely, so we're actively monitoring the situation and exploring additional sources of income for the organisation, and if an easing in the cost-of-living crisis might enable us to reduce the scale of our financial support.

In addition, cybersecurity was and remains a significant risk to all businesses and the charity sector in particular. As trustees we endeavour to ensure the integrity of our systems and internal controls are robust and able to withstand continual threats from cyber-attacks. In order to safely maintain and protect the data the Bank Workers Charity controls and processes, we also work with industry experts and continue to ensure compliance with Cyber Essential Plus accreditation.

Geo-political events in Europe and Asia have resulted in economic slowdown and stock market volatility. This means there's a risk to achieving our target investment return. As an organisation, we monitor market and liquidity risks continually and assess the short and long term impact on activities and plan for the future with professional support provided by our fund managers and an independent investment adviser.

This risk to investment returns also applied to the subsidiary before the transfer of its endowment funds to the parent charity.

Staff, operations and service provision

The Bank Workers Charity staff moved to hybrid working for 2022-23, reoccupying the office. Bank and casework visits were resumed during the year with some of our support still delivered remotely.

Technology Transformation

Our investment in new technology in 2021-22, and in particular the switch to Salesforce as our client database and adoption of the HubSpot marketing suite, paid dividends during 2022-23.

Client processing speed was increased by 19%, helping us to meet high demand, and our new marketing capability enabled us to manage the Bank Workers Charity Week of hosted webinars and develop a more robust client engagement programme.

Investment policy

As Trustees, we reserve the right to exclude from the portfolio any investments in companies whose representation might damage, directly or indirectly, the purposes or reputation of the Charity and the group. Each of our fund managers adopt different ESG approaches, and no specific ethical restrictions apply.

The Board delivered on its commitment to better understand ethical and ESG investing to ensure that the Bank Workers Charity investment policy aligns with the Charity's values by approving a revised investment policy in November. The policy strengthened the Bank Workers Charity's intention to reduce and in time eliminate their direct exposure to tobacco, alcohol, gambling, payday lenders, pornography and weapons. We'll be working with our investment managers to align their investment approach to this new policy during 2023-24.

We formally review our investment policy and principles, and investment fund managers every three to five years, by assessing market benchmarks and investment manager performance criteria against the Bank Workers Charity's strategic plan.

The Finance and Investment Committee (FIC), supported by an independent investment adviser, monitors the performance of the investment managers against agreed performance benchmarks at its quarterly meetings. The papers and decisions of the FIC are also made available to all Trustees.

The investment policy is set to maintain the group's long-term capital and returns, allowing for the effects of inflation and, without taking excessive risk, to achieve real gains in capital growth and sustainable income.

The FIC periodically explores the options available for further diversification of assets and reviews the strategic asset allocation of the group's investments. This enables the Charity to achieve the objective of delivering the required levels of income and capital growth from investments without making significant changes to the asset allocation. Our investment strategy is CPI plus 4% investment return target over a rolling five-year cycle on funds under management with UBS and Cazenove Capital. This was primarily to preserve the capital value of our investments from a rising inflation with minor adjustments applied to the strategic asset allocations and risk profile. We transferred our Ruffer managed segregated portfolio into a unitised Charities Asset Trust fund in April 2022.

The investment managers actively manage our investment portfolios and work to optimise the returns to achieve the total return targets, including the long-term preservation of capital values. These targets are set, and performance measured at least once a year and are used to drive our annual business plan including a three year strategy and planning cycle of income and expenditure.

Investment managers may allocate the investment portfolio on a discretionary basis. However, we've put overall limits in place, mainly in respect of the two main asset classes: equities and fixed income, including money market instruments.

The maximum asset holding is not more than 5% of any individual equity or fixed income without our consent. The reference currency for all investment portfolios is Sterling.

Reserves and funds

As Trustees, we regularly monitor and review the consolidated reserves to ensure they are sufficient to enable the Bank Workers Charity and its subsidiaries (the SE Foundation, the BWC Charity and BWC Enterprises Limited, collectively referred to as the “group”) to operate effectively in the short and medium term. The Finance and Investment Committee reviews the reserves policy and recommends it for Trustee Board approval.

Global stock markets were impacted by the war in Ukraine and inflationary pressure on both sides of the Atlantic during 2022-23. We’ve recognised the need to review our financial position and the need to protect the value of our reserves from rising inflation and have switched from a 10-year average 6.25% total return strategy to a CPI+4% model return strategy over a rolling five-year cycle.

The reserves policy and a description of the types of reserves we hold is explained below.

Unrestricted funds

The group’s free reserves i.e., unrestricted funds of £36.2m (2021-22: £40.6m), largely comprise of investments, including £2.2m of social investments. These investments generate a significant income, which sustains the Charity, either wholly or in part, and may be used to help deal effectively with sudden short-term increases in planned expenditure. As Trustees, we consider our unrestricted reserves as being sufficient to maintain short and medium-term expenditure. We periodically review our asset allocation, investment strategy and fund manager performance to ensure alignment with our risk appetite and aim to achieve our return target net of fees which supports the ability to fulfil our commitments.

Permanently Endowed Funds

Following the Charity Commission’s approval to transfer the Bank Workers Charity’s endowment funds to its income funds The BWC Charity, of which the Bank Workers Charity is the sole Corporate Trustee, granted £2.8m to the Bank Workers Charity during the financial year. Therefore the group no longer has any permanently endowed funds.

Restricted funds

We hold restricted funds of £51.1m (2021-22: £48.6m), which can only be spent in accordance with the specific wishes of donors. The cost of raising and administering these restricted funds is charged against the specific funds.

The restricted funds largely comprise of the donation received in June 2017 from the RBS People Charity. At 31 March 2023, this amounted to £49.9m (2021-22: £47.6m). It is held by the Bank Workers Charity as a restricted fund for the relief of financial need, hardship or distress of people within the beneficial class, that’s restricted to employees and former employees, and their dependants of the NatWest Group (formerly Royal Bank of Scotland Group of companies).

In addition, the restricted reserves include two smaller funds comprising the SE Foundation (SEF) and the Barclays Overseas Benevolent Fund (BOBF). At 31 March 2023, SEF amounted to £723k (2022-22: £448k) and BOBF was £310k (2021-22: £410k).

The SEF funds are held as a restricted fund for the objects of SEF, which are reserved for the relief of persons in conditions of need, hardship or distress, who are Barclays employees, retired employees and their dependants.

The BOBF funds are held as a restricted fund for the benefit of current and former employees of Barclays and their families, who were either employed outside of the UK or are now residents outside the UK.

The BOBF Trust Deed states that payments to beneficiaries should be for the relief of poverty. At 31 March 2023, there were eight beneficiaries (2021-22: eight) receiving quarterly payments from this fund and this will continue for the remainder of their lives. The annual cost of these payments was £44k (2021-22: £41k)

These arrangements are in place to maintain the group's subsidiaries i.e. SEF and the BWC Charity, for the purposes of receiving any future legacies.

The HSBC Support Fund was established in May 2021 under a deed of donation where HSBC transferred £250k to the Bank Workers Charity to support current and former employees of HSBC and their immediate dependants and applied exclusively for their benefit. The Beneficial Class constitute those persons employed by HSBC or any related entity, persons who were at any time in HSBC Bank Employment; and the dependants, spouses, widows/widowers and cohabitees of current and former HSBC persons. During 2022-23 additional staff support funds were created and provided by TSB £100k and Santander £125k.

We continue to maintain these levels of reserves by periodically reviewing the performance of the funds and investment managers, strategic asset allocation and diversification of portfolios to protect our capital from market downturns and inflation so that we continue to maintain our commitment to provide help and support to the banking community.

Investment income is the group's main source of income and is susceptible to market fluctuations. The Trustees believe that sufficient income will be generated to fund future budgeted expenditure in the short and medium term, although they will embark on income growth activities when there is a sufficiently attractive fundraising opportunity.

Trustees also have the power to reduce discretionary grant-making and service-spending to a level commensurate with available reserves, although in the short-term the Trustees have agreed to meet the existing financial commitments and service-related demand arising from our banking community, particularly the cost-of-living and energy price increases which followed the Covid-19 pandemic. The movements on reserves for the year are reported in the consolidated statement of financial activities.

Structure, management and governance

Governing document

Both the group and the Charity operate under the name Bank Workers Charity. The Bank Workers Charity is the working name of the Bankers Benevolent Fund, a charitable company limited by guarantee (company registration no. 0019366). The Bank Workers Charity is a registered charity, governed by articles of association – copies of which may be obtained from the Company Secretary. It's exempt from tax on its charitable activities under the provisions of the Corporation Tax Act 2010.

The Bank Workers Charity is the Corporate Trustee of the SE Foundation (SEF) (registered charity no. 277665) and is Sole Corporate Trustee of the BWC Charity (CIO registered charity no. 1154235).

Governance structure

The Bank Workers Charity is governed by a Board of Trustees (shown on page 31), who are the directors of the company for company law purposes and Trustees for charity purposes.

We aim to have representation from each of the major British banks. As Trustees, they act in an independent capacity from their banks but are an interface to facilitate support and maintain operational contacts. At the time of reporting, we have nine Trustees; one Trustee is currently employed in banking, seven are former bank workers and there is one non-banker.

At present, one-fifth of the Trustees retire each year and may be re-elected subject to the Board's approval. The Board meets quarterly and, during 2022-23, the sub-committees with delegated responsibilities in specific areas were:

- Finance and Investment: to monitor the investment portfolio, evaluate potential social investment opportunities and oversee the financial sustainability of the Charity, including the review of business plans, budgets and management accounts.
- Audit and Risk: to monitor internal and external audit processes, legislative and regulatory compliance and risk management.
- People: responsibilities include the development and implementation of a robust system for the recruitment and appointment of Board members. The committee, working with the Executive, also oversaw the implementation of a new Total Reward system for staff,

The Board of Trustees are committed to supporting the Bank Workers Charity and, in particular, the Executive team, not only through their high attendance levels at the various sub-committee and Board Meetings but also on a more frequent and regular ad-hoc basis, including representation on some of the internal project Boards.

Trustee Board and Sub-Committee Meetings Attendance Record 2022-23

		Subcommittee Meetings		
Trustees	Main board	Audit and Risk	Finance and Investment	People
Lillian Boyle**	4/4	-	-	5/5
Lena Breen	4/4	4/4	-	-
Rachel Claringbold	3/4	3/4	-	-
Marco Evans	4/4	-	4/4	-
Michael Field	4/4	-	4/4	-
Beverly Horler	4/4	-	4/4	5/5
Suzanne Hughes	4/4	-	-	5/5
Duncan Stewart	4/4	4/4	-	-
Tony Ramos*	3/4	-	-	1/1^

* Chair

** Deputy Chair

^ The chair attended a special people committee meeting that reviewed the new Total Reward scheme for staff.

Sharon Midwinter was appointed on the 24 April 2023.

Trustee appointments

When Trustee vacancies arise, we initiate a search process through our bank network and external advertising to identify suitable candidates in line with any skills gaps identified on the Board. The Board may also co-opt additional non-Trustee members in an advisory capacity.

New Trustees serve on the same terms as existing Trustees and can confer with more experienced Trustees if necessary. They're also provided with an induction programme, which is organised to help new Trustees understand the governance and reporting framework, and their individual and Board responsibilities. All Trustees are encouraged and supported to gain further knowledge and experience from independent and external programmes. There's also an opportunity for new Trustees to engage with current Trustees, members of the Senior Management team and other members of staff. This enables new Trustees to familiarise themselves with the front-line service delivery team, financial position, internal controls, policies and future plans.

Charity Governance Code

We recognise that strong governance is crucial in ensuring that we have effective strategic direction, and to maximise the impact and outcomes of our activities. The Charity Governance Code sets out recommended best practice for good governance.

We review our own governance in line with its seven principles in an effort to continuously improve what we offer the banking community. This ranges from the structure of the terms of reference of each Committee and the Board, a checklist for areas of governance that might need reviewing and the design of development sessions for Trustees.

During this year we commissioned an independent, external review of our governance practice, using the Charity Governance Code as a framework. This review produced several recommendations, and the Trustees and Executive team are in the process of considering how to add value from the recommendations.

The Charity Governance Code recommends that if Trustees have served for more than nine years, their reappointment is subject to a particularly rigorous review and explained in the Trustees' Annual Report. Three Trustees have currently served for more than nine years – Tony Ramos, Lillian Boyle and Rachel Claringbold. Their appointment was considered necessary by Trustees to ensure organisational stability during a period of transition within the Executive team and the subsequent Covid-19 crisis. Trustee recruitment and Board renewal will be considered as part of the implementation of the wider governance review.

Key management personnel

During 2022-23, our key management personnel comprised the Board of Trustees and the Executive team comprising Ed Holloway (Chief Executive Officer), Simon Ashmore (Director of Operations and Marketing) and Eddie Confoy (Interim Director of Finance and Support).

The Executive team manages the day-to-day operations of the Bank Workers Charity, supported by a team of 31 staff (2021-22: 30) who deal with our client delivery, management and promotion, client administration, support and finance. The team is also responsible for developing a business plan, and the annual budget and forecasts which are approved annually and adopted by the Board.

The Board sets the Chief Executive Officer's pay, and the People Committee sets the pay for other members of the Executive team, using a benchmarking exercise and considering individual performance. Trustees are not paid and give their time freely. In 2022-23, we completed a review of our pay and benefits ('Total Reward') and Trustees approved a new pay structure for staff outside of the Executive team, considering market rates for pay in similar organisations, our organisational values and organisational affordability. Our new approach aims to enable us to recruit and retain a motivated and high-performing team, whilst considering the best use of the charity's resources. Alongside a simplified pay structure which aims to align our pay to the median in the sector, we implemented an improved benefits package for all staff with a particular focus on promoting wellbeing. These changes will be implemented during the 2023-24 financial year.

Related parties

Following the Charity Commission's approval to transfer the Bank Workers Charity's endowment funds to its income funds The BWC Charity, of which the Bank Workers Charity is the sole Corporate Trustee, granted £2.8m to the Bank Workers Charity during the financial year. There were no other related party transactions other than Trustees' expenses and key management personnel remuneration (note 9). The Bank Workers Charity operates independently of the banks.

Liability of members

The Bank Workers Charity is a company limited by guarantee and does not have share capital. In the event of being wound up, the liability of each member is limited to 25 pence.

Volunteers

Other than Trustees and co-opted individuals, the Charity does not use volunteers.

Trustees' responsibilities

The Trustees (who are also directors of the Bank Workers Charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

Since the company qualifies as small under section 383, we're not required to produce the strategic report required of medium and large companies under the Companies Act 2006.

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities as per the Statement of Recommended Practice revised 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They're also responsible for safeguarding the assets of the charitable company and hence for taking

reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There's no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

This report was approved by the Trustees on 21/8/ 2023 and signed on their behalf by:

cb. Ramos 20/9/23

Tony Ramos, Chair

Reference and administrative details

President

Vacant

Vice Presidents

Sir Patrick Gillam

Sir Kit McMahon

Sir Peter Middleton

Sir John Bond

Trustees

Lillian Boyle

Lena Breen

Kim Carroll – retired 11 May 2022

Rachel Claringbold

Marco Evans

Sharon Midwinter – appointed 24 April 2023

Michael Field

Beverley Horler

Suzanne Hughes

Duncan Stewart

Tony Ramos, Chair

Key Management Personnel

Chief Executive Officer

Interim Director of Finance and Support

Director of Operations and Marketing

Ed Holloway

Eddie Confoy

Simon Ashmore

Bankers Benevolent Fund

Company Registration No.

Directors

Company Secretary

Charity Registration No.

0019366

Trustees listed as above

Selam Shibru

0313080

The BWC Charity

Corporate Trustee

CIO Registered Charity No.

Bank Workers Charity

1154235

SE Foundation

Corporate Trustee

Registered Charity No.

Bank Workers Charity

277665

BWC Enterprise Limited

Company Registration No.

Directors

Company Secretary

09734550

Tony Ramos

Selam Shibru

Registered office and principal place of business (all entities)

Salisbury House
Finsbury Circus
London
EC2M 5QQ

Advisers

External auditors

Moore Kingston Smith
6th Floor
9 Appold Street
London
EC2A 2AP

Internal auditors

BDO LLP
(until 31 March 2023)
55 Baker Street
London
W1U 7EU

Sayer Vincent LLP
(appointed 8 February 2023
with effect from 1 April 2023)
108-114 Golden Lane
London
EC1Y 0TL

Solicitors

Bates Wells LLP
10 Queen Street Place
London
EC4R 1BE

Investment advisers

Paul Mitchell Investment Reviews Limited
29 West Common Drive
Lindfield, West Sussex
RH16 2AW

Investment managers

UBS AG
5 Broadgate
London
EC2M 2AN

Ruffer LLP
80 Victoria Street
2 London Wall Place
London
SW1E 5JL

Cazenove Capital
1 London Wall Place
London
EC2Y 5AU

Bankers

Coutts & Co
440 Strand
London
WC2R 0QS

Independent Auditor's Report to the Members and Trustees of Bank Workers Charity

Opinion

We've audited the financial statements of The Bankers Benevolent Fund, operating as the Bank Workers Charity (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2023 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We're independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We've nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we've not identified material misstatements in the Trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit haven't been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we've not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 33, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the financial statements

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

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

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent

charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we're required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

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

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud.

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

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We're less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's Trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we don't accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's Trustees, as a body, for our audit work, for this report, or for the opinion we've formed.

Moore Kingston Smith LLP

Shivani Kothari (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

6th Floor

9 Appold Street

London

EC2A 2AP

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

01st September 2023

Annual accounts

2022-23



Consolidated statement of financial activities (incorporating income and expenditure account)

For the year ended 31 March 2023

		Unrestricted Funds 2023 £	Restricted Funds 2023 £	Endowment Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
	Note					
Income from:						
Donations, legacies and subscriptions	3	165,110	420,705	-	585,815	594,390
Investments	4	585,455	671,430	-	1,256,885	1,560,149
Total Income		750,565	1,092,135	-	1,842,700	2,154,539
Expenditure on:						
Raising funds	5	298,550	234,904	22,273	555,727	658,446
Charitable activities	7	4,166,572	660,218	-	4,826,790	4,490,729
Total Expenditure		4,465,122	895,122	22,273	5,382,517	5,149,175
Net (losses)/gains on investments	12	(612,864)	(676,490)	(240,762)	(1,530,116)	5,879,148
Net (expenditure)/income		(4,327,421)	(479,477)	(263,035)	(5,069,933)	2,884,511
Transfers between funds		-	2,931,376	(2,931,376)	-	-
Net movement in funds		(4,327,421)	2,451,899	(3,194,411)	(5,069,933)	2,884,511
Reconciliation of funds:						
Total funds brought forward	15	40,566,569	48,642,916	3,194,411	92,403,896	89,519,384
Total funds carried forward		36,239,148	51,094,815	-	87,333,963	92,403,896

All income and expenditure derived from continuing activities. The consolidated Statement of Financial Activities includes all gains and losses in the year.

The notes on pages 47 to 74 form part of these financial statements.

Consolidated balance sheet

as at 31 March 2023

		2023	2023	2022	2022
		£	£	£	£
	Note				
Fixed assets					
Tangible assets	11	-	-	-	5,979
Investments	12		89,945,774		92,190,845
			<u>89,945,774</u>		<u>92,196,824</u>
Current assets					
Debtors	13	244,938		268,678	
Cash at bank and in hand	18	673,984		746,237	
		<u>918,922</u>		<u>1,014,915</u>	
Creditors: amounts falling due within one year	14	<u>(3,530,733)</u>		<u>(807,843)</u>	
Net current assets (liabilities)			<u>(2,611,811)</u>		<u>207,072</u>
Total assets less current liabilities			<u>87,333,963</u>		<u>92,403,896</u>
Creditors: amounts falling due after more than one year	14	-	-	-	-
Total net assets			<u><u>87,333,963</u></u>		<u><u>92,403,896</u></u>
Group funds					
Endowment funds	15	-	-	-	3,194,411
Restricted funds	15		51,094,815		48,642,916
Unrestricted funds	15		36,239,148		40,566,569
Total funds			<u><u>87,333,963</u></u>		<u><u>92,403,896</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 21/8/23 and signed on their behalf by:

cb. Ramos 20/9/23

Tony Ramos, Chair

The notes on pages 47 to 74 form part of these financial statements.

Charity balance sheet

as at 31 March 2023

		2023 £	2023 £	2022 £	2022 £
	Note				
Fixed assets					
Tangible assets	11		-		5,979
Investments	12		89,914,991		88,860,131
			<u>89,914,991</u>		<u>88,866,110</u>
Current assets					
Debtors	13	244,938		268,678	
Cash at bank and in hand		655,047		573,031	
		<u>899,985</u>		<u>841,709</u>	
Creditors: amounts falling due within one year	14	<u>(3,523,444)</u>		<u>(800,943)</u>	
Net current assets (liabilities)			(2,623,459)		40,766
Total assets less current liabilities			87,291,532		88,906,876
Creditors: amounts falling due after more than one year	14		-		-
Total net assets			<u>87,291,532</u>		<u>88,906,876</u>
Group funds					
Restricted funds			51,052,384		48,340,307
Unrestricted funds			36,239,148		40,566,569
Total funds			<u>87,291,532</u>		<u>88,906,876</u>

The Charity's Income and Expenditure account for the year dealt with in the accounts of the Charity was £1,615,344 deficit (2022: £2,742,640 surplus).

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 21/8/23 and signed on their behalf by:

cb. Ramos 20/9/23

Tony Ramos, Chair

The notes on pages 47 to 74 form part of these financial statements.

Consolidated statement of cash flows

for the year ended 31 March 2023

		2023 £	2022 £
	Note		
Cash flows from operating activities			
Net cash used in operating activities	17	<u>(4,721,453)</u>	<u>(4,609,386)</u>
Cash flows from investing activities			
Investment income	4	1,256,885	1,560,149
Cash movement on investments		1,965,575	394,237
Purchase of tangible fixed assets	11	-	(1,826)
Proceeds from sale of investments	12	43,100,404	28,372,638
Purchase of investments	12	<u>(44,351,025)</u>	<u>(19,523,751)</u>
Net cash used in investing activities		<u>1,971,839</u>	<u>10,801,447</u>
Cash inflows/(outflows) from new borrowings	19	<u>2,677,361</u>	<u>(5,809,156)</u>
Net cash provided by financing activities		<u>2,677,361</u>	<u>(5,809,156)</u>
Change in cash and cash equivalents in the year		(72,253)	382,905
Cash and cash equivalents at the beginning of the year		<u>746,237</u>	<u>363,332</u>
Cash and cash equivalents at the end of the year	18	<u><u>673,984</u></u>	<u><u>746,237</u></u>

The notes on pages 47 to 74 form part of these financial statements.

Notes to the financial statements

for the year ended 31 March 2023

1. General information

The Bankers Benevolent Fund ("Group") is a charitable company limited by guarantee and is registered with the Charity Commission (Charity Registration Number 313080) and Registrar of Companies (Company Registration Number 00019366) in England and Wales.

The address of the registered office is given in the Group information on page 36 of these financial statements.

In the event of the Group being wound up, the liability in respect of the guarantee is limited to 25p per member of the Group.

The nature of the Group's operations and principal activities are the prevention and relief of poverty amongst bank employees, their families, children and dependants; the advancement of health amongst bank employees, their families, children and dependants; and the advancement of education amongst the children of bank employees.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

The Bank Workers Charity meets the definition of a public benefit entity under FRS 102.

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments being measured at fair value through income and expenditure within the Statement of Financial Activities.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiary undertakings are consolidated on a line by line basis.

The financial statements are prepared in sterling which is the functional and presentational currency of the Group and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

2. Accounting policies (continued)

2.2 Basis of consolidation

The subsidiaries of the Charity are the SE Foundation (SEF) (Charity Registration Number: 277665), The BWC Charity (CIO Registration Number: 1154235) and BWC Enterprises Limited, a wholly owned trading subsidiary.

The financial statements consolidate the accounts of the Bank Workers Charity 'the Charity' and all of its subsidiary undertakings ('subsidiaries') on a line by line basis.

The Charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

2.3 Going concern

The Group have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Group to continue as a going concern including the ongoing impact of the cost of living crisis and the unstable geo-political and economic environment on the Charity's services and finances.

It's been noted by the trustees that although the current high level of support being offered is unsustainable in the longer term it can be managed in the short to medium term. Additionally, although the charity relies substantially on investment returns to support its activities and these decreased in the reporting year due to increased volatility in the geo political and economic environment the Trustees are confident that the investment strategy in place will ensure a return to positive returns soon.

The Group have made this assessment for a period of at least one year from the date of the approval of these financial statements. The Trustees have concluded that there's a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. The Group therefore continues to adopt the going concern basis in preparing these financial statements.

2.4 Income

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Group has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Group, can be reliably measured.

Individual subscriptions and corporate donations are included within income when these are received. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the Group and it is probable that they'll be fulfilled.

2. Accounting policies (continued)

No amount is included in the financial statements for volunteer time in line with the Charities SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends and interest. Where it's not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It's included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend income is recognised as the Group's right to receive payment is established.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.5 Expenditure

All expenditure is accounted for on an accruals basis. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it's probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Support cost allocation is discussed further in Policy 2.6.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and investment manager costs.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the Group.

Both legal and constructive obligations are recognised, including multi-year commitments which are disclosed as long-term liabilities where appropriate.

2.6 Support cost allocation

Support costs are those that assist the work of the Group but don't directly represent charitable activities and include office costs, governance costs, administrative and payroll costs. They're incurred directly in support of expenditure on the objects of the Group and include project management. Where support costs cannot be directly attributed to particular headings they've been allocated to raising funds and expenditure on charitable activities on a basis consistent with use of the resources as follows;

2. Accounting policies (continued)

- Staff costs - Estimate of how staff spend time
- Premises and utilities - Pro rata to staff cost allocation
- Services and other operating expenses - Actual and estimated usage
- Professional fees - Actual cost
- Depreciation - Pro rata to staff cost allocation

Fundraising costs are those incurred in the course of management of investment activities including an allocation of support costs, and don't include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in Note 7.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Tangible fixed assets and depreciation

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

The estimated useful lives are as follows:

- Leasehold improvements - 3 years
- Fixtures and fittings - 3 years
- Computer equipment - 3 years

2.9 Investments

The Group has equity investments in listed and unlisted entities. Social investments include mixed motive investments which are those held to further charitable purposes and are held at cost less impairment. Fixed asset investments are a form of basic financial instruments and are initially recognised at their transaction value and subsequently measured at fair value using the closing quoted market price or the share of the Net Asset Value of the fund (if unlisted). All gains and losses are taken to the Consolidated SOFA as they arise.

2. Accounting policies (continued)

The Consolidated SOFA includes the net gains and losses arising on revaluations and disposals throughout the year, as investments are revalued to fair value continuously.

The Group does not have holdings of complex financial instruments.

2.10 Impairments

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss terms unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short-term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Group anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated SOFA as a finance cost.

2.14 Financial instruments

The financial assets and financial liabilities of the Group are as follows:

Fixed asset investments - are a form of basic financial instrument as explained in accounting policy 2.9.

2. Accounting policies (continued)

Debtors - trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 13. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at cost.

Liabilities - trade creditors, accruals and other creditors will be classified as financial instruments and are measured at amortised cost as detailed in Note 14. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

2.15 Operating leases

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

2.16 Employee benefits

When employees have rendered service to the Group, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The Group operates a non-contributory pension arrangement providing a contribution of 10% of salary into a qualifying company workplace pension plan. Contributions are expensed to the Consolidated SOFA as they become payable.

In addition, the Group offers an additional pension benefit whereby it'll match employee contributions up to a maximum of 3% to encourage employees to save into their long-term pension plan.

2.17 Loan grants

Where payments for property alterations are made as repayable interest free loans but the date on which repayment is due to be made, under the terms of the loan, is unknown at the balance sheet date the loan is treated as a grant in the year of payment, where made either in full or as installments. These payments are charged to the Consolidated SOFA in the year they are made and no debtor is recognised as these represent contingent assets.

2.18 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which haven't been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

2. Accounting policies (continued)

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

During the year the Charity Commission granted approval for the endowment funds to be transferred into their respective income funds. This was done as the Trustees deemed it a more effective way to deliver on the charity's objectives.

Before they were transferred mid-year the endowments were treated as below:

The Group is the sole corporate trustee of The BWC Charity. The BWC Charity endowed funds were permanent in the same way as SEF - the capital of the fund must be maintained, and income generated from it can only be spent on The BWC Charity's charitable objectives. These are the relief of financial need, hardship or distress of people within the beneficial class, restricted to employees and former employees, and their dependants of the Royal Bank of Scotland Group of companies; any former constituent banks of the Royal Bank of Scotland plc (RBS) or National Westminster Bank plc (NatWest) and any persons who were employed by a company at the time that such a company was part of the group of companies of which NatWest or RBS was a member even though that company may have since ceased to be part of that group, and their dependants.

The permanent endowment fund of The BWC Charity represented the accumulated funds of The BWC Charity Friendly Help Fund.

The restricted fund of The BWC Charity represented income generated from the endowment fund as well as funds restricted to the maintenance of care homes. As the care homes are now closed, the object of the fund is obsolete. The Group has thus decided to consolidate the restricted fund and widen its object to those of the permanent endowment fund.

Investment income, gains and losses are allocated to the appropriate fund.

2.19 Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had a material impact on amounts recognised in the financial statements.

- Basis of valuation of financial investments (accounting policy 2.9)
- Calculation of the impairment on fixed asset investments (accounting policy 2.10)
- Allocation of support costs (accounting policy 2.6).

Notes to the financial statements

for the year ended 31 March 2023

3. Income from donations, legacies and subscriptions

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Individual subscriptions and donations	38,546	-	38,546
Other donations*	-	225,000	225,000
Corporate donations	30,000	-	30,000
Legacies**	96,564	173,393	269,957
SEF donations	-	6,907	6,907
The BWC Charity donations	-	15,405	15,405
Total 2023	165,110	420,705	585,815

*In 2023, the Group received non refundable and restricted donations from TSB (£100k) and Santander (£125k) under a deed of donation to provide staff support, which are administered separately as the TSB Hardship and Santander Support Funds. Refer to Note 15 for further information.

**The increases in legacies relates to an increase from four legacies in the prior year to five legacies in the current year.

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Individual subscriptions and donations	47,605	-	47,605
Other donations***	-	250,000	250,000
Corporate donations	30,000	-	30,000
Legacies	1,649	239,367	241,017
SEF donations	-	8,478	8,478
The BWC Charity donations	-	17,291	17,291
Total 2022	79,254	515,136	594,390

***In 2022, the Group received a £250,000 donation from HSBC for a support fund which is held as a restricted fund, (a further £250k was received in April 2023).

As noted in Accounting Policy 2.4, subscriptions and donations are recognised on a received basis.

Notes to the financial statements

for the year ended 31 March 2023

4. Income from investments

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Dividends and interest on equities	559,837	671,430	1,231,267
Social investment income	21,847	-	21,847
Bank interest received	3,771	-	3,771
Total 2023	585,455	671,430	1,256,885
	<i>Unrestricted funds 2022 £</i>	<i>Restricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Dividends and interest on equities	720,856	809,113	1,529,969
Social investment income	29,998	-	29,998
Bank interest received	171	11	181
Total 2022	751,025	809,124	1,560,149

5. Expenditure on raising funds

	2023 £	2022 £
Investment manager and consultancy costs (Note 6)	467,647	564,930
Support staff costs	47,090	44,019
Direct costs	16,268	17,608
Support costs - premises and utilities	24,722	31,889
Total	555,727	658,446

Notes to the financial statements

for the year ended 31 March 2023

6. Investment manager costs

	Unrestricted funds 2023 £	Restricted funds 2023 £	Endowment Funds 2023 £	Total funds 2023 £
Investment manager fees payable	204,470	234,904	22,273	461,647
Consultancy fees	6,000	-	-	6,000
Total 2023	210,470	234,904	22,273	467,647

	Unrestricted funds 2022 £	Restricted funds 2022 £	Endowment Funds 2022 £	Total funds 2022 £
Investment manager fees payable	299,525	247,985	12,019	559,530
Consultancy fees	5,400	-	-	5,400
Total 2022	304,925	247,985	12,019	564,930

Investment manager fees are charged as a percentage of the investments portfolio.

Notes to the financial statements

for the year ended 31 March 2023

7. Analysis of expenditure on charitable activities by type

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Cash grants	1,476,140	673,307	2,149,447
Service provision and casework	1,220,821	475,982	1,696,803
Operating costs for client support	427,988	552,552	980,540
Total 2023	3,124,949	1,701,841	4,826,790

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Cash grants	860,192	799,540	1,659,732
Service provision and casework	1,219,998	519,607	1,739,605
Operating costs for client support	488,833	602,560	1,091,392
Total 2022	2,569,024	1,921,707	4,490,729

In 2022, support costs include £300k of project costs of which £261k was investment in new ICT systems.

Under FRS 102 these were not considered to meet Capitalisation criteria.

Notes to the financial statements

for the year ended 31 March 2023

7. Analysis of expenditure on charitable activities by type (continued)

	Cash Grants 2023 £	Service provision and casework 2023 £	Operating costs for client support 2023 £	Total funds 2023 £
Support staff costs	378,091	247,380	288,780	914,251
Depreciation	2,631	1,555	1,794	5,980
Other employment costs	39,577	23,386	26,985	89,948
Premises and utilities	64,058	79,312	91,513	234,883
Business overheads	20,713	12,192	14,067	46,972
ICT costs	42,840	15,002	17,311	75,153
Marketing costs	58,331	64,541	74,470	197,342
Professional fees	13,123	7,755	8,948	29,826
Governance costs - Note 8	53,943	24,859	28,684	107,486
Total 2023	673,307	475,982	552,552	1,701,841

	Cash Grants 2022 £	Service provision and casework 2022 £	Operating costs for client support 2022 £	Total funds 2022 £
Support staff costs	340,684	222,905	260,209	823,798
Depreciation	2,975	1,758	2,028	6,761
Other employment costs	48,745	28,803	33,236	110,784
Premises and utilities	59,929	74,199	85,614	219,742
Business overheads	33,502	19,719	22,752	75,974
ICT costs	171,937	60,211	69,475	301,623
Marketing costs	68,502	75,794	87,455	231,751
Professional fees	18,863	11,147	12,862	42,872
Governance costs - Note 8	54,403	25,071	28,929	108,403
Total 2022	799,540	519,607	602,560	1,921,707

Notes to the financial statements

for the year ended 31 March 2023

8. Governance costs

	2023 £	2022 £
Auditors' remuneration - Audit of the financial statements	31,258	25,520
Auditors' remuneration - Independent examination of the financial statements (The BWC Charity)	4,290	3,900
Internal audit	26,395	21,504
Legal and professional fees	41,404	57,479
Trustees' out of pocket expenses	714	-
Trustee meetings and training	3,425	-
Total	107,486	108,403

Notes to the financial statements

for the year ended 31 March 2023

9. Staff costs

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Wages and salaries	1,563,666	1,544,545	1,563,666	1,544,545
Social security costs	162,370	142,171	162,370	142,171
Pension costs	188,457	176,182	188,457	176,182
Total	<u>1,914,493</u>	<u>1,862,898</u>	<u>1,914,493</u>	<u>1,862,898</u>

The average number of persons employed by the Group during the year was as follows:

	Group 2023 No.	Group 2022 No.
Average number of employees	34	33

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2023 No.	Group 2022 No.
In the band £60,001 - £70,000	5	4
In the band £70,001 - £80,000	0	0
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	0	1
In the band £100,001 - £110,000	1	0

The total amount of employee benefits, including employers national insurance and pension contributions, received by Key Management Personnel is £335,168 (2022: £325,771). In 2022, the Group's Key Management Personnel comprise:

- Trustees
- Chief Executive Officer
- Director of Finance and Support
- Director of Operations and Marketing

Notes to the financial statements

for the year ended 31 March 2023

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022: nil).

During the year ended 31 March 2023, £714 of expenses were reimbursed or paid directly to four Trustees (2022: nil).

Trustee expenses are reimbursed for their travelling and other out of pocket expenses (where they were not claimable from another source).

11. Tangible fixed assets

Group and Charity	Leasehold improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2022	113,541	77,038	12,839	203,418
(Disposals) / Additions	-	-	-	-
At 31 March 2023	113,541	77,038	12,839	203,418
Depreciation				
At 1 April 2022	113,541	74,268	9,630	197,439
Charge for the year	-	2,770	3,209	5,979
At 31 March 2023	113,541	77,038	12,839	203,418
Net book value				
At 31 March 2023	-	-	-	-
At 31 March 2022	-	2,770	3,210	5,979

Notes to the financial statements

for the year ended 31 March 2023

12. Fixed asset investments

	Listed and unlisted investments £	Social investments £	Total £
Group			
Cost or valuation			
At 1 April 2022	90,109,952	2,080,893	92,190,845
Additions at cost	44,146,453	204,572	44,351,025
Disposals at carrying value	(43,100,404)	-	(43,100,404)
Revaluations	(1,464,116)	-	(1,464,116)
Investment manager fees paid	(470,631)	-	(470,631)
Other cash movements	(1,494,945)	-	(1,494,945)
At 31 March 2023	87,726,309	2,285,465	90,011,774
Impairment			
Charge for the year	-	(66,000)	(66,000)
At 31 March 2023	87,726,309	2,219,465	89,945,774
Net book value			
At 31 March 2023	87,726,309	2,219,465	89,945,774
At 31 March 2022	90,109,952	2,080,893	92,190,845

Included within investments above are unlisted investments of £4,047,848 (2022: £5,843,949).

Material restrictions

It's our policy to consider social investments that fit with the objectives of the Group as well as delivering an acceptable level of financial and social return. Further details are set out on pages 20-21.

The Group develops and maintains a portfolio of different types of social investments, balanced between effective financial returns and social impact. Currently, these are categorised as mixed motive investments.

Notes to the financial statements

for the year ended 31 March 2023

12. Fixed asset investments (continued)

Analysis of fair value hierarchy

		2023	2022
		£	£
Level 1	Listed Investments	72,935,904	67,579,435
Level 2	SI/Property/alternatives	17,009,870	24,611,409
Level 3		-	-
		<u>89,945,774</u>	<u>92,190,845</u>

The fair value of the listed investments is determined by reference to the closing quoted market price at the balance sheet date. Market Value of material investments over 5% of the Portfolio - Nil

Investments are held 46.5% (2022 52.8%) in UK assets and 53.6% (2022 47.2%) in overseas assets.

Asset Allocation as a percentage of portfolio valuation as at 31 March 2023:

Cash	2.08%
Equities	57.99%
Fixed Income / Bonds	7.22%
Alternatives / Other	12.03%
Charity Asset Trusts	15.85%
Multi-Asset Funds	0.49%
Property	4.34%

The Social investment portfolio is in the form of direct investments (loan/equity) and managed funds. In 2023, the £2.22m (2022: £2.08m) of social investments comprised of direct investments 62% and managed funds 38%.

Market risks

The Group's exposure to market risk is in line with its investment objective of achieving its total return target of CPI+4%. To achieve this target, the Group maintains a diversified portfolio under a discretionary fund management agreement with three fund managers who invest into different asset classes.

The Group's portfolio is, as set out in the investment policy statement, and is managed to a moderate risk level. Equity investments which make 38% of listed investments carry a significant market exposure due to stock market volatility.

Currency risks

The Group takes a long-term view to investment returns and the potential risks arising from market movements, in particular currency exposure. The Group's exposure to non-Sterling denominated investments is moderate and there's only a limited scope to currency hedging.

Credit risks

The disclosed level of credit risk and borrowing in note 14 represents the Group's maximum exposure to credit risk. Therefore, further disclosure is not required.

Notes to the financial statements

for the year ended 31 March 2023

12. Fixed asset investments (continued)

	Listed and unlisted investments £	Social investments £	Total £
Charity			
Cost or valuation			
At 1 April 2022	86,779,238	2,080,893	88,860,131
Additions at cost	45,517,861	204,572	45,722,433
Disposals at carrying value	(41,643,701)	-	(41,643,701)
Revaluations	(1,223,354)	-	(1,223,354)
Investment manager fees paid	(447,362)	-	(447,362)
Other cash movements	(1,287,156)	-	(1,287,156)
At 31 March 2023	87,695,526	2,285,465	89,980,991
Impairment			
Charge for the year	-	(66,000)	(66,000)
At 31 March 2023	87,695,526	2,219,465	89,914,991
Net book value			
At 31 March 2023	87,695,526	2,219,465	89,914,991
At 31 March 2022	86,779,238	2,080,893	88,860,131

Included within investments above are unlisted investments of £4,047,848 (2022: £5,612,889).

The Charity develops and maintains a portfolio of different types of investments, balanced between effective financial returns and social impact. Currently, these are categorised as mixed motive investments.

Notes to the financial statements

for the year ended 31 March 2023

13. Debtors

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Due within one year				
Other debtors	106,198	194,840	106,198	194,840
Prepayments and accrued income	138,740	73,838	138,740	73,838
	<u>244,938</u>	<u>268,678</u>	<u>244,938</u>	<u>268,678</u>

Other debtors includes a net deposit payment for premises of £106,198 (2022: £105,879)

14. Creditors: Amounts falling due within one year

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Bank loans	2,692,841	15,480	2,692,841	15,480
Trade creditors	134,277	36,083	134,277	33,083
Other taxation and social security	81,369	102,158	81,369	102,158
Accruals and other creditors	269,367	330,549	262,078	326,649
Grants payable	352,879	323,573	352,879	323,573
	<u>3,530,733</u>	<u>807,843</u>	<u>3,523,444</u>	<u>800,943</u>

In 2023 and 2022 grants payable includes the RBS Winter Fuel Payments and commitments to the Barclays Overseas Benevolent Fund (BOBF) beneficiaries.

The Group has a credit facility of £10.0m where a deed of charge is in place on the investment funds held by UBS which secures the loan, at a cost of 1.5% fixed rate over the overnight Sterling Overnight Index Average (SONIA). During the year, a total drawdown of £3,593,940 (2022: £4,440,000) was made from the facility excluding repayments.

Bank Loans for 2022 included £15,480 from the leveraging facility fully repaid in 2022. At the end of the year the balance on the leveraging facility was £2.7m.

Notes to the financial statements

for the year ended 31 March 2023

14. Creditors: Amounts falling due after more than one year

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Grants payable	-	-	-	-

Notes to the financial statements

for the year ended 31 March 2023

15. Statement of funds - current year

	Balance at 1-Apr 2022 £	Income £	Expenditure £	Transfers In / Out £	Gains (Losses) £	Balance at 31-Mar 2023 £
Designated Funds						
Social investments - Paid up	2,080,893	-	-	204,572	(66,000)	2,219,465
Social investments - Available	919,107	-	-	(138,572)	-	780,535
	<u>3,000,000</u>	<u>-</u>	<u>-</u>	<u>66,000</u>	<u>(66,000)</u>	<u>3,000,000</u>
Unrestricted Funds						
General Funds	37,566,569	750,565	(4,465,122)	(66,000)	(546,864)	33,239,149
Total Unrestricted Funds	<u>40,566,569</u>	<u>750,565</u>	<u>(4,465,122)</u>	<u>-</u>	<u>(612,864)</u>	<u>36,239,148</u>
Endowment Funds						
SEF	388,437	-	(299)	(377,144)	(10,994)	-
BWC FHF	2,805,974	-	(21,974)	(2,554,232)	(229,768)	-
	<u>3,194,411</u>	<u>-</u>	<u>(22,273)</u>	<u>(2,931,376)</u>	<u>(240,762)</u>	<u>-</u>
Restricted funds						
BWC	47,593,651	860,228	(510,020)	2,554,232	(633,165)	49,864,926
SEF	448,373	6,907	(92,828)	377,144	(16,565)	723,031
BOBF	409,520	-	(72,590)	-	(26,761)	310,169
HSBC Support Fund	191,372	-	(180,370)	-	-	11,002
TSB Hardship Fund	-	100,000	(38,014)	-	-	61,986
Santander Support Fund	-	125,000	(1,300)	-	-	123,700
	<u>48,642,916</u>	<u>1,092,135</u>	<u>(895,122)</u>	<u>2,931,376</u>	<u>(676,490)</u>	<u>51,094,815</u>
Total Funds	<u>92,403,896</u>	<u>1,842,700</u>	<u>(5,382,517)</u>	<u>-</u>	<u>(1,530,116)</u>	<u>87,333,963</u>

Notes to the financial statements

for the year ended 31 March 2023

15. Statement of funds (continued)

In 2023:

Designated Funds - funds earmarked for Social Investment purposes

General Funds - free reserves of the Bank Workers Charity

Endowment Funds - where the capital must be invested and only the income generated from investments can be spent for the purposes of the endowment.

The Trustees considered and resolved that the purposes of the permanent endowments could be carried out more effectively if the capital in these funds could be spend in addition to their income. Consequently, the Charity Commission's consent was sought to release restrictions on the permanent endowments such that the capital can be expended as well as income accruing to it, rather than just such income. Consent was received from the Charity Commission, under s.282 of the Charities Act 2011, on the 13 September 2022.

SEF funds arose from the merger with SEF in 2015 and remains as a wholly-owned subsidiary under the umbrella of the endowment funds. Following approval by the Charity Commission on the 13 September 2022 this fund was merged with its income fund.

BWC FHF Endowment Funds - held under The BWC Charity, a permanent endowment fund. This represents the accumulated funds of the RBS PeopleCharity and a restricted fund held for the purposes of the maintenance of care homes. Following approval by the Charity Commission on the 13 September 2022 this fund was merged with its income fund.

Restricted funds - transferred to the Charity and can only be spent on a specific purposes in accordance with the wishes of the donor.

The Bank Workers Charity - restricted funds spent for the relief of financial need, hardship or distress of people within the beneficial class. This is restricted to employees and former employees, and their dependants of the NatWest Group.

SEF - restricted fund for the objects of SEF reserved for the relief of persons in conditions of need, hardship or distress, who are Barclays current and former employees and dependants.

BOBF - restricted fund for the benefit of current and former employees of Barclays and their families, who were either employed outside of the UK or are now resident outside the UK.

HSBC Support Fund - established in May 2021 £250k transferred to the Bank Workers Charity under a deed of donation to support current and former employees of HSBC and their immediate dependants.

TSB Hardship Fund - established in July 2022 £100k transferred to the Bank Workers Charity under a deed of donation to support current and former employees of TSB and their immediate dependants.

Santander Support Fund - established in March 2023 £125k transferred to the Bank Workers Charity under a deed of donation to support current and former employees of Santander and their immediate dependants.

Notes to the financial statements

for the year ended 31 March 2023

15. Statement of funds – prior year

	Balance at 1-Apr 2021 £	Income £	Expenditure £	Transfers In / Out £	Gains (Losses) £	Balance at 31-Mar 2022 £
Designated Funds						
Social investments - Paid up	1,676,812	-	(3,000)	407,081	-	2,080,893
Social investments - Available	1,323,188	-		(404,081)	-	919,107
	<u>3,000,000</u>	<u>-</u>	<u>(3,000)</u>	<u>3,000</u>	<u>-</u>	<u>3,000,000</u>
Unrestricted Funds						
General Funds	38,252,781	830,279	(4,505,916)	(3,000)	2,992,425	37,566,569
Total Unrestricted Funds	<u>41,252,781</u>	<u>830,279</u>	<u>(4,508,916)</u>	<u>-</u>	<u>2,992,425</u>	<u>40,566,569</u>
Endowment Funds						
SEF	370,015	-	(334)	-	18,761	388,442
BWC FHF	2,683,059	-	(11,685)	-	134,595	2,805,969
	<u>3,053,074</u>	<u>-</u>	<u>(12,019)</u>	<u>-</u>	<u>153,356</u>	<u>3,194,411</u>
Restricted funds						
BWC	44,379,701	1,062,553	(557,905)	-	2,709,302	47,593,651
SEF	422,887	8,478	(416)	-	17,424	448,373
BOBF	410,941	3,229	(11,291)	-	6,641	409,520
HSBC Support Fund	-	250,000	(58,628)	-	-	191,372
	<u>45,213,529</u>	<u>1,324,260</u>	<u>(628,240)</u>	<u>-</u>	<u>2,733,367</u>	<u>48,642,916</u>
Total Funds	<u>89,519,384</u>	<u>2,154,539</u>	<u>(5,149,175)</u>	<u>-</u>	<u>5,879,148</u>	<u>92,403,896</u>

Notes to the financial statements

for the year ended 31 March 2023

16. Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Endowment funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	-	-
Fixed asset investments	39,334,188	50,611,586	-	89,945,774
Current assets	220,671	698,251	-	918,922
Creditors due within one year	(3,315,711)	(215,022)	-	(3,530,733)
Creditors due in more than one year	-	-	-	-
Total	36,239,148	51,094,815	-	87,333,962

	Unrestricted funds 2022 £	Restricted funds 2022 £	Endowment funds 2022 £	Total funds 2022 £
Tangible fixed assets	5,979	-	-	5,979
Fixed asset investments	40,526,724	48,642,916	3,021,205	92,190,845
Current assets	841,709	-	173,206	1,014,915
Creditors due within one year	(807,843)	-	-	(807,843)
Creditors due in more than one year	-	-	-	-
Total	40,566,570	48,642,916	3,194,411	92,403,897

Notes to the financial statements

for the year ended 31 March 2023

17. Reconciliation of net movement in funds to net cash flow from operating

	Group 2023 £	Group 2022 £
Net movement in funds	(5,069,933)	2,884,512
Adjustments for:		
Depreciation charges	5,979	7,302
Impairment charges	66,000	3,000
Losses/(gains) on investments	1,464,116	(5,879,148)
Investment income	(1,256,885)	(1,560,149)
Decrease in debtors	23,740	27,435
Increase/(decrease) in creditors excluding loans	45,530	(92,338)
Net cash used in operating activities	<u>(4,721,453)</u>	<u>(4,609,386)</u>

18. Analysis of cash and cash equivalents

	Group 2023 £	Group 2022 £
Cash in hand	673,984	746,237
Total cash and cash equivalents	<u>673,984</u>	<u>746,237</u>

19. Analysis of Net Debt

	At 1 April 2022 £	Cash Flows £	At 31 March 2023 £
Cash at bank and in hand	746,237	(72,253)	673,984
Debt due within 1 year (note 14)	(15,480)	(2,677,361)	(2,692,841)
	<u>730,757</u>	<u>(2,749,614)</u>	<u>(2,018,857)</u>

Notes to the financial statements

for the year ended 31 March 2023

20. Pension commitments

The Charity contributes into a qualifying workplace pension plan. The amount recognised as an expense in the year was £188,457 (2022: £176,182). There were no contributions payable at 31 March 2023.

21. Loan grants

A repayment of £nil (2022: £8,215) has been made in the year and at 31 March 2023 loan grants totalling £250,509 (2022: £250,509) have been made repayable only on the death of the beneficiary or beneficiaries (who are husband and wife) or if they move from the property concerned.

These were programme related expenditure and charged to the consolidated SOFA in the year they were made.

22. Operating lease commitments

At 31 March 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £	<i>Group</i> <i>2022</i> <i>£</i>	Charity 2023 £	<i>Charity</i> <i>2022</i> <i>£</i>
Not later than 1 year	142,512	<i>213,768</i>	142,512	<i>213,768</i>
Later than 1 year and not later than 5 years	516,606	<i>659,118</i>	516,606	<i>659,118</i>
	659,118	<i>872,886</i>	659,118	<i>872,886</i>

The following lease payments have been recognised as an expense in the Consolidated SOFA:

Operating lease rentals	<u>185,266</u>	<u><i>181,231</i></u>	<u>185,266</u>	<u><i>181,231</i></u>

Notes to the financial statements

for the year ended 31 March 2023

23. Related party transactions

A grant was received of £2.8m from The BWC Charity of which the BWC is the Corporate Trustee. Other than Trustee and Key Management Personnel transactions detailed in Notes 9 and 10, there were no other related party transactions during the year (2022: nil).

24. Principal subsidiaries

BWC is the sole Corporate Trustee of SEF (Charity registration number 277665). Under the terms of the Deed of Donation, the unrestricted funds of SEF are restricted in the funds of BWC. SEF remains as a wholly owned subsidiary under the umbrella of the endowment funds. It did not trade during the year.

BWC Enterprises Limited is a wholly owned trading subsidiary of the Bank Workers Charity and was registered on 15 August 2015 in England & Wales under company number 09734550 with £100 ordinary shares of £1 each. The company is not trading and is currently dormant.

BWC is also the sole Corporate Trustee of The BWC Charity (CIO registration number 1154235), and it still remains in existence to receive any future legacies and funds together with a number of remainder interests due, which are subject to prior life interests. It is important to note that the transfer of funds did not involve a subordination of The BWC Charity's beneficiaries into a larger beneficial class whereby its assets may be used for people outside the scope of the objects. Rather, these assets are maintained within the Group as a Restricted Fund which may be applied only for the present class of beneficiaries who may benefit under the objects of the CIO.

The Corporate Trustees of the BWC Charity considered and resolved the purposes of the permanent endowments be carried out more effectively if the capital of these funds could be spent as well as income. Consequently, the Charity Commission's consent was sought to release restrictions on the permanent endowments such that the capital can be expended as well as income accruing to it, rather than just such income. Consent was received from the Charity Commission, under s.282 of the Charities Act 2011, on the 13 September 2022 and the endowments funds were transferred into their respective income funds.

The following is an extract of the financial statements of the BWC Charity (the CIO): (see next page)

Notes to the financial statements

for the year ended 31 March 2023

24. Principal subsidiaries (continued)

	2023 £	2022 £
Income	25,554	51,152
Expenditure	(2,860,144)	(67,396)
Gains on Investments	(229,770)	134,595
Net income	(3,064,360)	118,351
Total assets	16,145	3,080,115
Liabilities	(7,290)	(6,900)
Net assets	8,855	3,073,215
Endowment funds	-	2,743,107
Restricted funds	-	137,444
Unrestricted funds	8,855	192,664
	8,855	3,073,215

THE BANKERS BENEVOLENT FUND

England & Wales - Charity number 313080

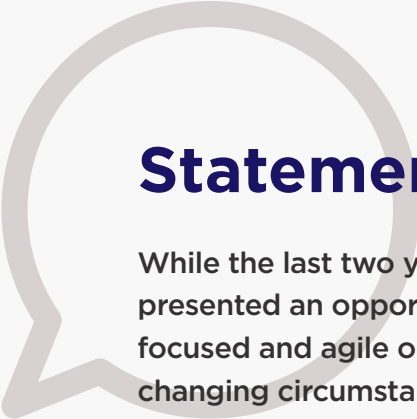
Accounts



Trustees' Annual Report and Accounts 2021-22

Bankers Benevolent Fund |
Registered No. 00019366 operating as:





Statement from the Chair

While the last two years have been the most turbulent in recent times for us all, they presented an opportunity for the Bank Workers Charity to prove itself a resilient, focused and agile organisation that can adapt quickly and effectively to rapidly changing circumstances to meet the needs of our community.

We're incredibly proud to serve past and present bank workers and their families and be there in their times of need. Even more so this year which has proved to be the most successful in our history in terms of clients supported: We served 2,769 new clients, and 985 clients returned to us for support.

Over the past five years, we have seen an uplift in the number of clients we supported by 236%.

The pandemic presented additional wellbeing challenges for us all and we increased our support in a number of areas including digital support sessions to over 10,000 bank employees on a range of wellbeing topics ranging from the needs of carers, to managing isolation and loneliness. We saw demand for our grants reduce during the year as clients' needs could be better met through our broader range of support services.

Alison Seabrooke's period as interim CEO came to an end in September 2021, and we welcomed Ed Holloway as our new permanent CEO in January 2022. We're grateful to Alison for leading the organisation through a period of transition, and the Board looks forward to continuing to work with Ed as we lead the Bank Workers Charity into the future.

As we enter 2022-23, unprecedented rises in the cost-of-living, backlogs in NHS services and historic pressure on statutory services have all combined to make the lives of many in our community incredibly demanding. Increasingly, clients are telling us how they're struggling to make ends meet.

In light of this challenging climate, the Bank Workers Charity seeks to remain as relevant as ever and we anticipate continued high demand for our services – particularly through grant giving services, information and guidance in the workplace, and support for relationship and mental health support. Whereas demand for grants was lower than usual in 2021-2022, we expect a far higher level of grants expenditure in 2022-23 as the cost-of-living crisis takes effect.

Finally, we would also like to take this opportunity to thank our employees and service partners for the dedication, commitment and hard work they've all shown over the past year in very challenging circumstances and also to recognise the ongoing support from all of our Trustees.

Tony Ramos
Chair

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3,754
Clients supported
up **33%** from 2020-21



89%
Felt less stressed
after they received
support from us, **same**
as 2020-21



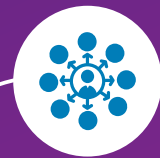
292,666
Interventions*
up **5%** from 2020-21

*Interventions include grants provided, referrals to partner organisation or online wellbeing checkers completed on our website.



£280,224
of extra financial support

Secured through helping clients
access benefit claims and
external grants, **a decrease** from
£500,000 in 2020-21



2,769
New clients

An increase from 2,132 new
clients in 2020-21; 80% were
current bank workers, and 20%
were former bank workers



£885,000
Paid out in cash grants

To 1,082 clients, **compared to**
£955,000 paid to 1,170 clients
in 2020-21

Our year

About the Bank Workers Charity

“We exist to support the health and wellbeing of the banking community.”

The Bank Workers Charity is the working name of the Bankers Benevolent Fund, a company limited by guarantee in England & Wales (No. 00019366) and a Charity registered in England & Wales (No. 313080).

Our objectives

- The prevention and relief of poverty amongst bank employees, their families, children and dependants.
- The advancement of health amongst bank employees, their families, children and dependants.
- The advancement of education amongst the children of bank employees.

The people we support

- Current bank employees.
- Former bank workers.
- Retired bank workers.
- Dependants (partners and dependent children).

CASE STUDY

Supporting Phil, a client living with multiple sclerosis

Phil was diagnosed with multiple sclerosis in 2004. His symptoms were initially mild but progressively worsened, leaving him with both speech and balance difficulties. It was when he became heat intolerant, though, and consequently housebound, that Phil recognised the need for help.

Having found out about us from the bank where he worked, Phil got in touch and explained his situation. We were able to fund the installation of a hoist in his bathroom, enabling his wife to lift and take him to a cold bath where he would be able to recover quickly. With our support, Phil's quality of life has significantly improved and both he and his family are now able to live more independently, safely and securely.



The needs of the banking community we exist to support

The needs of the community we serve reflect those of society across the UK generally, and the Covid-19 pandemic has only continued to amplify these needs.

The wider challenges our community faces are changing

- An ageing population with increasing frailty and multiple health conditions, leading to greater complexity in their care.
- Longer lives meaning a rise in caring responsibilities amongst spouses, partners and family members. Currently, three in five people will be carers at some point in their lives.
- Challenges in our social wellbeing including loneliness, particularly amongst the 16-24 age group, who now experience the highest levels of loneliness of any age demographic.
- Covid-19 had a huge impact on mental health, with Centre for Mental Health anticipating 500,000 additional people experiencing mental health problems by the pandemic's end. Children and young people were the most affected with 1 in 6 believed to be experiencing mental health problems in 2021. The problem is exacerbated by the crisis in the availability of children's mental health provision
- The cost-of-living crisis, with its soaring energy prices, historic levels of inflation and rising food costs, is pushing large numbers of people into poverty. Economists see no end in sight, predicting that UK households will experience financial pressures for the remainder of the decade.
- Pressures on statutory health and social services mean that waiting times for services are lengthening, and eligibility thresholds for receiving care are rising.
- The acute shortage of affordable housing is affecting the financial wellbeing and mental health of many UK adults. High private sector rents leave many households with no option but to pay more in rent than they would for a mortgage, with 40% of tenants in some areas needing help to pay their housing costs.

The banking sector itself is changing. The majority of banks have adopted a hybrid operating model and this seems unlikely to change in the near future, whilst some banks have devolved decisions on how much time is spent in the office to departmental level.

As a consequence many staff continue to work from home for some time each week. For BWC this meant that we largely continued to deliver our wellbeing webinars and awareness-raising sessions digitally and this has worked well. With more people back in the office for part of the week we have resumed our offer of site visits, helping banks to welcome back staff to their offices.

Public benefit

Charities have a duty under Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. As Trustees, we aim and work to fulfil our objects in line with the requirements for demonstrating public benefit and that the beneficiaries we aim to assist are clear, identifiable, and related to these objects.

We make every effort to ensure that all potential beneficiaries in need of support have access to our services. We maintain links with other charities, the banks' wellbeing networks and bank pensioner associations to provide points of contact to those who need our help.

Our charitable activities

We support the health and wellbeing of our community through the provision of cash grants to individual clients and a broad range of services delivered by our own teams and our partner organisations.

Services and Grants Policy

We aim to direct our financial assistance, products and services towards those people who have the greatest unmet need, and where their circumstances make it difficult for them to help themselves. We listen carefully to those who make contact with us to assess how – and if – we can provide them with support. We assess eligibility for grants by applying criteria that we review annually, to ensure robust stewardship of BWC's resources. We regularly review our data, survey our clients and listen to our frontline staff – our Client Advisors and Visiting Caseworkers – to identify trends in demand. This helps us to assess the ongoing impact of the services we provide through our service partners, to make sure that they are still relevant and to identify the need for new services.

Our policy aims to provide support for people in need based on early intervention, rather than picking up the pieces at crisis point. We recognise that people in need do not always seek help at an early stage due to lack of awareness, pride, chaotic lifestyles, and a variety of other reasons. We want to improve our clients' ability to become self-sufficient and not dependant on long-term grant support.

We have developed services for delivery through our website and helpline. In addition, our client advisors have the ability to make grants in appropriate cases and refer clients to service delivery partners. Grants (and some services) are subject to an application process which takes into consideration various criteria, including length of banking service, income and savings as well as the individual circumstances and situation of the applicant. All grants are considered objectively on their individual merits. When we do make a grant, it is made on an entirely discretionary basis and all regular grants are reviewed annually. We are seeking to ensure that as much alternative support is provided so that we can redirect funding to new cases as they arise.

Grants up to £20,000 may be approved jointly for payment by two senior members of staff. Significant grants over £20,000 must be approved by a trustee and these are reported to the Board.

Our approach to determining 'poverty' is based on a comparison of the applicant's income to a figure that is up to 100% of the UK's median household income (after tax and housing costs are taken into account) adjusted to their personal circumstances. The trustees also take into consideration any savings (excluding the family home) broadly in line with the levels at which support is available from the Department of Work and Pensions. We are also aware of the limitations of published average data, and we flex our assessment taking into consideration the composition of the household and any particular needs relating to disabilities.



Presenting issues

In the year 2021-22, the most prevalent reasons people contacted us related to issues concerning financial hardship, mental health and social wellbeing support – a similar picture to that in 2020-21.



Financial hardship

Cases presenting with financial hardship in 2021-22

50%

An **increase** from 41% in 2020-21



Social wellbeing

Cases presenting with social wellbeing challenges in 2021-22

17%

The **same** as 2020-21



Mental health

Cases presenting with mental health conditions in 2021-22

35%

The **same** as 2020-21

**A client may present with more than one issue, for example, they may have a financial and mental health problem at the same time.*

Our impact

2021-22 was the final year of our current three-year strategy. Our 2019-22 strategy set out our ambition to expand our reach and serve more clients in ways and at times that are most convenient to them, and to develop our position as an expert in workplace wellbeing within the banking sector.

What we planned to do:



Expose the hidden gem

We will continue to drive awareness of our offer so that those we seek to serve are able to access us when they need us.



Reaching out

We will support more people by widening the range of banks we work with and by extending our reach to building societies.



There when needed

Our services, and the support we commission, will become easier to access, at times and in ways more convenient for our clients.



Responsive and complementary

We will become ever more responsive to the changing needs of the banking community, offering a range of support that is relevant to emerging needs and complements the support available from other sources.



Growing influence

We will become known as a Health and Wellbeing (HWB) expert within the banking sector, increasingly influential in banking organisations thinking about HWB.

What we did

Expose the hidden gem

Our multi-channel campaigns reached more people than ever.

It's hugely promising that awareness of the Bank Workers Charity and the support we provide continues to grow with this year being no exception.

Together with our specialist partners, such as, bank wellbeing and pension teams, unions representing employees, and pensioner associations and clubs, to name but a few, we extensively promote services and support within the banking community, and this year have reached more people than ever before.

Site visits, online awareness and support sessions reached almost 14,000 line managers and employees, supplemented by over 40 email and online campaigns on topics ranging from managing mental health and caring responsibilities, to domestic abuse and dealing with rising energy costs.



CASE STUDY

Supporting Jack with his mental health

When Jack* was diagnosed with depression in 2019, he didn't know where to turn. Having struggled alone for many years already, he was severely lacking motivation, continuously battled with low moods, and rarely left the house. Then, when the pandemic struck in early 2020, things became worse yet, forcing him to take sick leave from work.

Jack was later directed to BWC by his employer and reached out to us to see how we might be able to help. With our support, Jack started a course of CBT sessions run by our specialist partner to help manage his depression and anxiety. We also identified some financial difficulties which were adding to Jack's worries and consequently awarded him a grant to help manage these costs. Now, Jack has reported positive change to his life and has even managed to return to work.

**Name has been changed to protect the client's identity.*



Responsive and complementary

We launched new online services to keep up with the evolving needs of our community



InBest Benefits Calculator

Allowing users to assess their financial situation and discover benefits which may be available.



Law Express App

Providing a broad range of legal resources including those pertaining to employment, goods and services, relationships, personal injury, motoring, property, tax, wills and probate. It allows clients to self-serve at their convenience and allows clients to book a call directly with the Law Express helpline if further legal advice is needed.

CASE STUDY

Supporting Lucas cope with the cost-of-living crisis

A previous beneficiary of the charity, Lucas* reached out to BWC after experiencing significant financial difficulty brought about by the cost-of-living crisis.

His husband's rare medical condition had forced him to indefinitely quit his job and shield during the pandemic, leading to a dramatic drop in the couple's income. Soaring energy costs, a broken tumble dryer and a rent increase meant the couple felt the pinch more than ever and were forced to rely on credit cards and overdrafts.

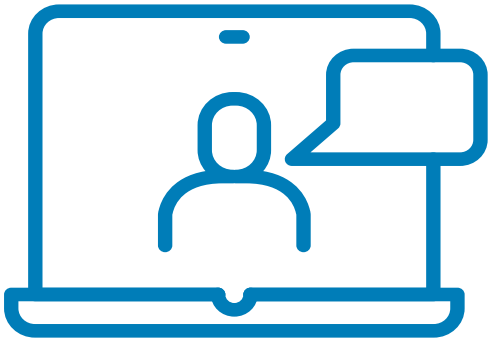
Lucas again called on BWC to see how we could help. We were able to award Lucas a grant of £300 towards a tumble dryer and £500 towards oil to keep his home warm. A further grant of £2,100 was also made to help Lucas and his husband move into a smaller property where they would be better able to manage future household bills.



**Name has been changed to protect the client's identity.*



Reaching out



The banking sector's appetite for wellbeing themed webinars continued throughout the year and resulted in us delivering 152 sessions, an increase of 54 on 2020-21.

A number of these webinars were delivered to banks with a smaller workforce. What has been hugely encouraging is the level of collaboration we have received from banks in identifying themes for future webinars, with half of the new webinars created arising from bank suggestions. This is exactly the kind of alignment we are looking for in our relationships with banks, where the BWC offer is attuned to and shaped by banks' wellbeing needs.

Another very welcome by-product of delivering so many webinars is that we have both enriched our relationships with those responsible for the wellbeing agenda in banks. This is allowing us to extend our conversations into other areas where we might support banks' wellbeing initiatives. Indeed, the two wellbeing collaborations with banks referred to below came about as a result of relationships developed during the delivery of wellbeing sessions. This is something we intend to build on in the years ahead.

CASE STUDY

Helping Sophia cope with caring responsibilities

Sophia* lives with her partner Mia, who was diagnosed with dementia before the pandemic. As well as working her full time job at a bank, Sophia began to care for Mia but as the disease progressed, Mia's increasing needs left Sophia feeling exhausted and placed much strain on the couple's relationship.

Following advice from her line manager, Sophia reached out to us to see how we could help. Mia and Sophia were respectively referred for a care needs assessment and carer's assessment with their local council to accommodate their growing needs. Recognising the strain on the couple's relationship, a referral for counselling with specialist partner, Relate, was arranged for Sophia and BWC awarded a grant towards the cost of a respite break for the couple, too. Sophia was further signposted to local carers' organisations and with the help of a BWC caseworker the couple were able to successfully apply for the benefits they were entitled to. Now feeling better supported, Sophia has said that her emotional wellbeing is in a much better place than before.

**Name has been changed to protect the client's identity.*





Growing influence



We spoke at two wellbeing events in 2021-22

- Last year, we explored wellbeing approaches during Covid-19 at The Chartered Institute of Personnel and Development's annual wellbeing conference. The session was very well-received and they invited us back to repeat the session at this year's conference, when again it was well received.
- A panel discussion arranged by Chartered Banker Institute that focused on resilience and hybrid working.

In addition, HRZone published an article we produced that highlighted an exciting wellbeing initiative from NatWest Group, who had set up a bereavement café to allow employees to explore issues of loss during the pandemic. There was also a substantial piece about BWC published in the Sunday Times.



Wellbeing collaborations with banks

BWC is supporting the Carers Group in a major bank to develop a roadmap to help carers plan for a particularly emotive topic; the ongoing needs of highly dependent family members, once they, as main carers, have passed away. BWC is helping to produce this road map which will include information on BWC support and we will be funding one of a series of three webinars, provided by the disability charity Sense, to guide staff through the complexities of this highly sensitive subject. It's hoped that this initiative can be replicated in other banks, where carers will be facing the same dilemmas.

Client impact and satisfaction

We survey all our clients to determine the impact of, and their satisfaction with our services. 2021-22 continued to see a high level of satisfaction.

Of nearly 1,600 surveys sent, more than 600 people responded:



Say service was prompt
No change to 2020-21



Say staff were friendly
Slight increase on 2020-21



Would recommend our services
Slight increase on 2020-21

We asked over 1,000 clients how our support had helped them and nearly 40% of people responded:

Did you feel less stress as a result?



89%

Say they agree

The same as last year

Do you feel more confident about situations than you have done in the past?



88%

Say they agree

An increase from
86% in 2020-21

Looking ahead: Priorities for 2022-23

As an occupational charity for current and former bank workers and their dependants in the UK, our aim to support increasing numbers of people with their health and wellbeing needs.

As we emerge from the pandemic and our community faces a cost-of-living crisis, we will:

- **Agree a new strategy for 2022-25** to lay out our objectives for the coming years, focusing on reaching and supporting more people and continuing to harness and manage our resources.
- **Continue to work effectively with our partners** in banks, wellbeing advocates, unions, pensioner associations and other charities to build our understanding of our community's needs, develop our service provision, and continue to expand our reach.
- **Continue to support members of our community** using a variety of channels and tools, ranging from live health and wellbeing webinars to content and support materials on website to client advisers and caseworkers on our Helpline.
- **Develop the technology programmes** we instigated in 2021-22 to allow clients to 'self-serve' support, drive internal efficiencies, and engage and nurture relationships with our community so they are aware of the Bank Workers Charity's existence should they ever need our support.
- Use the findings from comprehensive stakeholder and client research, **to refresh our brand and visual identity** to become instantly recognisable, develop understanding of the Bank Workers Charity across the banking sector, and encourage clients to contact us for support.



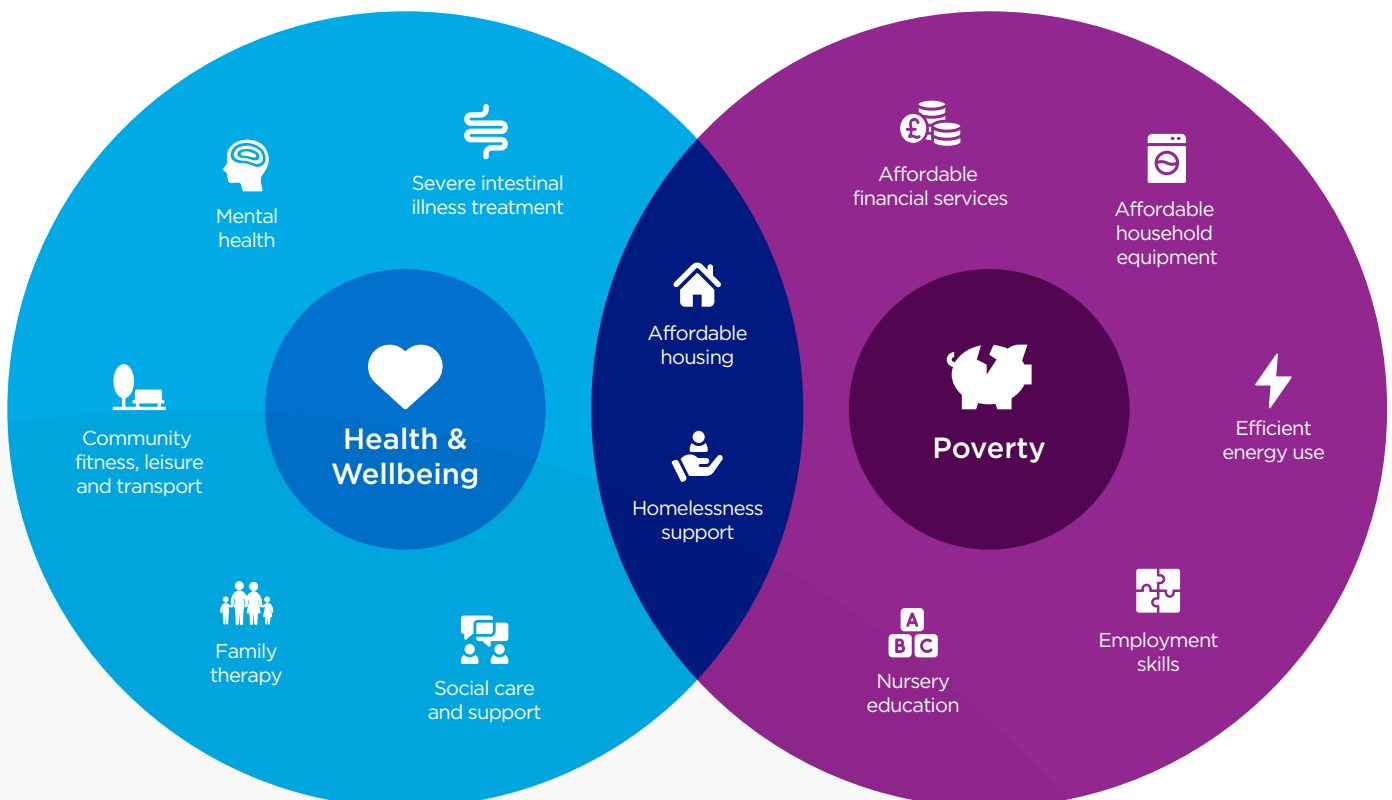
Social investments

Since 2013, the Trustees have designated funds from the Charity's principal unrestricted investment portfolio, specifically for the purpose of social investment. This means that we can further our charitable objects by increasing our overall social impact, whilst planning to achieve an eventual financial return.

Our policy is to develop and maintain a portfolio of different types of investments, balanced between effective financial returns and social impact. Under the Charity Commission CC14 guidance to investors on social investment, these are categorised as mixed motive investments.

At 31 March 2022, the amount set aside for social investments remained at £3m. Of this, £2.5m had been invested or committed to specific social investment and a total of £2m had been drawn down against these commitments. In the year, we also applied a provision for a net impairment of £3K (2020-21: £24K) under Big Issue Invest's Social Enterprise Investment Fund II. The social investment portfolio comprises a mix of direct loan and equity investments and investments in funds managed by other organisations. In all instances, investments are made where the purpose of such investments aligns with the Charity's objects; namely, the prevention and relief of sickness and poverty and the advancement of health among current, former and retired bank workers and their families.

Organisations in which BWC has made social investments help over a million people annually through the provision of affordable housing, health and social care support, community facilities, and low-cost financial services. Our main areas of impact are shown below.



Direct Investments



EnteroBiotix

EnteroBiotix develops products based on human microbiota, which are quicker and more cost-effective in treating severe intestinal diseases and infections.



Thrive

Thrive helps people suffering from common mental health problems by developing apps that provide easy access to effective prevention, early detection and the right intervention according to their needs.



Great Western Credit Union (formerly Bristol Credit Union) is one of the largest credit unions in the UK and helps many people who would otherwise lack access to traditional banking services, to save and borrow at fair rates.



Library of Things provides household equipment items to borrow which are costly for households to purchase and are only used occasionally; e.g. sewing machines, steam cleaners and hedge trimmers.



MindforYou
SPECIALIST DEMENTIA HOLIDAYS

MindforYou provides specialist holidays for dementia sufferers and their carers. Small groups are supported by experienced staff in dementia-friendly holiday properties, increasing wellbeing for the people living with dementia and relieving stress for their carers.



Charity Bank is an ethical bank for impact-led organisations, social enterprises and charities across all sectors.



Greenwich Leisure investment matured in the year and both the capital and interest were realised.

Managed Funds Investments



The Bridges Evergreen fund provides long-term capital for mission-led businesses. Current investments include high quality training for the disadvantaged; care for highly vulnerable children; affordable and decent housing; and energy efficiency services for vulnerable households.



Big Issue Invest Social Enterprise Investment Fund holds investments in organisations providing low-cost financial services including credit and advice; care for the elderly and those with disabilities; affordable housing; dental services for those on a low income; community transport; nursery education; and hospice care.



The British Gymnastics Facilities Investment Fund provides low-cost loans and experienced support to help grassroots gymnastics clubs upgrade and develop their facilities.



The Bridges Social Outcomes Fund provides outcome-focused family therapy, children's and homelessness services, via contracts with local authorities.



FAIR BY DESIGN
Ending the extra costs of being poor

The Fair By Design fund invests in start-up companies that aim to redress the injustice of the 'poverty premium' - people with low incomes often have to pay more for goods and services than others do.

Financial Summary

Investment returns in the year ended 31 March 2022 delivered a 3% increase in net assets year on year from £89.5m at 1 April 2021 to £92.4m at 31 March 2022.

Income

Total income for the year at £2.2m, an increase of £0.3m reported in the prior year as markets generally remained stable throughout most of the year, despite some volatility in the last quarter of the financial year.

BWC relies substantially on investment returns to support its activities. Total investment dividend income increased by £113k in 2021-22 to £1.6m following the lower level of income realised in the 2020-21 financial year.

During 2021-22 we launched the HSBC Support Fund designed to support current and former HSBC employees, and received a donation of £250k from HSBC.

We are grateful to those who donate to our cause and people who remember us in their wills. This year we saw a legacy income of £241k (2020-21: £305k), and corporate donations from banks of £30k (2020-21: £30k).

BWC does not actively raise funds from outside the banking community and have not employed any external agency to fundraise on our behalf. However, the Charity does accept donations which are mainly directed through the principal online donation platforms (e.g. Charities Aid Foundation) or through payroll giving.

Expenditure

Overall, expenditure at £5.1m was 5% above the 2020-21 financial year and this represents the increase in demand for our services and continued significant investment made on systems and infrastructure. The hybrid working of staff and trustees continued to provide some benefits through savings in office and support costs.

Direct Activities

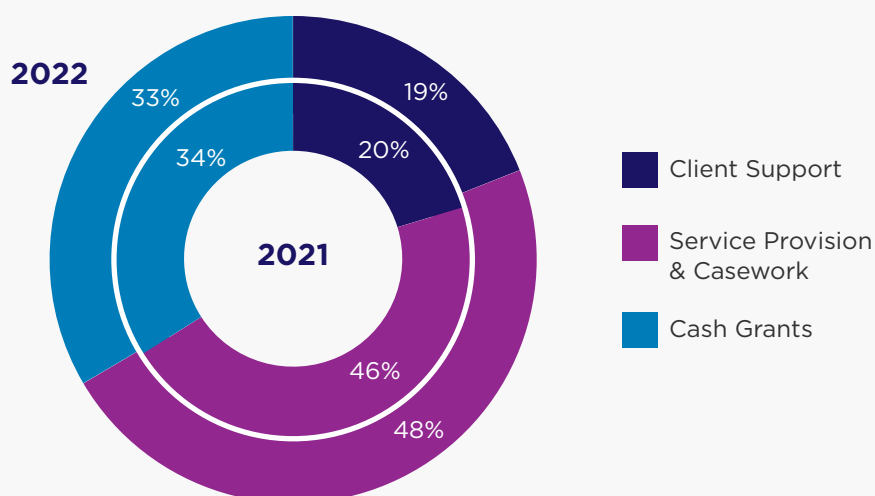
The overall cost of activities undertaken directly by BWC increased by £158K during 2021-22 to £2.6m (2020-21: £2.4m) of which £0.9m (2020-21: £0.8m) was given through Cash Grants.

The increase in costs reflects the continued growth in the numbers of bank workers seeking our support – up 33% on 2020-21.

As well as increased demand from new clients, 2021-22 saw a shift in the proportion of clients who return to BWC for additional support, with approaching one third of people returning to BWC for additional help.

There has been a significant increase in demand for relationship and mental health support, which BWC fulfilled through service partnerships with Relate, Kooth, Insight Healthcare and Vita.

Cost of direct assistance by activity



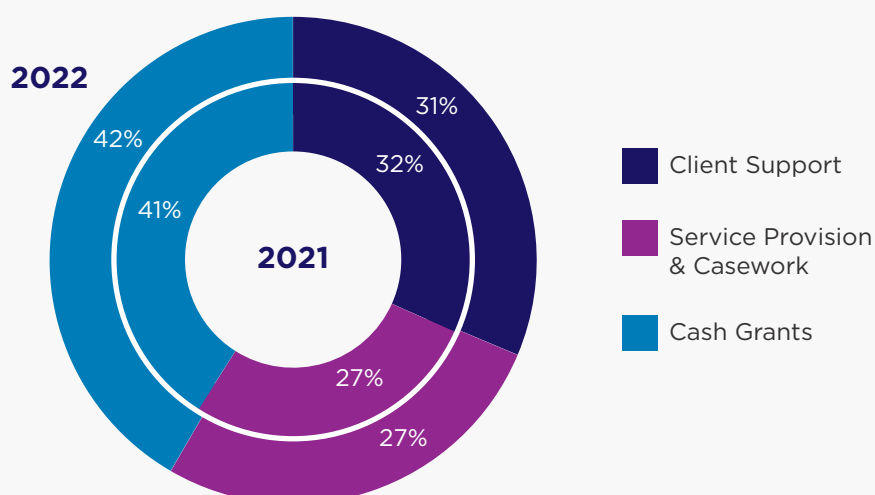
Further information can be found in Note 7 to the financial statements

Support Costs

The total costs of supporting our activities increased from £1.8m to £1.9m in 2021-22, reflecting the continuing growth in the number of clients BWC supports.

Support costs include £300k of project costs, of which £261k was investment in new ICT systems.

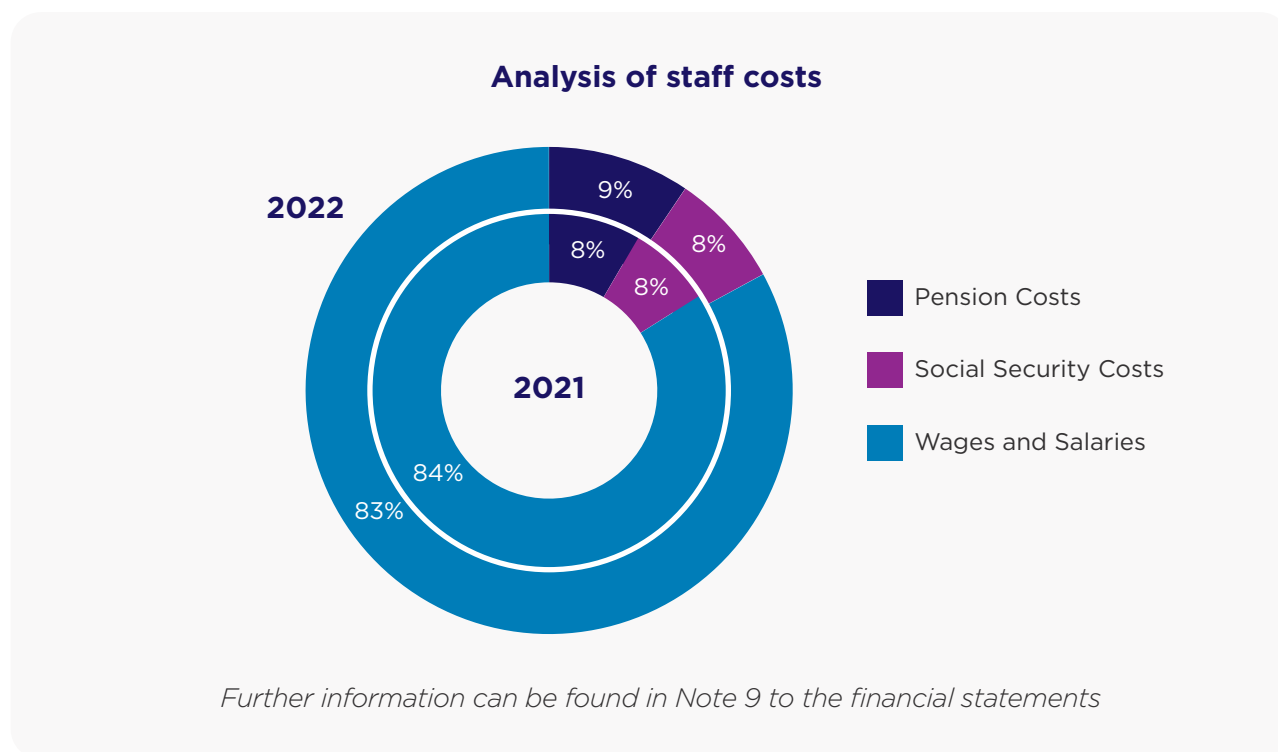
Cost of support by activity



Further information can be found in Note 7 to the financial statements

Staff Costs

The number of full time equivalent (FTE) staff was 33 in 2021-22 (2020-21: 35). We have achieved and delivered our activities to increased numbers of new and returning clients and support interventions, through easy-to-access online services such as the “My Possible Self” mental health App and in the number of online awareness sessions to current bank workers.



Investment Portfolio & Total Return

BWC relies substantially on investment returns to support its activities. We have maintained a total return investment strategy seeking a return from a combination of capital growth and income. This allows us to plan for longer-term service delivery activity by smoothing out the volatility associated with investment returns (see investment policy below on pages 23-24).

Our ten-year total return strategy has delivered an average net total return of 7.7% over the past ten years. This compares to a ten-year average total return target of 6.25%. During most of 2021-22 financial year, global stock markets stabilised while this was reversed in the last quarter following geopolitical events and inflationary threats to the global economy resulting in net investment gains of £5.9m (2020-21: £17.0m)

During the financial year, we made a cash drawdown of £4.4m (2020-21: £4.5m) from our credit facility which allowed us to deliver our charitable objectives and support the banking community. BWC have a leveraging facility in place with UBS at a fixed rate of 1.5% over the Sterling Overnight Index Average (SONIA), which has a twofold objective; firstly, to use the facility for additional liquidity and secondly, to optimise market opportunities.

At 31 March 2022, the value of our total reserves was £92.4m (2020-21: £89.5m).

Policies

Risk management

Management of risk is a necessary and key component of BWC's business and ultimately the responsibility of the Trustees and then delegated to the Management team in each business area. Understanding the risks to organisational strategy, day-to-day operations and projects, means that we can better meet our objectives and the needs of the banking community.

Trustees, the Management team and staff actively monitor all risks and determine how they can be mitigated, managed or accepted. The Management team monitors risk regularly and reports to the Audit and Risk Committee on a quarterly basis. Strategic and high-level risks are discussed in detail at the Audit and Risk Committee and appropriate mitigations evaluated in line with the risk management policy and risk appetite agreed by the trustees. These are subsequently presented to the Board on a quarterly basis. This involves identifying the types of high-level strategic risks BWC faces in the key areas of:

- Cyber security
- Financial
- Strategic direction
- Reputation
- HR, legal and statutory

We prioritise risks on the basis of potential impact and the likelihood of occurrence, including our appetite towards individual risks. We implement an active risk management strategy into the day-to-day running of BWC, based on having the right policies, procedures and controls; embedding a structured risk management and compliance framework; Senior Management team challenge via the Audit and Risk Committee, and internal and external audits of our internal controls.

We use this information to identify and assess risks and implement any new controls. Strategic risks are reviewed internally on a regular basis and presented quarterly to the Audit and Risk Committee and the Board .

In some cases, it is necessary to take on additional risk to achieve our objectives. We take a 'managed risk' approach to new projects and activities and, before proceeding, create a separate risk register to help us assess their potential impact on BWC.

This formal risk management process is enhanced by the annual internal audit programme, conducted by our independent internal audit partner. This audit assesses business processes, controls and operational risks implemented by the Senior Management team. Our internal audit partner also provides independent support and advice for the Audit and Risk Committee.

The Audit and Risk Committee reviews a strategic risk register grouped under the headings of Governance, Operational, Financial, and Compliance with Law and Regulation in line with the Charity Commission guidance. Such a format will be replicated for operational activities and overseen by the Management Team, where risk analysis of BWC's three operational teams is undertaken at a departmental level.

Principal risks

As in previous years, we continued to assess our principal risks. Following the relaxation of home working requirements and Covid-19 related government restrictions our focus has been on the phased return to the office and the impact on our staff. We continue to maintain and deliver an efficient service to the banking community, understanding the real impact from inflation, the current cost-of-living crisis, and preparing for an increased demand for our services from those who are most vulnerable and need our assistance.

In addition, cybersecurity was and remains a significant risk to all businesses and the Charity sector in particular. We have made investments in new technology in the last 12 months and as trustees we endeavor to ensure the integrity of our systems and internal controls are robust and able to withstand continual threats from cyber-attacks. In order to safely maintain and protect the data BWC controls and process, we also work with industry experts and continued to ensure compliance with Cyber Essential Plus accreditation.

Recent geo-political events in Europe and Asia have resulted in economic slowdown and stock market volatility. This means there is a risk to achieve our target investment return. As an organisation, we monitor market and liquidity risks continually and assess the short and long term impact on activities and plan for the future with professional support provided by our fund managers and an independent investment adviser.

Staff, operations and service provision

BWC staff continued to work remotely for most of 2021-22, reoccupying the office during periods when government home-working instructions were relaxed. Similarly, bank and casework visits were mostly suspended throughout the year and our support delivered remotely.

Technology Transformation

During 2021-22 we undertook and successfully completed a significant Technology Transformation Programme, which achieved the transition to cloud-based Office 365; replacement of our legacy customer relationship management (CRM) system with a new Salesforce platform; and the adoption of HubSpot, a highly capable digital marketing platform .

The programme marks a step change in our digital capability, with benefits already being felt across a wide range of domains including access and collaborative working; improved data security; enhanced marketing capabilities; and operational efficiency. We will continue to develop our use of these systems in the coming years.

Investment policy

As Trustees, we reserve the right to exclude from the portfolio any investments in companies whose representation might damage, directly or indirectly, the purposes or reputation of the Charity and the group. Whilst each of our fund managers adopt different Environmental, Social and Governance (ESG) approaches, our investment portfolio is currently unconstrained, and no specific ethical restrictions apply. The Board is, however, committed to better understanding

ethical and ESG investing to ensure that BWC's investment policy aligns with the Charity's values. We intend to develop a full ethical investment policy, as part of a wider ESG approach across our work, during the 2022-2023 financial year.

We formally review our investment policy and principles, and investment fund managers every three to five years, by assessing market benchmarks and investment manager performance criteria against BWC's strategic plan.

The Finance and Investment Committee, supported by an independent investment adviser, monitors the performance of the investment managers against agreed performance benchmarks at its quarterly meetings. The papers and decisions of the Finance and Investment Committee are also made available to all Trustees..

The investment policy is set to maintain the group's long-term capital and returns, allowing for the effects of inflation and, without taking excessive risk, to achieve real gains in capital growth and sustainable income. Over the last ten years, we have maintained a total return approach to achieve a minimum return of 6.25% net of fees, averaged over a ten-year cycle which was a realistic target within a long-term horizon.

The Finance and Investment Committee periodically explores the options available for further diversification of assets and reviews the strategic asset allocation of the group's investments. This enables the Charity to achieve the objective of delivering the required levels of income and capital growth from investments without making significant changes to the asset allocation. In the last quarter of our financial year end, the Committee agreed to switch our investment strategy to a CPI plus 4% investment return target over a rolling five-year cycle effective 1 April 2022 on funds under management with UBS and Cazenove Capital. This was primarily to preserve the capital value of our investments from a rising inflation with minor adjustments applied to the strategic asset allocations and risk profile. We have also agreed to transfer our Ruffer managed segregated portfolio with a transition into a unitised Charities Asset Trust fund in April 2022.

The investment managers actively manage our investment portfolios and work to optimise the returns to achieve the total return targets, including the long-term preservation of capital values. These targets are set and performance-measured at least once a year and are used to drive our annual business plan including a three-year strategy and planning cycle of income and expenditure.

Investment managers may allocate the investment portfolio on a discretionary basis. However, we have put overall limits in place, mainly in respect of the two main asset classes: equities and fixed income, including money market instruments.

The maximum asset holding is not more than 5% of any individual equity or fixed income without our consent. The reference currency for all investment portfolios is Sterling.

Reserves and funds

As Trustees, we regularly monitor and review the consolidated reserves to ensure they are sufficient to enable BWC and its subsidiaries (the SE Foundation, the BWC Charity and BWC Enterprises Limited, collectively referred to as the “group”) to operate effectively in the short and medium term. The Finance and Investment Committee reviews the reserves policy and recommends it for Trustee Board approval.

Following market rebound in the second half of 2020, our reserves benefited through a favorable market movement with a notable capital growth and resulting in a net investment gain in the 2021-22 financial year. However, global stock markets were impacted by the war in Ukraine and inflationary pressure on both sides of the Atlantic especially in the last quarter of the financial year. During the year, we have recognised the need to review our financial position and protect the value of our reserves from rising inflation. We took the decision to switch from a 10-year average 6.25% total return strategy to a CPI+4% model return strategy over a rolling five year cycle.

The reserves policy and a description of the types of reserves we hold is explained below.

Unrestricted funds

The group's unrestricted funds of £40.6m (2020-21: £41.3m), largely comprise of investments, including some social investments and bank deposits. These investments generate a significant income, which sustains the Charity, either wholly or in part, and may be used to help deal effectively with sudden short-term increases in planned expenditure. As Trustees, we consider our unrestricted reserves as being sufficient to maintain short and medium-term expenditure. We periodically review our asset allocation, investment strategy and fund manager performance to ensure alignment with our risk appetite and aim to achieve our return target net of fees which supports the ability to fulfil our commitments.

Permanently Endowed Funds

The group has two permanently endowed funds; BWC is the Sole Corporate Trustee of SEF and the BWC Charity (under Structure, Management and Governance section). The endowed funds are permanent, meaning that the capital of the funds must be maintained, and that income generated from them can only be spent on each fund's charitable objectives.

The SEF's permanently endowed funds of £388k (2020-21: £370k) arose from the merger with SEF and part of it remains as a wholly owned subsidiary under the umbrella of the endowment funds. It is held for the specific purpose of maintaining the charitable objectives of the fund, namely for current and former employees of Barclays Bank and their dependants.

The BWC Charity is a Charitable Incorporated Organisation (CIO) with a permanent endowment fund, which represents the accumulated funds of the Friendly Help Fund (FHF), which amounted to £2.9m at 31 March 2022 (2020-21: £2.7m). This represents the accumulated funds of the RBS PeopleCharity and a restricted fund of £136k held for the purposes of the maintenance of care homes. As the care homes were closed by the former Trustees of the CIO in 2014 and before the merger in 2017, the object of the fund is now obsolete.

Therefore, in March 2022, resolutions were passed by BWC under the powers in s268 and 275 Charities Act 2011 (which are subject to Charity Commission consent) to update the purposes of the care home fund held within The BWC Charity (the CIO) to mirror the purposes of the restricted income fund held within BWC itself. The Charity Commission has since confirmed that these resolutions are effective from 21st May 2022 which means the care home fund can be merged into the restricted income fund held by BWC for the NatWest/RBS beneficiaries.

Restricted funds

We also hold restricted funds of £48.6m (2020-21: £45.2m), which can only be spent in accordance with the specific wishes of donors. The cost of raising and administering these restricted funds is charged against the specific funds.

The restricted funds largely comprise of the donation received in June 2017 from the RBS People Charity which, at 31 March 2022, amounted to £47.6m (2020-21: £44.4m). It is held by BWC as a restricted fund for the relief of financial need, hardship or distress of people within the beneficial class, that is restricted to employees and former employees, and their dependants of the NatWest Group (formerly Royal Bank of Scotland Group of companies).

In addition, the restricted reserves include two smaller funds comprising the SE Foundation (SEF) and the Barclays Overseas Benevolent Fund (BOBF). At 31 March 2022, SEF amounted to £448k (2020-21: £423k) and BOBF was £410k (2020-21: £411k).

The SEF funds are held as a restricted fund for the objects of SEF, which are reserved for the relief of persons in conditions of need, hardship or distress, who are Barclays employees, retired employees and their dependants. The BOBF funds are held as a restricted fund for the benefit of current and former employees of Barclays and their families, who were either employed outside of the UK or are now resident outside the UK.

The BOBF Trust Deed states that payments to beneficiaries should be for the relief of poverty. At 31 March 2022, there were 8 beneficiaries (2020-21: 8) receiving quarterly payments from this fund and this will continue for the remainder of their lives.

The HSBC Support Fund was established in May 2021 under a deed of donation where HSBC transferred £250K to BWC to support current and former employees of HSBC and their immediate dependants for the purposes outlined under a deed of donation and applied exclusively for the benefit of the Beneficial Class. The Beneficial Class constitute those persons employed by HSBC or any related entity, persons who were at any time in HSBC Bank Employment; and the dependants, spouses, widows/widowers and cohabitees of current and former HSBC persons.

These arrangements are in place to maintain the group's subsidiaries i.e. SEF and the BWC Charity, for the purposes of receiving any future legacies and to hold the permanently endowed funds.

We continue to maintain these levels of reserves by periodically reviewing the performance of the funds and investment managers, strategic asset allocation and diversification of portfolios to protect our capital from market downturns and inflation so that we continue to maintain our commitment to provide help and support to the banking community.

Investment income is the group's main source of income and is susceptible to market fluctuations.

The Trustees believe that sufficient income will be generated to fund future budgeted expenditure in the short and medium-term, although they will embark on income growth activities when there is a sufficiently attractive fundraising opportunity.

Trustees also have the power to reduce discretionary grant-making and service-spending to a level commensurate with available reserves, although in the short-term the Trustees have agreed to meet the existing financial commitments and service-related demand arising from our banking community, particularly the cost-of-living and energy price increases which followed the Covid-19 pandemic. The movements on reserves for the year are reported in the consolidated statement of financial activities.

Structure, management and governance

Governing document

Both the group and the Charity operate under the name BWC. BWC is the working name of the Bankers Benevolent Fund, a charitable company limited by guarantee (company registration no. 0019366). BWC is a registered charity, governed by articles of association – copies of which may be obtained from the Company Secretary. It is exempt from tax on its charitable activities under the provisions of the Corporation Tax Act 2010.

BWC is the Corporate Trustee of the SE Foundation (SEF) (registered charity no. 277665) and is Sole Corporate Trustee of the BWC Charity (CIO registered charity no. 1154235).

Governance structure

BWC is governed by a Board of Trustees (shown on page 33), who are the directors of the company for company law purposes and Trustees for charity purposes.

At the time of reporting, we have ten Trustees; four Trustees are currently employed in banking, five are former bankers and there is one non-banker.

At present, one-fifth of the Trustees retire each year and may be re-elected subject to the Board's approval. The Board meets quarterly and, during 2021-22, the sub-committees with delegated responsibilities in specific areas were:

- Finance and Investment: to monitor the investment portfolio, evaluate potential social investment opportunities and oversee financial performance of investments made
- Audit and Risk: to monitor internal and external audit processes, legislative and regulatory compliance and risk management.
- People: responsibilities include the development and implementation of a robust system for the recruitment and appointment of Board The committee also over sees the total reward system for staff and succession planning at Board and Senior Executive level.

The Board of Trustees are committed to supporting BWC and, in particular, the Executive team, not only through their high attendance levels at the various sub-committee and Board Meetings but also on a more frequent and regular ad-hoc basis, including representation on some of the internal project Boards.

Trustee Board and Sub-Committee Meetings Attendance Record 2021-22

		Subcommittee Meetings		
Trustees	Main board	Audit and Risk	Finance and Investment	People
Lillian Boyle**	4/4	-	-	4/5
Lena Breen	4/4	4/4	-	-
Kim Carroll^	3/4	-	-	3/5
Rachel Claringbold	4/4	4/4	-	-
Marco Evans	4/4	-	4/4	-
Michael Field	4/4	-	4/4	-
Beverly Horler	4/4	-	4/4	4/5
Suzanne Hughes	3/4	-	-	5/5
Tony Ramos*	3/4	-	-	-
Duncan Stewart	3/4	4/4	-	-

(1) ^ Retired 11 May 2022

(2) * Chair

(3) ** Deputy Chair

Trustee appointments

When Trustee vacancies arise, we initiate a search process through our bank network and external advertising to identify suitable candidates in line with any skills gaps identified on the Board. The Board may also co-opt additional non-Trustee members in an advisory capacity.

New Trustees serve on the same terms as existing Trustees and can confer with more experienced Trustees if necessary. They are also provided with an induction programme, which is organised to help new Trustees understand the governance and reporting framework, and their individual and Board responsibilities. All Trustees are encouraged and supported to gain further knowledge and experience from independent and external programmes. There is also an opportunity for new Trustees to engage with current Trustees, members of the Senior Management team and other members of staff. This enables new Trustees to familiarise themselves with the front-line service delivery team, financial position, internal controls, policies and future plans.

President and Vice Presidents

During its history, the Charity has been supported by Presidents and Vice Presidents drawn from the chairs of the banks. Presidents were appointed to bring their reputation, significant profile and

experience to the organisation.

These appointments are aligned with our Articles of Association - and the Board determines the duties, functions and term of the office of the President or Vice President on their appointment with an option to re-appoint them at the end their term.

Currently, the position of the President of the Charity is vacant, and as Trustees we aim to further consider an appointment following Board approval of our next Strategy and a Governance review planned for 2022.

Charity Governance Code

We recognise that strong governance is crucial in ensuring that we have effective strategic direction, and to maximise the impact and outcomes of our activities. The Charity Governance Code sets out recommended best practice for good governance.

We review our own governance in line with its seven principles in an effort to continuously improve what we offer the banking community. This ranges from the structure of the terms of reference of each Committee and the Board, a checklist for areas of governance that might need reviewing and the design of development sessions for Trustees.

The Board has previously committed to an external review of our governance, but this work was delayed whilst recruitment for a permanent CEO was completed, and the development of a new strategic plan for BWC. The Board has reaffirmed this commitment and expects to complete a governance review during the 2022-23 financial year, using appropriate external support.

Key management personnel

During 2021-22, our key management personnel comprised the Board of Trustees and the Executive team comprising Alison Seabrooke (Interim Chief Executive Officer until 30 September 2021), Ed Holloway (Chief Executive Officer from 17 January 2022), Simon Ashmore (Director of Operations and Marketing) and Alan Knowles (Director of Finance and Support until 31 March 2022), Eddie Confoy (Interim Director of Finance and Support from 28 March 2022).

The Executive team manages the day-to-day operations of BWC, supported by a team of 32 staff (2020-21: 32) who deal with our client delivery, management and promotion, client administration, support and finance. The team is also responsible for developing a business plan, the annual budget and forecasts, which are approved annually and adopted by the Board.

The Board sets the Chief Executive Officer's pay using a benchmarking exercise and market indices. Other executive pay levels are decided by the People Committee. Trustees are not paid and give their time freely. In 2020-21, there was a departure from the previous discretionary bonus scheme of up to 15% of gross salary and all eligible staff received a lower recognition payment.

Related parties

There were no related party transactions other than Trustees' expenses and key management personnel remuneration. BWC operates independently of the banks.

Liability of members

BWC is a company limited by guarantee and does not have share capital. In the event of being wound up, the liability of each member is limited to 25 pence.

Volunteers

Other co-opted individuals and Trustees – the Charity does not use volunteers.

Trustees' responsibilities

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

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

Since the company qualifies as small under section 383, we are not required to produce the strategic report required of medium and large companies under the Companies Act 2006.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities as per the Statement of Recommended Practice revised 2019 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

This report was approved by the Trustees on 27/07/22 2022 and signed on their behalf by:

cb . Ramos

Tony Ramos, Chair

Reference and administrative details

President

Vacant

Vice Presidents

Sir Patrick Gillam

Sir Kit McMahon

Sir Peter Middleton

Sir John Bond

Trustees

Lillian Boyle

Lena Breen

Kim Carroll – *retired 11 May 2022*

Rachel Claringbold

Marco Evans

Michael Field

Beverley Horler

Suzanne Hughes

Duncan Stewart

Tony Ramos, Chair

Key Management Personnel

Chief Executive Officer

Interim Chief Executive Officer

Interim Director of Finance and Support

Director of Finance and Support

Director of Operations and Marketing

Ed Holloway (appointed 17 Jan 2022)

Alison Seabrooke (until 30 Sep 2021)

Eddie Confoy (appointed 28 Mar 2022)

Alan Knowles (until 31 Mar 2022)

Simon Ashmore

Bankers Benevolent Fund

Company Registration No.

Directors

Company Secretary

Charity Registration No.

00019366

Trustees listed as above

Selam Shibru

313080

The BWC Charity

Corporate Trustee

CIO Registration No.

Bank Workers Charity

1154235

SE Foundation

Corporate Trustee

Charity Registration No.

Bank Workers Charity

277665

BWC Enterprises Limited

Company Registration No.

Directors

Company Secretary

09734550

Tony Ramos

Selam Shibru

Registered office and principal place of business (all entities)

Salisbury House, Suite 686-695
Finsbury Circus
London
EC2M 5QQ

Advisers

External auditors

Moore Kingston Smith
(appointed November 2021)
6th Floor
9 Appold Street
London
EC2A 2AP

Internal auditors

BDO LLP
55 Baker Street
London
W1U 7EU

Solicitors

Bates Wells LLP
10 Queen Street Place
London
EC4R 1BE

Investment advisers

Paul Mitchell Investment Reviews Limited
29 West Common Drive
Lindfield
West Sussex
RH16 2AW

Investment managers

UBS AG
5 Broadgate
London
EC2M 2AN

Ruffer LLP
80 Victoria Street
London
SW1E 5JL

Cazenove Capital
1 London Wall Place
London
EC2Y 5AU

Bankers

Coutts & Co
440 Strand
London
WC2R 0QS

Independent Auditor's Report to the Members and Trustees of Bank Workers Charity

Opinion

We have audited the financial statements of The Bankers Benevolent Fund, operating as Bank Workers Charity (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2022 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2022 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report and from preparing a strategic report.

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the audit of the financial statements

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

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

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty

exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.

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

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of this report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and, in respect of the consolidated financial statements, to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters which we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charitable company, the charitable company's members, as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

Moore Kingston Smith LLP

Shivani Kothari (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

6th Floor,

9 Appold Street

London EC2A 2AP

15th August 2022

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

Consolidated statement of financial activities (incorporating income and expenditure account)

For the year ended 31 March 2022

		Unrestricted Funds 2022 £	Restricted Funds 2022 £	Endowment Funds 2022 £	Total Funds 2022 £	Total Funds 2021 £
	Note					
Income from:						
Donations, legacies and subscriptions	3	79,254	515,136	-	594,390	424,800
Investments	4	751,025	809,124	-	1,560,149	1,431,812
Total Income		830,279	1,324,260	-	2,154,539	1,856,612
Expenditure on:						
Raising funds	5	398,442	247,985	12,019	658,446	657,350
Charitable activities	7	4,110,474	380,255	-	4,490,729	4,225,389
Total Expenditure		4,508,916	628,240	12,019	5,149,175	4,882,739
Net gains on investments	12	2,992,425	2,733,367	153,356	5,879,148	17,050,709
Net movement in funds		(686,212)	3,429,387	141,337	2,884,512	14,024,582
Reconciliation of funds:						
Total funds brought forward	15	41,252,781	45,213,529	3,053,074	89,519,384	75,494,802
Net movement in funds		(686,212)	3,429,387	141,337	2,884,512	14,024,582
Total funds carried forward		40,566,569	48,642,916	3,194,411	92,403,896	89,519,384

All income and expenditure derive from continuing activities. The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 44 to 71 form part of these financial statements.

Group balance sheet

as at 31 March 2022

		2022	2022	2021	2021
		£	£	£	£
	Note				
Fixed assets					
Tangible assets	11		5,979		15,108
Investments	12		92,190,845		95,567,194
			<u>92,196,824</u>		<u>95,582,302</u>
Current assets					
Debtors	13	268,678		296,113	
Cash at bank and in hand	18	746,237		363,332	
		<u>1,014,915</u>		<u>659,445</u>	
Creditors: amounts falling due within one year	14	<u>(807,843)</u>		<u>(6,709,337)</u>	
Net current assets (liabilities)			<u>207,072</u>		<u>(6,049,892)</u>
Total assets less current liabilities			<u>92,403,896</u>		<u>89,532,410</u>
Creditors: amounts falling due after more than one year	14		-		(13,026)
Total net assets			<u><u>92,403,896</u></u>		<u><u>89,519,384</u></u>
Group funds					
Endowment funds	15		3,194,411		3,053,074
Restricted funds	15		48,642,916		45,213,529
Unrestricted funds	15		40,566,569		41,252,781
Total funds			<u><u>92,403,896</u></u>		<u><u>89,519,384</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 27/07/22 and signed on their behalf by:

cb. Ramos

Tony Ramos, Chair

The notes on pages 44 to 71 form part of these financial statements.

Charity balance sheet

as at 31 March 2022

		2022	2022	2021	2021
		£	£	£	£
	Note				
Fixed assets					
Tangible assets	11		5,979		15,108
Investments	12		88,860,131		92,381,193
			<u>88,866,110</u>		<u>92,396,301</u>
Current assets					
Debtors	13	268,678		296,113	
Cash at bank and in hand		<u>573,031</u>		<u>194,185</u>	
		841,709		490,298	
Creditors: amounts falling due within one year	14	<u>(800,943)</u>		<u>(6,709,337)</u>	
Net current assets (liabilities)			40,766		(6,219,039)
Total assets less current liabilities			88,906,876		86,177,262
Creditors: amounts falling due after more than one year	14		-		(13,026)
Total net assets			<u>88,906,876</u>		<u>86,164,236</u>
Group funds					
Restricted funds			48,340,307		44,911,455
Unrestricted funds			40,566,569		41,252,781
Total funds			<u>88,906,876</u>		<u>86,164,236</u>

The Charity's Income and Expenditure account for the year dealt with in the accounts of the Charity was £2,742,640 surplus (2021: £13,409,538 surplus) ended 31 March 2022.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 27/07/22 and signed on their behalf by:

cb. Ramos

Tony Ramos, Chair

The notes on pages 44 to 71 form part of these financial statements.

Consolidated statement of cash flows

for the year ended 31 March 2022

		2022 £	2021 £
	Note		
Cash flows from operating activities			
Net cash used in operating activities	17	<u>(4,609,386)</u>	<u>(4,700,709)</u>
Cash flows from investing activities			
Investment income	4	1,560,149	1,431,812
Cash movement on investments		394,237	(9,211,712)
(Disposal) Purchase of tangible fixed assets	11	(1,826)	526
Proceeds from sale of investments	12	28,372,638	62,542,344
Purchase of investments	12	<u>(19,523,751)</u>	<u>(50,037,698)</u>
Net cash used in investing activities		<u>10,801,447</u>	<u>4,725,272</u>
Cash outflows from new borrowings	19	<u>(5,809,156)</u>	<u>(627,073)</u>
Net cash used in financing activities		<u>(5,809,156)</u>	<u>(627,073)</u>
Change in cash and cash equivalents in the year		382,905	(602,510)
Cash and cash equivalents at the beginning of the year		<u>363,332</u>	<u>965,842</u>
Cash and cash equivalents at the end of the year	18	<u><u>746,237</u></u>	<u><u>363,332</u></u>

The notes on pages 44 to 71 form part of these financial statements.

Notes to the financial statements

for the year ended 31 March 2022

1. General information

The Bankers Benevolent Fund (“Group”) is a charitable company limited by guarantee and is registered with the Charity Commission (Charity Registration Number 313080) and Registrar of Companies (Company Registration Number 00019366) in England and Wales.

The address of the registered office is given in the Group information on page 34 of these financial statements.

In the event of the Group being wound up, the liability in respect of the guarantee is limited to 25p per member of the Group.

The nature of the Group’s operations and principal activities are the prevention and relief of poverty amongst bank employees, their families, children and dependants; the advancement of health amongst bank employees, their families, children and dependants; and the advancement of education amongst the children of bank employees.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

Bank Workers Charity meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiary undertakings are consolidated on a line by line basis.

The financial statements are prepared in sterling which is the functional and presentational currency of the Group and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

2.2 Basis of consolidation

The subsidiaries of the Charity are the SE Foundation (SEF) (Charity Registration Number: 277665), The BWC Charity (CIO Registration Number: 1154235) and BWC Enterprises Limited, a wholly owned trading subsidiary.

The financial statements consolidate the accounts of Bank Workers Charity (BWC) ‘the Charity’ and all of its subsidiary undertakings (‘subsidiaries’) on a line by line basis.

The Charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

Notes to the financial statements

for the year ended 31 March 2022

2. Accounting policies (continued)

2.3 Going concern

The Group have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Group to continue as a going concern including the ongoing impact of Covid-19 to the Charity's services and finances. The Group have made this assessment for a period of at least one year from the date of the approval of these financial statements. The Trustees have concluded that there is a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. The Group therefore continues to adopt the going concern basis in preparing these financial statements.

2.4 Income

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Group has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Group, can be reliably measured.

Individual subscriptions and corporate donations are included within income when these are received. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained, then income is deferred until those conditions are fully met or the fulfillment of those conditions is within the control of the Group and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the Charities SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends and interest. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend income is recognised as the Group's right to receive payment is established.

2.5 Expenditure

All expenditure is accounted for on an accruals basis. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Support cost allocation is discussed further in Policy 2.6.

Notes to the financial statements

for the year ended 31 March 2022

2. Accounting policies (continued)

2.5 Expenditure (continued)

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and investment manager costs.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the Group.

Both legal and constructive obligations are recognised, including multi-year commitments which are disclosed as long-term liabilities where appropriate.

2.6 Support cost allocation

Support costs are those that assist the work of the Group but do not directly represent charitable activities and include office costs, governance costs, administrative and payroll costs. They are incurred directly in support of expenditure on the objects of the Group and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to raising funds and expenditure on charitable activities on a basis consistent with use of the resources as follows;

- Staff costs - Estimate of how staff spend time
- Premises and utilities - Pro rata to staff cost allocation
- Services and other operating expenses - Actual and estimated usage
- Professional fees - Actual cost
- Depreciation - Pro rata to staff cost allocation

Fundraising costs are those incurred in the course of management of investment activities including an allocation of support costs, and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in Note 7.

2.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Notes to the financial statements

for the year ended 31 March 2022

2. Accounting policies (continued)

2.8 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.9 Tangible fixed assets and depreciation

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

The estimated useful lives are as follows:

- Leasehold improvements - 3 years
- Fixtures and fittings - 3 years
- Computer equipment - 3 years

2.10 Investments

The Group has equity investments in listed and unlisted entities. Social investments include mixed motive investments which are those held to further charitable purposes and are held at cost less impairment. Fixed asset investments are a form of basic financial instruments and are initially recognised at their transaction value and subsequently measured at fair value using the closing quoted market price bid value or the share of the Net Asset Value of the fund (if unlisted). All gains and losses are taken to the Consolidated SOFA as they arise.

The Consolidated SOFA includes the net gains and losses arising on revaluations and disposals throughout the year, as investments are revalued to fair value continuously.

The Group does not have holdings of complex financial instruments.

2.11 Impairments

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss terms unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

Notes to the financial statements

for the year ended 31 March 2022

2. Accounting policies (continued)

2.12 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.13 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short-term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.14 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Group anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated SOFA as a finance cost.

2.15 Financial instruments

The financial assets and financial liabilities of the Group are as follows:

Fixed asset investments - are a form of basic financial instrument as explained in accounting policy 2.10.

Debtors - trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 13. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at cost.

Liabilities - trade creditors, accruals and other creditors will be classified as financial instruments and are measured at amortised cost as detailed in Note 14. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

2.16 Operating leases

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

2.17 Employee benefits

When employees have rendered service to the Group, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

Notes to the financial statements

for the year ended 31 March 2022

2. Accounting policies (continued)

2.17 Employee benefits (continued)

The Group operates a non-contributory pension arrangement providing a contribution of 10% of salary into a qualifying company workplace pension plan. Contributions are expensed to the Consolidated SOFA as they become payable.

In addition, the Group offers an additional pension benefit whereby it will match employee contributions up to a maximum of 3% to encourage employees to save into their long-term pension plan.

2.18 Loan grants

Where payments for property alterations are made as repayable interest free loans but the date on which repayment is due to be made, under the terms of the loan, is unknown at the balance sheet date the loan is treated as a grant in the year of payment, where made either in full or as installments. These payments are charged to the Consolidated SOFA in the year they are made and no debtor is recognised as these represent contingent assets.

2.19 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

The endowment funds represent those assets which must be held permanently by the Group. As at 31 March 2022, they comprise the funds of the SE Foundation (SEF) and of The BWC Charity.

The SEF endowed funds are permanent, meaning that the capital of the fund must be maintained, and that income generated from it can only be spent on SEF's charitable objectives, being for current and former employees of Barclays Bank and their dependants. The arrangement is in line with the plan to maintain SEF for the purposes of receiving any future legacies and to hold the permanently endowed fund.

Income generated from the SEF endowment fund is held as a restricted fund and is applied for the objects of SEF and only applied for SEF's beneficiaries.

The Group is the sole corporate trustee of The BWC Charity. The BWC Charity endowed funds are permanent in the same way as SEF - the capital of the fund must be maintained, and income generated from it can only be spent on The BWC Charity's charitable objectives. These are the relief of financial need, hardship or distress of people within the beneficial class, restricted to employees and former employees, and their dependants of the Royal Bank of Scotland Group of companies; any former constituent banks of the Royal Bank of Scotland plc (RBS) or National Westminster Bank plc (NatWest) and any persons who were employed by a company at the time that such a company was part of the group of companies of which NatWest or RBS was a member even though that company may have since ceased to be part of that group, and their dependants.

Notes to the financial statements

for the year ended 31 March 2022

2. Accounting policies (continued)

2.19 Fund accounting (continued)

The permanent endowment fund of The BWC Charity represents the accumulated funds of The BWC Charity Friendly Help Fund.

The restricted fund of The BWC Charity represents income generated from the endowment fund as well as funds restricted to the maintenance of care homes. As the care homes are now closed, the object of the fund is obsolete. The Group has thus decided to consolidate the restricted fund and widen its object to those of the permanent endowment fund.

Investment income, gains and losses are allocated to the appropriate fund.

2.20 Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had a material impact on amounts recognised in the financial statements.

- Basis of valuation of financial investments (accounting policy 2.10)
- Calculation of the impairment on fixed asset investments (accounting policy 2.11)
- Allocation of support costs (accounting policy 2.6).

Other estimates with a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year is related to the valuation of the Group's investments and, in particular, those classified as Level 2 and Level 3 of the fair value hierarchy is included within note 8.

Notes to the financial statements

for the year ended 31 March 2022

3. Income from donations, legacies and subscriptions

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Individual subscriptions and donations	47,605	-	47,605
Other donations*	-	250,000	250,000
Corporate donations	30,000	-	30,000
Legacies	1,649	239,367	241,016
SEF donations	-	8,478	8,478
The BWC Charity donations	-	17,291	17,291
Total 2022	79,254	515,136	594,390

*In 2022, the Group received a non refundable donation from HSBC under a deed of donation which will be administered as the **HSBC Support Fund**.

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Individual subscriptions and donations	62,002	-	62,002
Corporate donations	30,000	-	30,000
Legacies	116,490	188,560	305,050
SEF donations	-	8,790	8,790
The BWC Charity donations	-	18,958	18,958
Total 2021	208,492	216,308	424,800

As noted in Accounting Policy 2.4, subscriptions and donations are recognised on a received basis.

Notes to the financial statements

for the year ended 31 March 2022

4. Income from investments

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Dividends and interest on equities	720,856	809,113	1,529,969
Social investment income	29,998	-	29,998
Bank interest received	171	11	182
Total 2022	751,025	809,124	1,560,149

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Dividends and interest on equities	627,055	790,090	1,417,145
Social investment income	13,894	-	13,894
Bank interest received	650	123	773
Total 2021	641,599	790,213	1,431,812

Notes to the financial statements

for the year ended 31 March 2022

5. Expenditure on raising funds

	2022	2021
	£	£
Investment manager and consultancy costs (Note 6)	564,930	447,904
Support staff costs	44,019	72,269
Direct costs	17,608	66,710
Support costs - premises and utilities	31,889	70,467
Total	658,446	657,350

In 2022, Investment manager costs include full year fund manager fees for our 3rd Manager.

Notes to the financial statements

for the year ended 31 March 2022

6. Investment manager costs

	Unrestricted funds 2022 £	Restricted funds 2022 £	Endowment Funds 2022 £	Total funds 2022 £
Investment manager fees payable	299,526	247,985	12,019	559,530
Consultancy fees	5,400	-	-	5,400
Total 2022	304,926	247,985	12,019	564,930

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Endowment Funds 2021 £</i>	<i>Total funds 2021 £</i>
Investment manager fees payable	232,091	198,673	11,240	442,004
Consultancy fees	5,900	-	-	5,900
Total 2021	237,991	198,673	11,240	447,904

Notes to the financial statements

for the year ended 31 March 2022

7. Analysis of expenditure on charitable activities - by type

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Cash grants	860,192	799,540	1,659,732
Service provision and casework	1,219,998	519,607	1,739,605
Operating costs for client support	488,833	602,559	1,091,392
Total 2022	2,569,023	1,921,706	4,490,729

In 2022, Support Costs include £300k of project costs of which £261k was investment in new ICT systems. Under FRS 102 these are not considered to meet Capitalisation criteria.

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Cash grants	821,047	744,288	1,565,335
Service provision and casework	1,100,771	494,962	1,595,733
Operating costs for client support	489,189	575,132	1,064,321
Total 2021	2,411,007	1,814,382	4,225,389

Notes to the financial statements

for the year ended 31 March 2022

7. Analysis of expenditure on charitable activities - by type (continued)

	Cash Grants 2022 £	Service provision and casework 2022 £	Operating costs for client support 2022 £	Total funds 2022 £
Support staff costs	340,683	222,905	260,209	823,797
Depreciation	2,975	1,758	2,028	6,761
Other employment costs	48,745	28,803	33,235	110,783
Premises and utilities	59,929	74,199	85,614	219,742
Business overheads	33,502	19,719	22,752	75,973
ICT costs	171,937	60,211	69,475	301,623
Marketing costs	68,502	75,794	87,455	231,751
Professional fees	18,864	11,147	12,862	42,873
Governance costs - Note 8	54,403	25,071	28,929	108,403
Total 2022	799,540	519,607	602,559	1,921,706

	Cash Grants 2021 £	Service provision and casework 2021 £	Operating costs for client support 2021 £	Total funds 2021 £
Support staff costs	454,963	297,677	347,494	1,100,134
Depreciation	3,626	2,142	2,472	8,240
Other employment costs	22,403	13,238	15,275	50,916
Premises and utilities	65,365	80,930	93,380	239,675
Business overheads	17,483	10,290	11,872	39,645
ICT costs	82,172	28,776	33,204	144,152
Marketing costs	23,128	25,590	29,527	78,245
Professional fees	12,973	7,666	8,846	29,485
Governance costs - Note 8	62,175	28,653	33,062	123,890
Total 2021	744,288	494,962	575,132	1,814,382

Notes to the financial statements

for the year ended 31 March 2022

8. Governance costs

	2022	2021
	£	£
Auditors' remuneration - Audit of the financial statements	25,520	22,600
Auditors' remuneration - Independent examination of the financial statements (The BWC Charity)	3,900	4,320
Internal audit	21,504	29,938
Legal and professional fees	57,479	67,000
Trustees' out of pocket expenses	-	32
Total	108,403	123,890

In 2022, no trustee expenses arise as meetings were held virtually due to Covid travelling restrictions.

Notes to the financial statements

for the year ended 31 March 2022

9. Staff costs

	Group	<i>Group</i>	Charity	<i>Charity</i>
	2022	<i>2021</i>	2022	<i>2021</i>
	£	<i>£</i>	£	<i>£</i>
Wages and salaries	1,544,545	<i>1,666,782</i>	1,544,545	<i>1,666,782</i>
Social security costs	142,171	<i>151,688</i>	142,171	<i>151,688</i>
Pension costs	176,182	<i>166,940</i>	176,182	<i>166,940</i>
Total	1,862,898	<i>1,985,410</i>	1,862,898	<i>1,985,410</i>

The average number of persons employed by the Group during the year was as follows:

	Group	<i>Group</i>
	2022	<i>2021</i>
	No.	<i>No.</i>
Average number of employees	33	<i>35</i>

In 2022, staff costs reflect the reduced number of average number of employees due to changes in hours and timings between recruitment

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group	<i>Group</i>
	2022	<i>2021</i>
	No.	<i>No.</i>
In the band £60,001 - £70,000	4	<i>2</i>
In the band £70,001 - £80,000	0	<i>2</i>
In the band £80,001 - £90,000	1	<i>0</i>
In the band £90,001 - £100,000	1	<i>1</i>
In the band £100,001 - £110,000	0	<i>2</i>
In the band £110,001 - £120,000	0	<i>1</i>

Notes to the financial statements

for the year ended 31 March 2022

9. Staff costs (continued)

The total amount of employee benefits, including employers national insurance and pension contributions, received by Key Management Personnel is £325,771 (2021: £415,397). In 2022, the Group's Key Management Personnel comprise:

- Trustees
- Chief Executive Officer
- Director of Finance & Support
- Director of Operations & Marketing

Total termination payments of NIL (2021: £16,207) are included within total employee benefits above. Termination payments included Nil (2021: £9,011) contractual and Nil (2021: £7,196) non-contractual payments, the latter being ex-gratia in nature and paid under Trustee authority as being in the best interests of the Charity.

10. Trustees' remuneration and expenses

During the year, no Trustee received any remuneration or other benefits (2021: £NIL).

During the year ended 31 March 2022, no expenses were reimbursed or paid directly to Trustees (2021: £32 to 1 Trustee). Trustee expenses are reimbursed for their travelling and other out of pocket expenses (where they were not claimable from another source).

11. Tangible fixed assets

Group and Charity	Leasehold improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2021	113,541	78,864	12,839	205,244
(Disposals)	-	(1,826)	-	(1,826)
At 31 March 2022	113,541	77,038	12,839	203,418
Depreciation				
At 1 April 2021	113,541	71,246	5,350	190,137
Charge for the year	-	3,022	4,280	7,302
At 31 March 2022	113,541	74,268	9,630	197,439
Net book value				
At 31 March 2022	-	2,770	3,209	5,979
At 31 March 2021	-	7,618	7,490	15,108

Notes to the financial statements

for the year ended 31 March 2022

12. Fixed asset investments

	Listed and unlisted investments £	Social investments £	Total £
Group			
Cost or valuation			
At 1 April 2021	93,890,382	1,676,812	95,567,194
Additions at cost	19,116,670	407,081	19,523,751
Disposals at carrying value	(28,372,638)	-	(28,372,638)
Revaluations	5,882,148	(3,000)	5,879,148
Investment manager fees paid	(501,853)	-	(501,853)
Other cash movements	95,243	-	95,243
At 31 March 2022	90,109,952	2,080,893	92,190,845
Net book value			
At 31 March 2022	90,109,952	2,080,893	92,190,845
At 31 March 2021	93,890,382	1,676,812	95,567,194

Included within investments above are unlisted investments of £5,843,949 (2021: £2,040,144).

Material restrictions

It is our policy to consider social investments that fit with the objectives of the Group as well as delivering an acceptable level of financial and social return. Further details are set out on pages 17-18.

The Group develops and maintains a portfolio of different types of social investments, balanced between effective financial returns and social impact. Currently, these are categorised as mixed motive investments.

Notes to the financial statements

for the year ended 31 March 2022

12. Fixed asset investments (continued)

Analysis of fair value hierarchy

		2022	2021
		£	£
Level 1	None	-	-
Level 2	Listed Investments	90,109,952	93,890,382
Level 3	Social Investments	2,080,893	1,676,812
		<u>92,190,845</u>	<u>95,567,194</u>

The fair value of the listed investments is determined by reference to the closing quoted market price at the balance sheet date. Market Value of material investments over 5% of the Portfolio - Nil

Asset Allocation as a percentage of portfolio valuation as at 31 March 2022:

Cash	4%
Equities	58%
Fixed Income / Bonds	13%
Alternatives / Other	11%
Hedge Funds	8%
Property	6%

The Social investment portfolio is in the form of direct investments (loan/equity) and managed funds. In 2022 the £2.08m of social investments comprised of direct investments 42% and managed funds 58%.

Market risks

The Group's exposure to market risks is in line with its investment objective of achieving its total return target of 6.25%. To achieve this target, the Group maintains a diversified portfolio under a discretionary fund management agreement with three fund managers who invest into different asset classes.

The Group's portfolio is, as set out in the investment policy statement, and is managed to a moderate risk level. Equity investments which make 58% of listed investments carry a significant market exposure due to stock market volatility.

Currency risks

The Group takes a long-term view to investment returns and the potential risks arising from market movements, in particular currency exposure. The Group's exposure to non-Sterling denominated investments is moderate and there is only a limited scope to currency hedging.

Credit risks

The disclosed level of credit risk and borrowing represents the Group's maximum exposure to credit risk. Therefore, further disclosure is not required.

Notes to the financial statements

for the year ended 31 March 2022

12. Fixed asset investments (continued)

	Listed and unlisted investments £	Social investments £	Total £
Charity			
Cost or valuation			
At 1 April 2021	90,704,381	1,676,812	92,381,193
Additions at cost	18,779,735	407,081	19,186,816
Disposals at carrying value	(27,859,602)		(27,859,602)
Revaluations	5,728,792	(3,000)	5,725,792
Investment manager fees paid	(489,314)		(489,314)
Other cash movements	(84,754)		(84,754)
At 31 March 2022	86,779,238	2,080,893	88,860,131
Net book value			
At 31 March 2022	86,779,238	2,080,893	88,860,131
At 31 March 2021	90,704,381	1,676,812	92,381,193

Included within investments above are unlisted investments of £5,612,889 (2021: £1,870,997).

The Charity develops and maintains a portfolio of different types of social investments, balanced between effective financial returns and social impact. Currently, these are categorised as mixed motive investments.

Notes to the financial statements

for the year ended 31 March 2022

13. Debtors

	Group	Group	Charity	Charity
	2022	2021	2022	2021
	£	£	£	£
Due within one year				
Amounts owed by group undertakings	-	-	-	12,540
Other debtors	194,840	180,406	194,840	167,866
Prepayments and accrued income	73,838	115,707	73,838	115,707
	268,678	296,113	268,678	296,113

Other debtors includes a net deposit payment for premises of £105,879 (2021: £147,000)

14. Creditors: Amounts falling due within one year

	Group	Group	Charity	Charity
	2022	2021	2022	2021
	£	£	£	£
Bank loans	15,480	5,824,636	15,480	5,824,636
Trade creditors	36,083	81,984	33,083	81,984
Other taxation and social security	102,158	109,746	102,158	109,746
Accruals and other creditors	330,549	357,753	326,649	357,753
Grants payable	323,573	335,218	323,573	335,218
	807,843	6,709,337	800,943	6,709,337

In 2022 and 2021 grants payable includes the RBS Winter Fuel Payments and commitments to the Barclays Overseas Benevolent Fund (BOBF) beneficiaries.

The Group has a credit facility of £10.0m where a deed of charge is in place on the investment funds held by UBS which secures the loan, at a cost of 1.5% fixed rate over the overnight Sterling Overnight Index Average (SONIA). During the year, a total drawdown of £4,440,000 (2021: £4,540,000) was made from the facility excluding repayments.

Bank Loans for 2021 included £5.0m leveraging facility fully repaid in 2022. The remaining £0.8m relates to the monthly drawdown used for charitable activities.

Notes to the financial statements

for the year ended 31 March 2022

14. Creditors: amounts falling due after more than one year

	Group 2022 £	Group 2021 £	Charity 2022 £	Charity 2021 £
Grants Payable	-	13,026	-	13,026

Notes to the financial statements

for the year ended 31 March 2022

15. Statement of funds – current year

	Balance at 1-Apr 2021 £	Income £	Expenditure £	Transfers In / Out £	Gains (Losses) £	Balance at 31-Mar 2022 £
Designated Funds						
Social invest- ments - Paid up	1,676,812	-	(3,000)	407,081	-	2,080,893
Social invest- ments - Available	1,323,188	-	-	(404,081)	-	919,107
	<u>3,000,000</u>	<u>-</u>	<u>(3,000)</u>	<u>3,000</u>	<u>-</u>	<u>3,000,000</u>
Unrestricted Funds						
General Funds	38,252,781	830,279	(4,505,916)	(3,000)	2,992,425	37,566,569
Total Unrestricted Funds	<u>41,252,781</u>	<u>830,279</u>	<u>(4,508,916)</u>	<u>-</u>	<u>2,992,425</u>	<u>40,566,569</u>
Endowment Funds						
SEF	370,015	-	(334)	-	18,761	388,442
BWC FHF	2,683,059	-	(11,685)	-	134,595	2,805,969
	<u>3,053,074</u>	<u>-</u>	<u>(12,019)</u>	<u>-</u>	<u>153,356</u>	<u>3,194,411</u>
Restricted funds						
BWC	44,379,701	1,062,553	(557,905)	-	2,709,302	47,593,651
SEF	422,887	8,478	(416)	-	17,424	448,373
BOBF	410,941	3,229	(11,291)	-	6,641	409,520
HSBC Support Fund	-	250,000	(58,628)	-	-	191,372
	<u>45,213,529</u>	<u>1,324,260</u>	<u>(628,240)</u>	<u>-</u>	<u>2,733,367</u>	<u>48,642,916</u>
Total Funds	<u>89,519,384</u>	<u>2,154,539</u>	<u>(5,149,175)</u>	<u>-</u>	<u>5,879,148</u>	<u>92,403,896</u>

Notes to the financial statements

for the year ended 31 March 2022

15. Statement of funds (continued)

In 2022:

Designated Funds - funds earmarked for Social Investment purposes

General Funds - free reserves of the Bank Workers Charity

Endowment Funds - where the capital must be invested and only the income generated from investments can be spent for the purposes of the endowment.

SEF funds - arose from the merger with SEF in 2015 and remains as a wholly-owned subsidiary under the umbrella of the endowment funds.

BWC FHF Endowment Funds - held under The BWC Charity, a permanent endowment fund. This represents the accumulated funds of the RBS PeopleCharity and a restricted fund held for the purposes of the maintenance of care homes.

Restricted funds - transferred to the Charity and can only be spent on a specific purposes in accordance with the wishes of the donor.

BWC - restricted funds spent for the relief of financial need, hardship or distress of people within the beneficial class. This is restricted to employees and former employees, and their dependants of the NatWest Group.

SEF - restricted fund for the objects of SEF reserved for the relief of persons in conditions of need, hardship or distress, who are Barclays current and former employees and dependants.

BOBF - restricted fund for the benefit of current and former employees of Barclays and their families, who were either employed outside of the UK or are now resident outside the UK.

HSBC Support Fund - established in May 2021 £250K transferred to BWC under a deed of donation to support current and former employees of HSBC and their immediate dependants.

Notes to the financial statements

for the year ended 31 March 2022

15. Statement of funds - prior year (continued)

	Balance at 1-Apr 2020 £	Income £	Expenditure £	Transfers In / Out £	Gains (Losses) £	Balance at 31-Mar 2021 £
Designated Funds						
Social invest- ments - Paid up	1,319,940	-	(24,000)	380,872	-	1,676,812
Social invest- ments - Available	1,680,060	-	-	(356,872)	-	1,323,188
	<u>3,000,000</u>	<u>-</u>	<u>(24,000)</u>	<u>24,000</u>	<u>-</u>	<u>3,000,000</u>
Unrestricted Funds						
General Funds	33,082,943	850,091	(4,337,843)	(24,000)	8,681,590	38,252,781
Total Unrestricted Funds	<u>36,082,943</u>	<u>850,091</u>	<u>(4,361,843)</u>	<u>-</u>	<u>8,681,590</u>	<u>41,252,781</u>
Endowment Funds						
SEF	306,228	-	(309)	-	64,096	370,015
BWC FHF	2,159,126	-	(10,931)	-	534,864	2,683,059
	<u>2,465,354</u>	<u>-</u>	<u>(11,240)</u>	<u>-</u>	<u>598,960</u>	<u>3,053,074</u>
Restricted funds						
BWC	36,184,314	997,148	(509,190)	-	7,707,429	44,379,701
SEF	351,731	8,790	(364)	-	62,730	422,887
BOBF	410,460	583	(102)	-	-	410,941
	<u>36,946,505</u>	<u>1,006,521</u>	<u>(509,656)</u>	<u>-</u>	<u>7,770,159</u>	<u>45,213,529</u>
Total Funds	<u>75,494,802</u>	<u>1,856,612</u>	<u>(4,882,739)</u>	<u>-</u>	<u>17,050,709</u>	<u>89,519,384</u>

Notes to the financial statements

for the year ended 31 March 2022

16. Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Endowment funds 2022 £	Total funds 2022 £
Tangible fixed assets	5,979	-	-	5,979
Fixed asset investments	40,526,724	48,642,916	3,021,205	92,190,845
Current assets	841,709	-	173,206	1,014,915
Creditors due within one year	(807,843)	-	-	(807,843)
Creditors due in more than one year	-	-	-	-
Total	40,566,569	48,642,916	3,194,411	92,403,896

	<i>Unrestricted funds 2021 £</i>	<i>Restricted funds 2021 £</i>	<i>Endowment funds 2021 £</i>	<i>Total funds 2021 £</i>
Tangible fixed assets	15,108	-	-	15,108
Fixed asset investments	47,300,591	45,213,529	3,053,074	95,567,194
Current assets	659,445	-	-	659,445
Creditors due within one year	(6,709,337)	-	-	(6,709,337)
Creditors due in more than one year	(13,026)	-	-	(13,026)
Total	41,252,781	45,213,529	3,053,074	89,519,384

Notes to the financial statements

for the year ended 31 March 2022

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

	Group 2022 £	Group 2021 £
Net movement in funds	2,884,512	14,024,582
Adjustments for:		
Depreciation charges	7,302	8,241
Impairment charges	3,000	24,000
Gains on investments	(5,879,148)	(17,050,709)
Investment income	(1,560,149)	(1,431,812)
Decrease in debtors	27,435	37,282
Decrease in creditors excluding loans	(92,338)	(312,293)
Net cash used in operating activities	<u>(4,609,386)</u>	<u>(4,700,709)</u>

18. Analysis of cash and cash equivalents

	Group 2022 £	Group 2021 £
Cash in hand	746,237	363,332
Total cash and cash equivalents	<u>746,237</u>	<u>363,332</u>

19. Analysis of net debt

	At 1 April 2021 £	Cash Flows £	At 31 March 2022 £
Cash at bank and in hand	363,332	382,905	746,237
Debt due within 1 year (note 14)	(5,824,636)	5,809,156	(15,480)
	<u>(5,461,304)</u>	<u>6,192,061</u>	<u>730,757</u>

Notes to the financial statements

for the year ended 31 March 2022

20. Pension commitments

The Charity contributes into a qualifying workplace pension plan. The amount recognised as an expense in the year was £176,182 (2021: £166,940). There were no contributions payable at 31 March 2022.

21. Loan grants

A repayment of £8,215 has been made in the financial year. As at 31 March 2022 loan grants totalling £250,509 (2021: £258,724) have been made repayable only on the death of the beneficiary or beneficiaries (who are husband and wife) or if they move from the property concerned.

These were programme related expenditure and charged to the SOFA in the year they were made.

22. Operating lease commitments

At 31 March 2022 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group	<i>Group</i>	Charity	<i>Charity</i>
	2022	<i>2021</i>	2022	<i>2021</i>
	£	<i>£</i>	£	<i>£</i>
Not later than 1 year	213,768	<i>270,082</i>	213,768	<i>270,082</i>
Later than 1 year and not later than 5 years	659,118	<i>-</i>	659,118	<i>-</i>
	872,886	<i>270,082</i>	872,886	<i>270,082</i>

The following lease payments have been recognised as an expense in the Consolidated SOFA:

Operating lease rentals	181,321	<i>214,706</i>	181,321	<i>214,706</i>

23. Related party transactions

Other than Trustee and Key Management Personnel transactions detailed in Notes 9 and 10, there were no related party transactions during the year (2021: Nil).

Notes to the financial statements

for the year ended 31 March 2022

24. Principal subsidiaries

BWC is the sole corporate Trustee of SEF (Charity registration number 277665). Under the terms of the Deed of Donation, the unrestricted funds of SEF are restricted in the funds of BWC. SEF remains as a wholly owned subsidiary under the umbrella of the endowment funds. It did not trade during the year.

BWC Enterprises Limited is a wholly owned trading subsidiary of the Bank Workers Charity and was registered on 15 August 2015 in England & Wales under company number 09734550 with £100 ordinary shares of £1 each. The company is not trading and is currently dormant.

BWC is also the sole corporate Trustee of The BWC Charity (A Charitable Incorporated Organisation (CIO) registration number 1154235), and it still remains in existence to hold the Restricted Fund and the Friendly Help Fund (FHF) and to receive any future legacies and funds together with a number of remainder interests due, which are subject to prior life interests. It is important to note that the merger did not involve a subordination of The BWC Charity's beneficiaries into a larger beneficial class whereby its assets may be used for people outside the scope of the objects. Rather, these assets are maintained within the Group as a Restricted Fund which may be applied only for the present class of beneficiaries who may benefit under the objects of the CIO.

The following is an extract of the financial statements of the BWC Charity (the CIO):

	2022	2021
	£	£
Income	51,152	77,139
Expenditure	(67,396)	(16,490)
Gains on Investments	134,595	475,374
Net income	118,351	536,023
Total assets	3,080,115	2,974,623
Liabilities	(6,900)	(19,759)
Net assets	3,073,215	2,954,864
Endowment funds	2,743,107	2,623,570
Restricted funds	137,444	137,432
Unrestricted funds	192,664	193,862
	3,073,215	2,954,864

25. Non-adjusting post balance sheet event

None

THE BANKERS BENEVOLENT FUND

England & Wales - Charity number 313080

Accounts

Trustees' Annual Report and Accounts 2020-21



Bankers Benevolent Fund |
Registered No. 00019366 operating as:

bwc bank
workers
charity
Supporting the banking community

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Supporting bank workers through the Covid-19 pandemic; the year in numbers

As with many other charities, the Covid-19 pandemic impacted on BWC, our service partners and most significantly, our clients. Demand for our services changed markedly at different points in the year, largely reflecting dramatic adjustments that bank workers had to make to their lives throughout each period of lockdown. The challenges faced by the general population were, unsurprisingly, reflected in our own data. In 2020-21, the number of people contacting us grew, and of these 35% of new and returning clients presented with mental health issues (up from 28% in 2019-20). Where we referred clients for specialist support, we were pleased that our service partners had quickly geared up to respond to these.

Over 2020-21, we were able to help more current and former bank employees and their families than before and make available a greater range of support. The numbers below demonstrate how we contributed to people's financial, physical, mental and social wellbeing throughout the year.



£955,000

Paid out

To 1,170 clients, compared to £1.0m paid to 1,224 clients in 2019-20



£500,000

Extra funding

Secured through helping clients access benefit claims and external grants, an increase from £463,000 in 2019-20



96

Awareness sessions

We delivered 96 awareness sessions across the UK, compared to 76 in 2019-20



2,818

Clients supported

We provided direct support to 2,818 clients, up 6% from 2019-20



2,132

New clients

An increase from 1,974 new clients in 2019-20; 79% were current bank workers, and 21% were former bank workers



89%

Felt less stressed

89% of clients felt less stress after they received support from us, compared to 91% in 2019-20



279,030

Interventions

We delivered 279,030 interventions; up 17% from 2019-20



122,797

People reached

Through our awareness campaigns with banks, compared to 47,341 in 2019-20



903

LiveChats

Our LiveChat messaging service supported 903 chats, up from 802 in 2019-20

About the Bank Workers Charity

“We exist to support the health and wellbeing of the banking community.”

The Bank Workers Charity is the working name of the Bankers Benevolent Fund, a company limited by guarantee in England & Wales (No. 00019366) and a Charity registered in England & Wales (No. 313080).

Our objectives

- The prevention and relief of poverty amongst bank employees, their families, children and dependants.
- The advancement of health amongst bank employees, their families, children and dependants.
- The advancement of education amongst the children of bank employees.

The people we support

- Current bank employees.
- Former bank workers.
- Retired bank workers.
- Dependants (partners and dependent children).

Supporting Gale, a bank worker with caring responsibilities

Gale* works for a bank in London, and is married to Tim, a former bank employee – having completed 60 years' service between them.

When Tim suffered an aneurism, which affected his speech, mobility and ability to carry out everyday activities, Gale got in touch with us to see how we could help.

In speaking with one of our Client Advisers, Gale explained that she was caring for Tim, who was experiencing great difficulty with eating, bathing and walking. Finding it hard to assist him with getting in and out of the car without the risk of injury, Gale felt they were unable to leave their home.

Our Client Adviser supported Gale in applying for a Direct Payment with her local authority and accessing disability benefits, which could help to cover the cost of carers.

We were able to provide the couple with a grant – allowing for their bathroom to be converted into a wet room; a lift to be installed in their home, and a special car seat to be acquired.

With our support, Gale was able to return to work whilst Tim received specialist care services from a team of carers – helping him during the recovery period.

**Name has been changed to protect the client's identity.*



About the people we support

The needs of the community we serve reflect those of society across the UK generally, and the Covid-19 pandemic has only amplified these needs.



The challenges our community faces are changing.

- An ageing population with increasing frailty and **multiple health conditions**, leading to greater complexity in their care.
- Longer lives meaning a rise in **caring responsibilities** amongst spouses, partners and family members. Currently, three in five people will be carers at some point in their lives.
- Challenges in our **social wellbeing** including loneliness, particularly amongst the 16-24 age group, who now experience the highest levels of loneliness of any age demographic.
- Continued growth in **mental health issues**, particularly amongst young people, including depression, anxiety and conduct disorder. 1 in 10 children and young people are affected by mental health problems and 70% will not receive appropriate interventions at a sufficiently early age.
- Reduced **financial wellbeing** as the cost of living continues to outpace income growth. 46% of UK adults display one or more characteristics of financial vulnerability, and are at risk of falling into severe debt if faced with poor health or an adverse life event.
- **Domestic abuse** has been referred to as “an epidemic beneath a pandemic” as over 2.5 million people in the UK experienced domestic abuse in the last year.
- Pressures on statutory health and social services mean that **waiting times for services are lengthening**, and thresholds for receiving care are rising.



The banking sector itself is changing. The pandemic increased the pace of change, with the acceleration of restructuring and reshaping, in particular the digitalisation of banking and workforce reductions – nearly 5,000 jobs in UK banking were lost throughout 2020–21.

Amidst these sectoral shifts, BWC adjusted its support for banks' wellbeing strategies; we pivoted to digital delivery of our wellbeing workshops and awareness-raising sessions and were pleased to see an increase in the number of people we reached. With many bank employees expected to work more from home on a permanent basis, we will continue to offer a blend of physical and digital engagement going forward.

Public benefit

Charities have a duty under Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. As Trustees, we aim and work to fulfil our objects in line with the requirements for demonstrating public benefit and that the beneficiaries we aim to assist are clear, identifiable, and related to these objects.

We make every effort to ensure that all potential beneficiaries in need of support have access to our services. We maintain links with other charities, the banks' wellbeing networks and bank pensioner associations to provide points of contact to those who need help.

Our charitable activities

We support the health and wellbeing of our community through the provision of cash grants to individual clients and the provision of a broad range of services from our partner organisations.

We aim to direct our financial assistance, products and services towards those people who have the greatest unmet need, and where their circumstances make it difficult for them to help themselves. We listen carefully to those who make contact with us to assess how – and if – we can provide them with support. We assess eligibility for grants by applying criteria that we review annually, to ensure robust stewardship of BWC's resources. We regularly review our data, survey our clients and listen to our frontline staff – our Client Advisers and Visiting Caseworkers – to identify trends in demand. This helps us to assess the ongoing impact of the services we provide through our service partners, to make sure that they are still relevant and to identify the need for new services.

The support we provide



Mental health: providing access to specialist services, such as counselling or other therapies, such as Cognitive Behaviour Therapy



Financial support/grants: assisting with short-term general living expenses and long-term costs, such as disability aids or home adaptations



Disability and long-term conditions: providing access to specialist services for support with managing a disability or long-term health condition



Relationships: offering guidance and counselling services on relationship matters including domestic abuse



Debt and money management: providing access to expert advice on financial matters, and assisting with benefit applications



Caring responsibilities: providing access to financial, legal and practical support for the carer and the person being cared for

Top three presenting issues

In the year 2020-21, the most prevalent reasons people contacted us related to issues concerning financial hardship, mental health and social wellbeing support – a similar picture to that in 2019-20.



How we provide support



Client Advisers and Caseworkers

Our team of Client Advisers are on-hand to provide advice and guidance to clients through our Helpline, LiveChat messaging service and via email. Our Caseworkers provide support for members of the banking community who are particularly vulnerable, require an in-depth assessment of their needs, or need help with accessing our services. This year, we supported 2,132 new clients alongside 686 returning clients – in both cases this is an increase on the previous year (2019-20: 1,974 new clients, 677 returning clients).

Through our guided conversations, we often determine that there are more underlying problems that we can solve than the one that has been presented to us. For example, a bank worker's family that has unexpectedly fallen into debt through ill health, may also benefit from an occupational health assessment, or where we provide support for a relationship facing difficulties, we might find that a child could also benefit from mental health support.



Practical support

Clients present a wide range of health and wellbeing issues – often complex and multi-faceted. Our Client Advisers and Caseworkers work with clients to explore their situation and identify what support we can provide and make suitable referrals to our expert partners. In 2020-21 we made 1,120 (2019-20: 984) referrals to partners such as Relate, Insight Healthcare, and National Autistic Society, who directly provided expert support to clients, funded entirely by BWC.



Financial support

Adverse life events or unforeseen expenses affect us all. Our cash grants allow us to support our clients with general living expenses, mobility aids or disability equipment and home adaptations. During 2020-21, we provided £1.0m (2019-20: £1.0m) in cash grants.



Digital support

Expert content, supported by online tools and apps on our website (bwcharity.org.uk) provide a valuable resource for clients to manage their day-to-day wellbeing – be it mental, financial or physical. In 2020-21, we delivered 272,733 (2019-20: 232,052) support interventions via our website, a combination of guides read and wellbeing tools completed. This includes 291 sign-ups to our mental health app, My Possible Self, which launched in October 2020, and 132 registrations to Kooth our mental health app for children and young people which launched in October 2019.

Our impact

2020-21 was the second year of our three-year strategy. Our 2019-22 strategy set out our ambition to expand our reach and serve more clients in ways and at times that are most convenient to them, and to develop our position as an expert in workplace wellbeing within the banking sector.

What we planned to do:



Expose the hidden gem

We will continue to drive awareness of our offer so that those we seek to serve are able to access us when they need us.



Reaching out

We will support more people by widening the range of banks we work with and by extending our reach to building societies.



There when needed

Our services, and the support we commission, will become easier to access, at times and in ways more convenient for our clients.



Responsive and complementary

We will become ever more responsive to the changing needs of the banking community, offering a range of support that is relevant to emerging needs and complements the support available from other sources.



Growing influence

We will become known as a Health and Wellbeing (HWB) expert within the banking sector, increasingly influential in banking organisations thinking about HWB.

What we did



There when needed

We supported more people this year than ever before

We delivered 279,030 interventions

(i.e. a service or activity undertaken by or provided to individuals within a specified reporting period), which represented an increase of 17% on 2019-20 (238,550). 272,733 were delivered digitally via our website, an increase of 18% on 2019-20, and a further 6,297 Helpline service interventions were provided to 2,818 clients, a fall of 3% from 2019-20.

We delivered nearly £1.5m in cash terms for our clients

We paid out £1.0m in grants, helping individual clients with direct financial assistance.



General living expenses are the most common form of one-off grants – supporting clients through periods of transition, where short-term financial assistance can help to reduce risk of debt and financial worries for those who await welfare benefit decisions or are adjusting to a change in income. In addition, our team secured a further £500,000 of income for our clients between 1 April 2020 and 31 March 2021 (2019-20: £463,000). In total therefore, we delivered £1.5m in cash terms for our clients (2019-20: £1.5m).

Providing Claire with financial support when she needed it most

Claire* worked for a bank for 11 years before being diagnosed with a benign brain tumour, which resulted in a sudden change to her financial circumstances.

When Claire received a brain tumour diagnosis and suffered with chronic pain and migraines, she felt unable to work – resulting in her taking 12 months' sick leave. Finding it difficult to make ends meet whilst living on a reduced income as a single parent, Claire got in touch with us to see how we could help.

In addition to providing Claire with a grant – which could help to cover her household bills – we supported her in making a successful claim for disability benefits, for which backdated payments were made.

With our support, Claire was able to increase her income – helping to ease the financial strain and allowing her to focus on managing her condition.

Claire says:

“

I don't know where I would be [without the extra money], I'd probably be homeless.

”



**Name has been changed to protect the client's identity.*



Expose the hidden gem

We worked closely with banks and unions to raise awareness of the support we can provide

Working closely with banks' HR teams, Wellbeing Champions and the unions representing employees, we delivered over 30 campaigns on themes including mental health, debt and money management, and caring responsibilities.

We also delivered 96 online awareness sessions, designed to help bank workers understand how BWC can help them and their families.

Through these campaigns, and increased use of technology due to Covid-19 restrictions, we were able to reach 122,797 people working in banks (an increase of 259% on 2019-20) generating additional calls and enquiries to our Helpline.



We developed channels to reach retired bank workers

Working closely with pensioner associations and clubs for nearly all the major UK banks, and with pension trustee managers within those banks, we were able to reach nearly 200,000 bank pensioners, reminding them of the support we are able to provide them and their dependants. We also expanded our social media engagement to reach this group, such as the Bank Old Chums Network which has nearly 16,000 members from the NatWest Group.

In January, we also established a panel of 1,000 bank pensioners with whom we can periodically test proposed BWC developments.

Helping Michelle to improve her financial wellbeing

Michelle* is a bank employee who experienced financial difficulty following a temporary reduction to her working hours.

Having heard about us from a colleague, Michelle got in touch with us to see how we could help her, as she was facing eviction and had no savings. In speaking with Michelle, we identified that she was going through a tough time – dealing with symptoms of stress in trying to find somewhere affordable to live whilst living on a reduced income.

We were able to provide Michelle with a rent advance – helping her to secure a new home – and a Home Starter Kit that would enable her to purchase essential household items.

**Name has been changed to protect the client's identity.*



“I’m far less stressed already.”



Responsive and complementary

We launched new online services to support our community

To complement our online tools, we launched two new apps designed to proactively support our community.

- *My Possible Self* – a research-led app, which offers a holistic approach to managing anxiety, tackling depression, easing symptoms of stress and improving sleep.
- *Renovo Workfriend* – a bespoke career transition and job search portal providing users with a wealth of video, written and audio resources on all aspects of effective job searching, along with a range of career tools and resources from career assessments to interview simulators.

Our website continued to support more people online

Our website allows our community to access information, guidance and support at their convenience, whilst enabling us to support large numbers of people efficiently and effectively.

This year, 358,869 people visited our site, an increase of 22% on 2019-20, including 65,941 people who completed our Stress and Resilience tools, an increase of 34% during the same period.

Supporting Helen's daughter with relationship counselling

Helen* worked for a bank in London for 25 years before taking voluntary redundancy. Finding it hard to make ends meet during lockdown, Helen got in touch with us to see how we could help.

In speaking with Helen, she told one of our Client Advisers that her daughter, Lauren, was going through a tough time. Lauren had difficulty accepting her parents' separation, as well as the loss of her grandfather, and struggled with being apart from her friends and classmates during lockdown – which was affecting her behaviour.

We were able to provide Helen with help to pay her bills, and funded counselling sessions with our partner, Relate, for Lauren. Lauren had a series of counselling sessions and is feeling calmer, happier and more confident.

Helen says:

“Lauren is in such a better place and so am I.”



**Name has been changed to protect the client's identity.*



Reaching out

We worked closely with banks to support their pandemic-driven shift to digital wellbeing delivery



From the start of the pandemic we were in discussions with banks to explore how else we could

work with them to provide wellbeing support to their predominantly home-based workforce. As our existing webinar menu was already being delivered digitally, most banks were keen to make these available immediately and we saw a big surge in demand. Further discussions resulted in the creation of a suite of Covid-19 relevant webinars on themes like *Maintaining good mental health in difficult times*, *Financial wellbeing during Covid-19*, and *Surviving the pandemic winter*.

The huge appetite in the sector for this kind of digital wellbeing provision meant that during 2020-21, we delivered 98 wellbeing webinars reaching 16,417 participants - 4 times the number of people we reached last year. To date, we continue to liaise with the banks, to identify new webinar themes relevant to the changing times. Sessions recently agreed include those on Social connection and loneliness, and Returner anxiety.

98
webinars

(2019-20: 54)

Reaching
16,417
participants

(2019-20: 4,169)

Helping Zara when she fell into arrears

Zara* is a current bank employee who experienced financial difficulties after separating from the father of her son. Finding it hard to meet living costs, Zara fell into arrears with her council tax.

Unable to register for a council property until the arrears were cleared, she worried about how she would find an affordable home.

Feeling stressed and anxious about the situation, she got in touch with us to see how we could help. In addition to supporting Zara with managing her mental health and wellbeing, our Visiting Caseworkers advised that she could apply for a grant, which could help to settle her debt. Her application was successful and through the grant, she's managed to clear her bills.

Zara can now register for a property with her local council and looks forward to finding a suitable place to live.

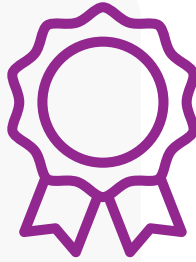


*Name has been changed to protect the client's identity.



Growing influence

We continued to position ourselves as experts in workplace wellbeing



Over the year, we were invited to speak at **4 national wellbeing events**. We talked about wellbeing during the pandemic at the Chartered Institute of Personnel and Development's annual wellbeing conference. We also presented at events held by Chartered Banker Institute, Association of Financial Markets Europe, and at Hansuke Consulting on different aspects of wellbeing in the financial sector during Covid-19. We had an article published in HRZone on HSBC's innovative mindfulness initiative and we were also featured in a number of national publications. These included a piece from Reuters on the psychological impact of lockdown and an article in Chartered Banker on wellbeing and resilience in the banking sector.

We continued to work closely with UK banks on one-off projects to support their wellbeing strategies

We provided the BWC digital line manager training to all staff at Wells Fargo Bank. To support the programme, we also delivered 5 wellbeing events, the themes of which expanded on the content of the 5 training modules and allowed participants to explore key issues in more detail.

We recorded wellbeing videos for banks to support their internal wellbeing campaigns – one on Digital Wellbeing was promoted across the bank during HSBC's wellbeing month in May, and another for Lloyds on financial wellbeing formed the centre-piece of the banks' week-long financial wellbeing campaign. Also, for the first time, we recorded a wellbeing podcast for Barclays, about strategies for coping during the pandemic.

Client impact and satisfaction

We survey all our clients to determine the impact of, and their satisfaction with our services. 2020-21 saw a high level of satisfaction with our services, as shown below:

Of nearly 1,600 surveys sent, more than 600 people responded:



Say service was prompt
similar to 2019-20 at 96%



Say staff were friendly
the same as 2019-20



Would recommend
our services up from
88% in 2019-20

We asked over a 1,000 clients how our support had helped them and nearly 300 people responded:

Did you feel less stress as a result?



89%
Say they agree

A decrease from 91% in 2019-20 – a possible reflection of the impact of the pandemic on peoples' lives in general

Did you feel better able to manage your health symptoms as a result of BWC's support?



80%
Say they agree

An increase from 75% from 2019-20

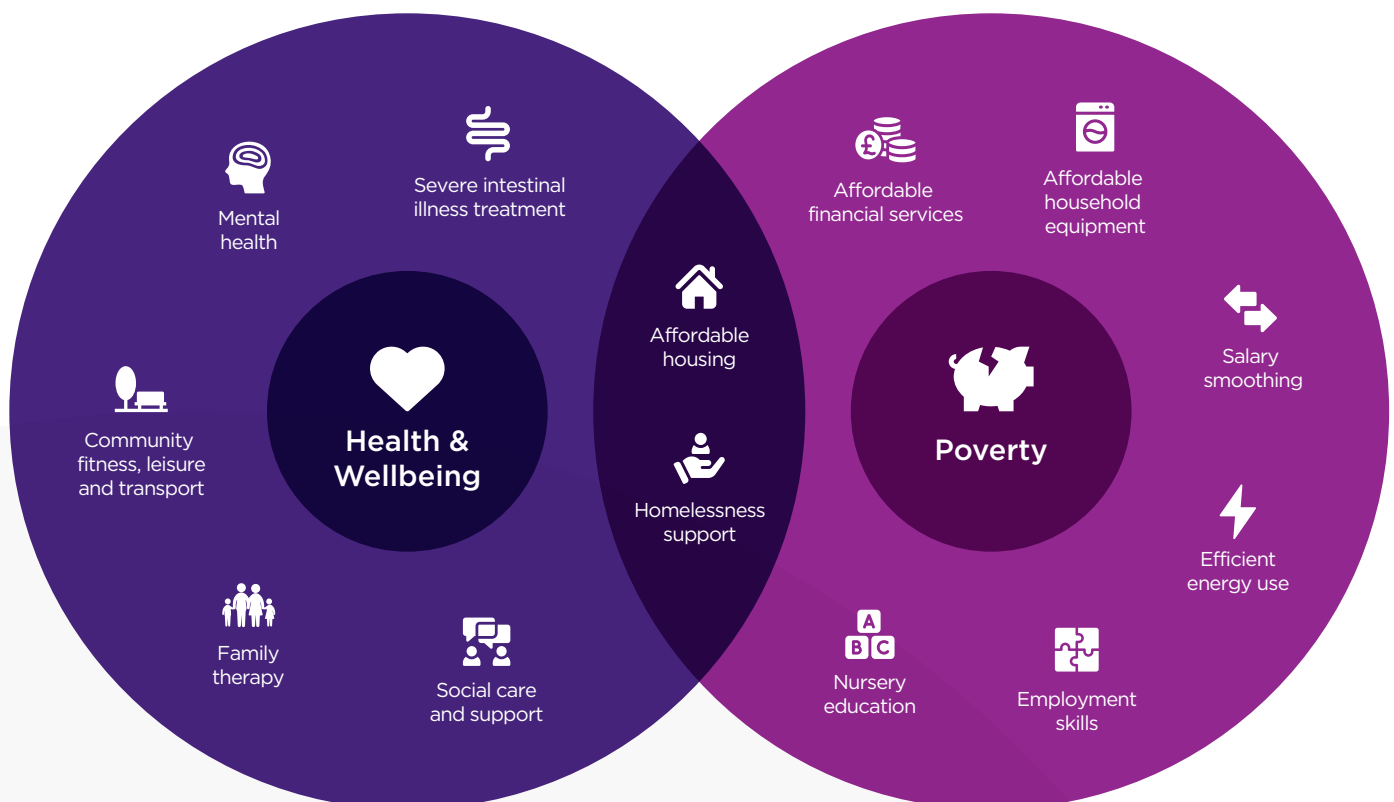
Social investments

Since 2013, the Trustees have designated funds from the Charity's principal unrestricted investment portfolio, specifically for the purpose of social investment. This means that we can further our charitable objects by increasing our overall social impact, whilst planning to achieve an eventual financial return.

Our policy is to develop and maintain a portfolio of different types of investments, balanced between effective financial returns and social impact. Under the Charity Commission CC14 guidance to investors on social investment, these are categorised as mixed motive investments.

At 31 March 2021, the amount set aside in this way had reached £3m. Of this, £2.2m had been invested or committed to specific social investments and a total of £1.7m had been drawn down against these commitments. The social investment portfolio comprises a mix of direct loan and equity investments and investments in funds managed by other organisations. In all instances, investments are made where the purpose of such investments aligns with the Charity's objects; namely, the prevention and relief of sickness and poverty and the advancement of health among current, former and retired bank workers and their families.

In 2020-21, organisations in which BWC has made social investments have helped over 657,000 people through the provision of affordable housing, health and social care support, community facilities, and low-cost financial services. Our main areas of impact are shown below.



Direct investments



EnteroBiotix develops products based on human microbiota, which are quicker and more cost-effective in treating severe intestinal diseases and infections.



Thrive helps people suffering from common mental health problems by developing apps that provide easy access to effective prevention, early detection and the right intervention according to their needs.



Greenwich Leisure provides accessible high-quality community leisure and fitness facilities and services, managing over 300 leisure centres for local councils across the UK.



Great Western Credit Union (formerly Bristol Credit Union) is one of the largest credit unions and helps many people who would otherwise lack access to traditional banking services, to save and borrow at fair rates.



Library of Things provides household equipment items - which are costly for households to purchase and are only used occasionally - to rent, such as sewing machines, steam cleaners and hedge trimmers.

Managed funds investments



The Bridges Evergreen fund provides long-term capital for mission-led businesses. Current investments include high quality care for the elderly; care for highly vulnerable children; affordable and decent housing; and energy efficiency services for vulnerable households.



Big Issue Invest Social Enterprise Investment Fund holds investments in organisations providing: low-cost financial services including credit and advice; care for the elderly and those with disabilities; affordable housing; dental services for those on a low income; community transport; nursery education; and hospice care.



The British Gymnastics Facilities Investment Fund provides low-cost loans and experienced support to help grassroots gymnastics clubs upgrade and develop their facilities.



The Bridges Social Outcomes Fund provides outcome-focused family therapy, children's and homelessness services, via contracts with local authorities.



The Fair By Design fund invests in start-up companies that aim to redress the injustice of the 'poverty premium'. This is due to the fact that those with low incomes often have to pay more for goods and services than others do.

Covid-19 impact

On 18 March 2020, similar to many other organisations, we quickly moved to home working. We issued all staff with equipment and furniture to help them safely work from home. Managers regularly engaged with individuals and teams to make sure that they were supported; this meant that in turn, they were able to continue to extend their support to clients. We followed government guidance throughout and adopted a pragmatic, flexible approach, recognising that everyone's lives had been impacted by lockdown. Our service partners similarly adapted their working practices and we did not experience any significant drop in provision.

Staff continued to respond to clients throughout and we introduced new types of support, such as the *My Possible Self* mental health app, so that more people could access services, wherever they were. We continued to engage with banks and worked with them to tailor our content to reflect the needs of the workforce.

Naturally, all workplace visits and presentations were cancelled at the start of the first lockdown in March, but as remote working became established these quickly recovered. Throughout the year we were pleased that we were able to engage with more bank workers than last year, as webinars and online sessions gained traction. Our plans are to make sure that this approach continues alongside workplace engagement, when this becomes possible.

In 2021-22 we hope to begin a phased return to our London office. Our approach will be led by how we can best continue to meet staff, banks' and clients' needs and we anticipate a hybrid model of working – part home, part office working – to achieve this. We will continue to follow government guidance and assess staff views on Covid-19 safe work practices, to shape our return to the office, when it is safe to do so. We are transforming our use of technology to support this work, and to help us reach more current bank and former bank workers.

Whilst our investments were impacted at the end of 2019-20, due to a volatile stock market, the period of impact was relatively short and our investments recovered. This meant that our total return target and ability to sufficiently fund the delivery of our strategic objectives was not significantly impacted. Consequently, our clients were not impacted by the short term fluctuations in value of our investments.



Financial review

Overall strong investment returns delivered an 18% increase in net assets year-on-year from £75.5m at 1 April 2020 to £89.5m at 31 March 2021.

Income

Total income for the year at £1.9m is consistent to the £1.9m reported in the in 2019-20. In terms of its composition however, it reflects a lower level of investment income, following stock market volatility during the financial year, which has been compensated by a comparable increase in legacy income.

BWC relies substantially on investment returns to support its activities. Total investment income has fallen by £309,000 in 2020-21 reflecting, in part, the policy adopted by many of the FTSE listed companies to reduce dividend payments as a direct result of the Covid-19 pandemic.

We are always grateful to those who donate to our cause and people who remember us in their wills. This year, we saw a substantial increase in legacy income receipts from £44,000 in 2019-20 to over £300,000 in 2020-21. We are also grateful to those banks that made corporate donations of £30,000 (2019-20: £30,000). We strive to strengthen the work we do with banks, particularly extending the focus to generate outcomes that their staff, retirees and dependants value. We always welcome donations from the banking community to help us enhance the impact on our beneficiaries' lives.

We do not actively raise funds from outside the banking community and have not employed any external agency to fundraise on our behalf. However, we do accept donations which are mainly channeled through the principal online donation platforms (e.g. Virgin Money Giving) or through payroll giving.

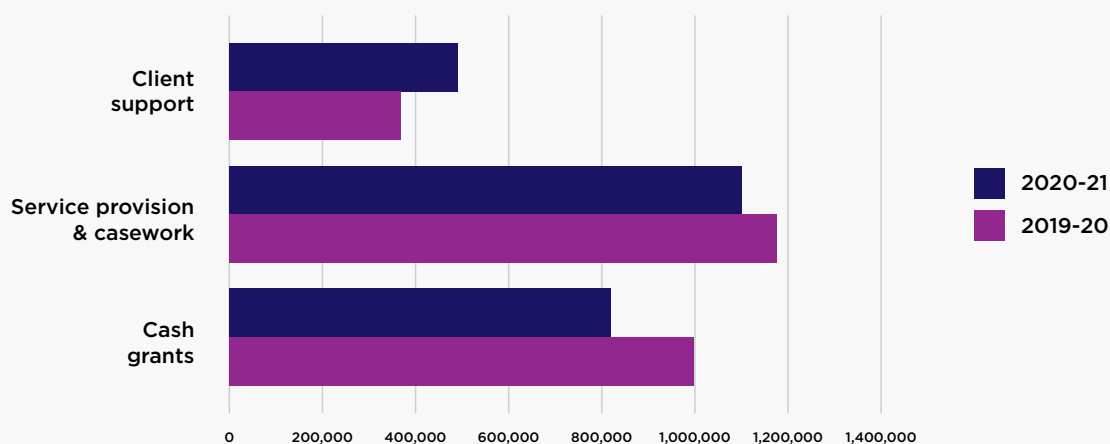
Expenditure

Overall, expenditure at £4.9m was 6% lower than 2019-20 and shows the impact Covid-19 has had on BWC as an organisation. Staff and Trustees worked and met remotely and consequently we benefited from cost savings in office and support costs, as we adopted different approaches to our operating model.

Direct activities

The overall cost of activities undertaken directly by BWC has fallen by £0.1m year during 2020-21 mainly as a result of the lower level of cash grants to clients expensed in the year (£0.2m), which has been offset in part by an increase in provision of client support (£0.1m).

Cost of direct assistance by activity

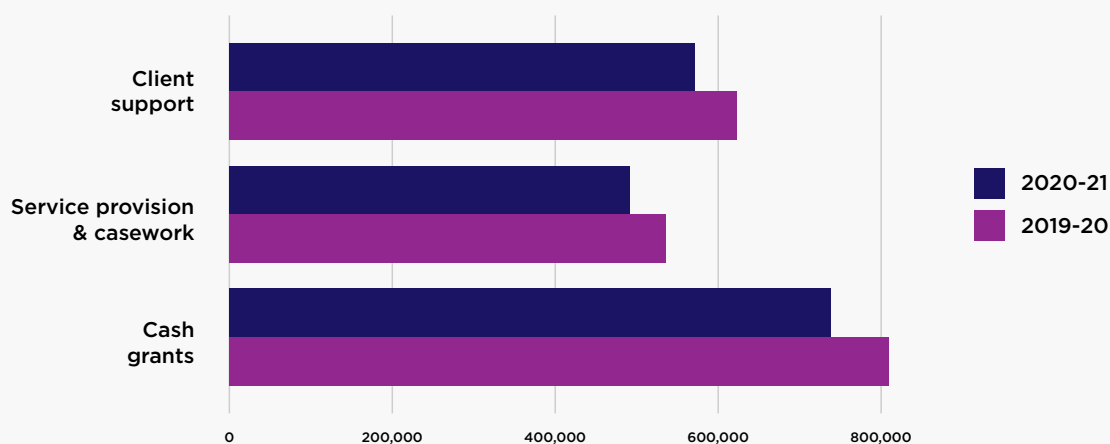


Further information can be found in Note 7 to the financial statements

Support costs

The total costs of supporting our activities decreased from £2.0m in 2019-20 to £1.8m in 2020-21, which highlights where cost savings have been made as a result of remote working and also where rent reductions, office cost savings (utilities, maintenance and cleaning) and a lower level of recruitment and travel have been achieved.

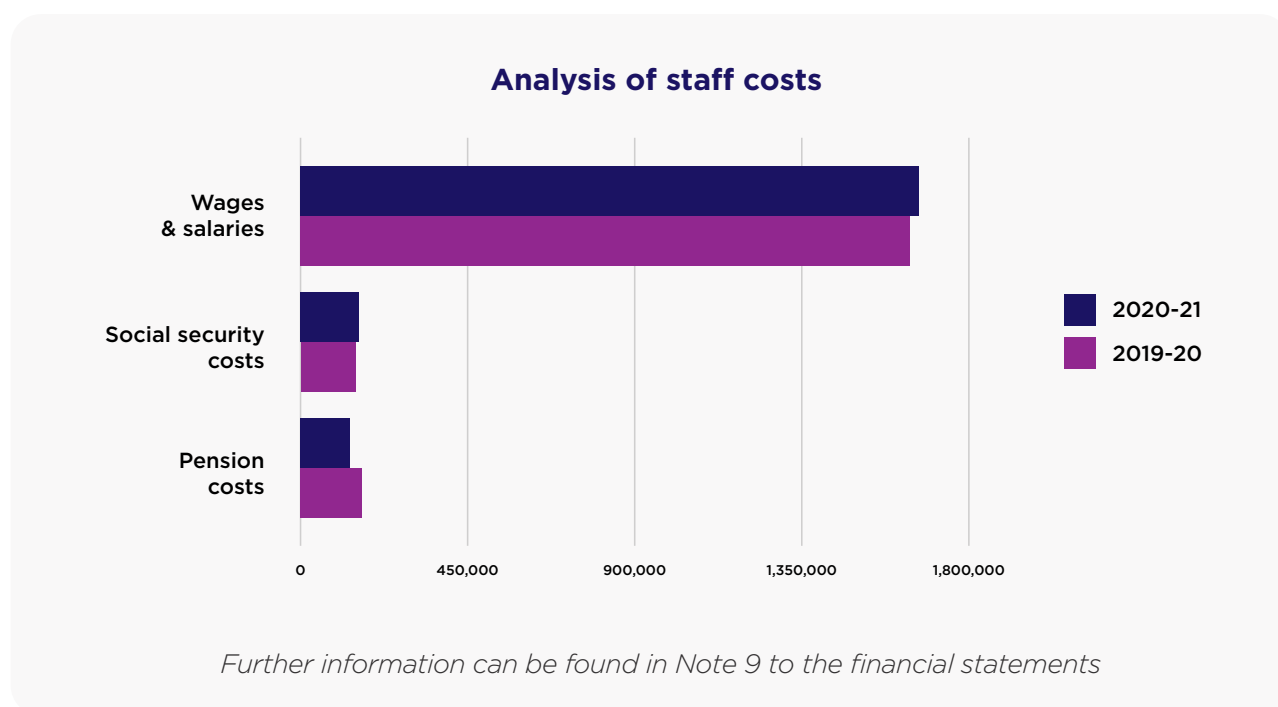
Cost of support by activity



Further information can be found in Note 7 to the financial statements

Staff costs

The average number of staff increased to 35 in 2020-21, up from 32 in 2019-20. This reflected the increased activity we saw in the number of new clients and returning clients we assisted, the number of support interventions via our website and in the number of online awareness sessions to current bank workers.



Investment portfolio & total return

BWC relies substantially on investment returns to support its activities. We have adopted a total return investment strategy seeking a return from a combination of capital growth and income. This allows us to plan for longer-term service delivery activity by smoothing out the volatility associated with investment returns (see investment policy below).

Our ten-year total return strategy has delivered an average net total return of 7.2% over the past ten years. This compares to a ten-year average total return target of 6.25%. Over the course of the 2020-21 financial year, global stock markets recovered significantly from a very low position in April 2020 when the initial impact of Covid-19 had such a devastating effect around the world. Our own investment portfolio recorded a 17% increase in valuation, which resulted in net investment gains of £17.1m (2019-20: net investment losses of £5.5m).

During the financial year, we made a cash drawdown of £4.5m (2019-20: £5.5m) from the investment portfolio. This has enabled us to deliver our charitable objectives and support the banking community. We also have a leveraging facility in place at a fixed rate of 1.5% over the overnight LIBOR, which has a twofold objective; firstly, to use it for additional liquidity and secondly, to optimise market opportunities.

At 31 March 2021, the value of our total reserves was £89.5m (2019-20: £75.5m).

Policies

Risk management

Risk is a necessary and key component of BWC's business. The management of risk is ultimately the responsibility of the Board of Trustees and then delegated to the Senior Management team in each business area. Understanding the risks to organisational strategy, day-to-day operations and projects, means that we can better meet our objectives and the needs of the banking community.

Trustees, the Senior Management team and staff actively consider all risks and determine how they can be mitigated, managed or accepted. The Senior Management team monitors risk regularly and reports to the Audit and Risk Committee, which then reports to the Board, on a quarterly basis. This involves identifying the types of high-level strategic risks BWC faces in the key areas of:

- Financial
- Information communication technology
- Strategic direction
- Reputation
- HR, legal and statutory

We prioritise risks on the basis of potential impact and the likelihood of occurrence, including our appetite towards individual risks. We implement an active risk management strategy into the day-to-day running of BWC, based on having the right policies, procedures and controls; embedding a structured risk management and compliance framework; challenge to the Senior Management team via the Audit and Risk Committee, and internal and external audits of our internal controls.

We use this information to identify and assess risks and implement any new controls. Strategic risks are reviewed internally every six weeks and presented quarterly to the Audit and Risk Committee and the Board of Trustees.

In some cases, it is necessary to take on additional risk to achieve our objectives. We take a 'managed risk' approach to new projects and activities and, before proceeding, create a separate risk register to help us assess their potential impact on BWC.

This formal risk management process is enhanced by the annual internal audit programme, conducted by our independent internal auditor. This audit assesses business processes, controls and operational risks implemented by the Senior Management team. Our internal auditor also provides independent support and advice for the Audit and Risk Committee.

Towards the end of 2020-21 the Audit and Risk Committee reviewed the reporting process. For 2021-22, the Committee will receive a high level, strategic risk register populated under the headings of Governance, Operational, Financial, and Compliance with Law and Regulation, following Charity Commission guidance. The format will be replicated for operational activities, where risk analysis will be undertaken at a departmental level, by each of BWC's three operational teams.

Principal risks

Throughout the year we continued to monitor our principal risks. Significantly, these related to the impact of Covid-19 on our staff, operations, service provision and the investments that fund our work.

Two principal risks were heightened as a result of the pandemic, namely those relating to investment losses and cyber-related threats. We mitigated investment risks by further diversifying our assets to protect our capital from significant losses during any market downturn and in 2020, we appointed a third Fund Manager to manage our investment portfolio.

The threat of cyber-related attacks was exacerbated by periods of lockdown and homeworking arrangements and we gave considerable focus to mitigating potential cyber security breaches that could impact our service delivery. We continued to enhance our digital security and maintained our Cyber Essential Plus and Information Assurance for Small and Medium-sized Enterprises (IASME) accreditations - an alternative to the international standard ISO27001. We proactively managed our IT infrastructure and information security and monitored and received regular updates on cyber security issues from the Senior Management team. We also retain the services of a consultant who conducts monthly scans and penetration tests of our systems.

We will continue to engage with our partners over 2021-22 to understand their financial sustainability and any potential impact on the services they provide to our clients.

Investment policy

We formally review our investment policy and principles, and investment fund managers every three to five years, by assessing market benchmarks and investment manager performance criteria against BWC's strategic plan.

The Finance and Investment Committee, supported by an independent investment adviser, monitors the performance of the investment managers against agreed performance benchmarks at its quarterly meetings. As with the other two sub-Committees, papers and minutes from the Finance and Investment Committee are made available to all other members of the Board.

The investment policy is set to maintain the group's long-term capital and returns, allowing for the effects of inflation and, without taking excessive risk, to achieve real gains in capital growth and sustainable income. Over the ten years, we have maintained a total return approach to achieve a minimum return of 6.25% net of fees, averaged over a ten-year cycle. We believe this is a realistic target within a long-term horizon.

During the 2020-21 financial year, global stock markets recovered significantly from a very depressed valuation position in April 2020 when the initial impact of Covid-19 had had such a devastating effect around the world. Our own investment portfolio recorded a 17% increase in valuation year-on-year, which resulted in net investment gains of £17.1m (2019-20: net investment losses of £5.5m).

The Finance and Investment Committee periodically explores the options available for further diversification of assets and reviews the strategic asset allocation of the group's investments. This enables the group to achieve the objective of delivering the required levels of income and capital

growth from investments without making significant changes to the asset allocation.

The investment managers actively manage our investment portfolios and work to optimise the returns to achieve the total return targets, including the long-term preservation of capital values. These targets are set and performance-measured at least once a year, and are used to drive our annual business plan including a three-year strategy and planning cycle of income and expenditure. Our investment portfolios, previously managed by UBS and Ruffer, were diversified further by the addition of Cazenove Capital as our third Fund Manager in September 2020.

Investment managers may allocate the investment portfolio on a discretionary basis. However, we have put overall limits in place, mainly in respect of the two main asset classes: equities and fixed income, including money market instruments.

The maximum asset holding is not more than 5% of any individual equity or fixed income without our consent. The reference currency for all investment portfolios is Sterling.

As Trustees, we reserve the right to exclude from the portfolio any investments in companies whose representation might damage, directly or indirectly, the purposes or reputation of the Charity and the group. Whilst each of our fund managers adopt different ESG (Environmental, Social and Governance) approaches, our investment portfolio is currently unconstrained and no specific ethical restrictions apply. The Board is, however, committed to better understanding ethical and ESG investing to ensure that BWC's investment policy aligns with the Charity's values.

This year we said goodbye to James Parker, our independent investment adviser from TSA, who retired after many years of service to BWC. His expertise has helped us to develop and evolve our portfolio, in response to changes in BWC's strategy and to safeguard our investments during periods of external flux.

We have selected PMIR Limited to fulfil a similar role and to particularly help us to understand our ethical investment options alongside our strategic investment priorities.

Reserves and funds

As Trustees, we regularly monitor and review the consolidated reserves to ensure they are sufficient to enable BWC and its subsidiaries (the SE Foundation, the BWC Charity and BWC Enterprises Limited, collectively referred to as the “group”) to operate effectively in the short and medium term. The Finance and Investment Committee reviews the reserves policy and recommends it for full Trustee Board approval.

The group's significantly reduced opening reserves position at 1 April 2020 reflected the sheer scale of the impact Covid-19 had on the group, following global market downturns during the early months of 2020. The group's investment portfolio valuation fell by more than 10% at 1 April 2020. By the time the group's 2020-21 financial year ended at 31 March 2021, reserves had recovered significantly, not only replacing the previous year's combined investment losses with capital growth, but also creating major investment gains in the 2020-21 financial year. Global investment markets showed a marked recovery in BWC's own reserves in excess of 18% of their pre-pandemic levels. We remain committed to our long-term total return strategy and will continue to monitor investment value and returns levels.

The reserves policy and a description of the types of reserves we hold is explained below.

The group's free reserves i.e. unrestricted funds of £41.3m (2019-20: £36.1m), largely comprise investments, including some social investments and bank deposits. These investments generate a significant income, which sustains the Charity, either wholly or in part, and may be used to help deal effectively with sudden short-term increases in planned expenditure. As Trustees, we currently consider our unrestricted reserves to have the right balance, to maintain short and medium-term expenditure and we intend to keep it at this level. We periodically review the asset allocation, investment strategy and fund manager performance to ensure that we can achieve a minimum return of 6.25% net of fees, averaged over a ten-year cycle and that we are able to fulfil our commitments.

We also hold restricted funds of £45.2m (2019-20: £36.9m), which can only be spent in accordance with the specific wishes of donors. The cost of raising and administering these restricted funds is charged against the specific funds.

The restricted funds largely comprise the donation received in June 2017 from the RBS People Charity, which, at 31 March 2021, amounted to £44.4m (2019-20: £36.2m). It is held by BWC as a restricted fund for the relief of financial need, hardship or distress of people within the beneficial class, that is restricted to employees and former employees, and their dependants of the NatWest Group (formerly Royal Bank of Scotland Group of companies); any former constituent banks of the Royal Bank of Scotland plc (RBS) or National Westminster Bank plc (NatWest) and any persons who were employed by a company at the time that such a company was part of the group of companies of which NatWest or RBS was a member, even though that company and dependants may have since ceased to be part of that group.

In addition, the restricted reserves include two smaller funds comprising the SE Foundation (SEF) and the Barclays Overseas Benevolent Fund (BOBF). At 31 March 2021, SEF amounted to £423k (2019-20: £352k) and BOBF was £411k (2019-20: £410k). The SEF funds are held as a restricted fund for the objects of SEF, which are reserved for the relief of persons in conditions of

need, hardship or distress, who are Barclays employees or Barclays retired employees and of any dependants of such Barclays employees or Barclays retired employees. The BOBF funds are held as a restricted fund for the benefit of current and former employees of Barclays and their families, who were either employed outside of the UK or are now resident outside the UK.

The BOBF Trust Deed states that payments to beneficiaries should be for the relief of poverty. At 31 March 2021, there were 8 beneficiaries (2019-20: 8) receiving quarterly payments from this fund and this will continue for the remainder of their lives.

The group has two other permanently endowed funds; BWC is the Sole Corporate Trustee of SEF and the BWC Charity (see section under Structure, Management and Governance below). The endowed funds are permanent, meaning that the capital of the funds must be maintained, and that income generated from them can only be spent on each fund's charitable objectives.

The SEF's permanently endowed funds of £370k (2019-20: £306K) arose from the merger with SEF and part of it remains as a wholly-owned subsidiary under the umbrella of the endowment funds. It is held for the specific purpose of maintaining the charitable objectives of the fund, namely for current and former employees of Barclays Bank and their dependants. The arrangement is in line with the plan to maintain SEF for the purpose of receiving any future legacies and to hold the permanently endowed fund.

The BWC Charity is a Charitable Incorporated Organisation (CIO) with a permanent endowment fund, which represents the accumulated funds of the Friendly Help Fund, which amounted to £2.7m at 31 March 2021 (2019-20: £2.2m) and represents the accumulated funds of the RBS People Charity and a restricted fund of £136k at 31 March 2021 (2019-20: £136k) held for the purposes of the maintenance of care homes. As the care homes were closed by the former Trustees of the CIO in 2014 and before the merger in 2017, the object of the fund is now obsolete. Therefore, the Sole Corporate Trustee has decided to temporarily consolidate the restricted fund into the permanent endowment fund, by widening its objects to match those of the permanent endowment fund. The object is the same as that for the restricted fund outlined above.

These arrangements are in place to maintain the group's subsidiaries i.e. SEF and the BWC Charity, for the purposes of receiving any future legacies and to hold the permanently endowed funds.

We continue to maintain these levels of reserves by periodically reviewing the performance of the funds and investment managers, strategic asset allocation and diversification of portfolios to protect our capital from market downturns and inflation so that we continue to maintain our commitment to provide help and support to the banking community.

Investment income is the group's main source of income and is susceptible to market fluctuations. The Trustees believe that sufficient income will be generated to fund future budgeted expenditure in the short and medium-term, although they will embark on income growth activities when there is a sufficiently attractive fundraising opportunity.

Trustees also have the power to reduce discretionary grant-making and service-spending to a level commensurate with available reserves. In the short term, however, the Trustees have agreed to meet the existing financial commitments and service-related demand arising from our community, particularly following the Covid-19 pandemic. The movements on reserves for the year are reported in the consolidated statement of financial activities.

Structure, management and governance

Governing document

Both the group and the Charity operate under the name BWC. BWC is the working name of the Bankers Benevolent Fund, a charitable company limited by guarantee (company registration no. 00019366). BWC is a registered charity, governed by articles of association – copies of which may be obtained from the Company Secretary. It is exempt from tax on its charitable activities under the provisions of the Corporation Tax Act 2010.

BWC is the Corporate Trustee of the SE Foundation (SEF) (registered charity no. 277665) and is Sole Corporate Trustee of the BWC Charity (CIO registered charity no. 1154235).

Governance structure

BWC is governed by a Board of Trustees (shown on page 33), who are the directors of the company for company law purposes and Trustees for charity purposes.

We aim to have representation from each of the major British banks. As Trustees, they act in an independent capacity from their banks but are an interface to facilitate support and maintain operational contacts. At the time of reporting, we have ten Trustees; four Trustees are currently employed in banking, five are former bankers and there is one non-banker.

At present, one-fifth of the Trustees retire each year and may be re-elected subject to the Board's approval. The Board meets quarterly and, during 2020-2021, the number of sub-committees to whom it delegated responsibilities in specific areas were reduced from four to three, as follows:

- Audit and Risk: to monitor internal and external audit processes, legislative and regulatory compliance and risk management
- Finance and Investment: to monitor the investment portfolio and it's performance, evaluate potential social investment opportunities and oversee the financial activities of the group
- People: a newly created sub-committee in November 2020 to replace previously separate Nominations and Remuneration committees. The new sub-committee reviews total reward for staff, the recruitment and appointment of Board members and succession planning at Board and Executive level

The Board of Trustees are committed to supporting BWC and, in particular, the Executive team, not only through their high attendance levels at the various sub-committee and Board Meetings but also on a more frequent and regular ad-hoc basis, including representation on some of the internal project Boards.

Trustee Board and Sub-Committee Meetings Attendance Record 2020-21

		Sub-committee Meetings		
Trustees	Main board	Audit and Risk	Finance and Investment	People (merger of the Remuneration and Nominations Committees)
Dougie Belmore (1)	2/3		3/3	
Lillian Boyle*	4/4		2/2*	3/3
Lena Breen	4/4	4/4		
Kim Carroll	4/4			3/3
Rachel Claringbold	4/4	3/4		
Marco Evans (3)	2/2		2/2	
Michael Field	4/4		4/4	
Gary George (2)	1/2		1/2	1/1
Beverly Horler	4/4			3/3
Suzanne Hughes	3/4			3/3
Shirley Marsh (1)*	3/3		2/2*	2/2
Maggie Pearson	2/2		1/3	
Nathalie de Potter (2)	1/2	2/2		
Tony Ramos*	4/4		1/2*	
Duncan Stewart (3)	2/2	2/2		

(1) Dougie Belmore and Shirley Marsh retired as Trustees in November 2020

(2) Nathalie de Potter and Gary George retired as Trustees in July 2020

(3) Marco Evans and Duncan Stewart were appointed as Trustees in September and October 2020, respectively.

(4) Maggie Pearson retired as a Trustee in January 2021

(5) During the early part of 2020-21, the Finance & Investment Committee membership was expanded to strengthen the decision-making process at a time when the impact of Covid-19 on operational matters was still uncertain. The additional members comprised Lillian Boyle, Shirley Marsh and Tony Ramos who remained as committee members until July 2020.

Trustee appointments

When Trustee vacancies arise, we initiate a search process through our bank network and external advertising to identify suitable candidates in line with any skills gaps identified on the Board. The Board may also co-opt additional non-Trustee members in an advisory capacity.

New Trustees serve on the same terms as existing Trustees and can confer with more experienced

Trustees if necessary. They are also provided with an induction programme, which is organised to help new Trustees understand the governance and reporting framework, and their individual and Board responsibilities. All Trustees are encouraged and supported to gain further knowledge and experience from independent and external programmes. During 2020-21, all Trustees as a group, took part in a development session focused on Social Investments and Sector updates. There are also opportunities for new Trustees to engage with current Trustees, members of the Senior Management team and other members of staff. This enables new Trustees to familiarise themselves with the front-line service delivery team, financial position, internal controls, policies and future plans.

During 2020-21, Trustees reviewed the likelihood of Trustee turnover and any skills gaps that might arise from resignations or strategic developments. A recruitment drive will take place in 2021-22, with a view to succession planning. There are also plans to review and, if necessary refresh, governance processes so that they remain appropriate and proportionate to BWC's investments and operations.

President and Vice Presidents

It is with great sadness that the Board reports the passing of our President Sir Roger Gifford in May of this year. Sir Roger joined the Trustee Board in 2011 and was appointed President in March 2014. He was a great advocate of wellbeing for bank employees and did much to progress the agenda within the banking community. The Board would like to acknowledge his contribution and support to the Charity and the banking community.

Charity Governance Code

We recognise that strong governance is crucial in ensuring that we have effective strategic direction and to maximise the impact and outcomes of our activities. The Charity Governance Code sets out recommended best practice for good governance.

We review our own governance in line with its seven principles in an effort to continuously improve what we offer to the banking community. This ranges from the structure of the terms of reference of each Committee and the Board, a checklist for areas of governance that might need reviewing and the design of development sessions for Trustees. In 2020-21 we began to prepare for a governance review in the second half of 2021-22. This will take place in conjunction with a strategic review – informed by externally commissioned stakeholder research – that will shape the 2022-2025 Strategic Plan.

Key management personnel

During 2020-21, our key management personnel comprised the Board of Trustees and the Executive team comprising John Mallalieu (Chief Executive Officer until 30 September 2020) Alison Seabrooke (Interim Chief Executive Officer from 1 October 2020), Alan Knowles (Director of Finance and Support) and Simon Ashmore (Director of Operations and Marketing).

The Executive team manages the day-to-day operations of BWC, supported by a team of 32 (2019-20: 29 FTE) staff who deal with our client delivery, management and promotion, client

administration, support and finance. The team is also responsible for developing a business plan, the annual budget and forecasts, which are approved annually and adopted by the Board.

The Board sets the Chief Executive Officer's pay using a benchmarking exercise and market indices. Other executive pay levels are decided by the People Committee. All pay levels are compared to an external benchmarking process undertaken by external consultants, Korn Ferry Hay, and adjusted accordingly to reflect market practice. Trustees are not paid and give their time freely. In 2020-21, there was a change to the annual discretionary bonus scheme of up to 15% of gross salary. All eligible staff received a payment in recognition of their contributions, of £3,000 (pro rata).

Changes in the Executive team

John Mallalieu formally resigned from his position as Chief Executive Officer of BWC on 30 September 2020. Alison Seabrooke was appointed as an Interim Chief Executive Officer on 1 October 2020 to oversee the Charity's activities until a permanent Chief Executive Officer is recruited.

Related parties

There were no related party transactions other than Trustees' expenses and key management personnel remuneration. In particular, BWC operates independently of the banks.

Liability of members

BWC is a company limited by guarantee and does not have share capital. In the event of being wound up, the liability of each member is limited to 25 pence.

Volunteers

We do not use volunteers, other than our Trustees and co-opted individuals.

Trustees' responsibilities

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

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

Since the company qualifies as small under section 383, we are not required to produce the strategic report required of medium and large companies under the Companies Act 2006.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities as per the Statement of Recommended Practice revised 2019 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

This report was approved by the Trustees on 21 July 2021 and signed on their behalf

by:



.....
Tony Ramos, Chair

Reference and administrative details

President

Sir Roger Gifford (deceased May 2021)

Vice Presidents

Sir Patrick Gillam

Sir Kit McMahon

Sir Peter Middleton

Sir John Bond

Trustees

Tony Ramos, Chair

Lillian Boyle, (Deputy Chair)

Dougie Belmore (retired Nov 2020)

Lena Breen

Kim Carroll

Rachel Claringbold

Marco Evans

Michael Field

Gary George (retired July 2020)

Beverley Horler

Suzanne Hughes

Shirley Marsh (retired Nov 2020)

Maggie Pearson (retired Jan 2021)

Nathalie de Potter (retired July 2020)

Duncan Stewart

Key Management Personnel

Interim Chief Executive Officer

Director of Finance and Support

Director of Operations and Marketing

Alison Seabrooke

Alan Knowles

Simon Ashmore

Bankers Benevolent Fund

Company Registration No.

Directors

Company Secretary

Charity Registration No.

00019366

Trustees listed as above

Selam Shibru

313080

The BWC Charity

Corporate Trustee

CIO Registration No.

Bank Workers Charity

1154235

SE Foundation

Corporate Trustee

Charity Registration No.

Bank Workers Charity

277665

BWC Enterprises Limited

Company Registration No.

Directors

Company Secretary

09734550

Tony Ramos

Selam Shibru

Registered office and principal place of business (all entities)

Salisbury House, Suite 686-695
Finsbury Circus
London
EC2M 5QQ

Advisers

External auditors

MHA MacIntyre Hudson
6th Floor
2 London Wall Place
London
EC2Y 5AU

Internal auditors

BDO LLP
55 Baker Street
London
W1U 7EU

Solicitors

Bates Wells LLP
10 Queen Street Place
London
EC4R 1BE

Investment advisers

TSA (until 20 April 2021)
Little Paddocks, Ham Road
Cheltenham, Gloucestershire
GL52 6NQ

Paul Mitchell Investment Reviews Limited
(appointed 8 April 2021)
Gloucester House
Church Walk
Burgess Hill
West Sussex
RH15 9AS

Investment managers

UBS AG
5 Broadgate
London
EC2M 2AN

Ruffer LLP
80 Victoria Street
London
SW1E 5JL

Cazenove Capital
1 London Wall Place
London
EC2Y 5AU

Bankers

Coutts & Co
440 Strand
London
WC2R 0QS

Independent Auditor's Report to the Members of Bank Workers Charity

Opinion

We have audited the financial statements of The Bankers Benevolent Fund, operating as Bank Workers Charity (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2021 which comprise the Consolidated Statement of Financial Activities, the Group and Charity Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report.

We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our evaluation of the Trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included critical reviews of budgets and forecasts provided.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the

charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the Trustees' Report (incorporating the Group Strategic Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' Report (incorporating the Group Strategic Report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company's financial statements are not in agreement with the accounting records and returns; or

- Certain disclosures of Directors' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement included in the Trustees' Annual Report, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- Obtaining an understanding of the legal and regulatory frameworks that the entity operates in, focusing on those laws and regulations that had a direct effect on the financial statements;
- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about instances of non-compliance with laws and regulations;
- Reviewing the design and implementation of control systems in place

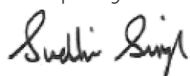
- Testing the operational effectiveness of the controls;
- Performing audit work over the risk of management override, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures alongside supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of this report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Sudhir Singh FCA (Senior Statutory Auditor)

For and behalf of MHA MacIntyre Hudson
Chartered Accountants and Statutory Auditors
6th Floor, 2 London Wall Place
London, EC2Y 5AU

Date: 19 August 2021

Consolidated statement of financial activities (incorporating income and expenditure account)

For the year ended 31 March 2021

		Unrestricted Funds 2021 £	Restricted Funds 2021 £	Endowment Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
	Note					
Income from:						
Donations, legacies and subscriptions	3	208,492	216,308	-	424,800	177,161
Investments	4	641,599	790,213	-	1,431,812	1,740,740
Total Income		850,091	1,006,521	-	1,856,612	1,917,901
Expenditure on:						
Raising funds	5	447,437	198,673	11,240	657,350	669,381
Charitable activities	7	3,914,406	310,983	-	4,225,389	4,523,000
Total Expenditure		4,361,843	509,656	11,240	4,882,739	5,192,381
Net gains/(losses) on investments	12	8,681,590	7,770,159	598,960	17,050,709	(5,516,385)
Net movement in funds		5,169,838	8,267,024	587,720	14,024,582	(8,790,865)
Reconciliation of funds:						
Total funds brought forward	15	36,082,943	36,946,505	2,465,354	75,494,802	84,285,667
Net movement in funds		5,169,838	8,267,024	587,720	14,024,582	(8,790,865)
Total funds carried forward		41,252,781	45,213,529	3,053,074	89,519,384	75,494,802

All income and expenditure derive from continuing activities. The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 43 to 69 form part of these financial statements.

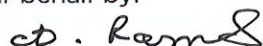
Consolidated balance sheet

as at 31 March 2021

		2021	2021	2020	2020
		£	£	£	£
	Note				
Fixed assets					
Tangible assets	11		15,108		23,875
Investments	12		95,567,194		81,866,418
			<u>95,582,302</u>		<u>81,890,293</u>
Current assets					
Debtors	13	296,113		258,831	
Cash at bank and in hand	18	<u>363,332</u>		<u>965,842</u>	
		659,445		1,224,673	
Creditors: amounts falling due within one year	14	<u>(6,709,337)</u>		<u>(7,555,411)</u>	
Net current liabilities			<u>(6,049,892)</u>		<u>(6,330,738)</u>
Total assets less current liabilities			89,532,410		75,559,555
Creditors: amounts falling due after more than one year	14		(13,026)		(64,753)
Total net assets			<u>89,519,384</u>		<u>75,494,802</u>
Group funds					
Endowment funds	15		3,053,074		2,465,354
Restricted funds	15		45,213,529		36,946,505
Unrestricted funds	15		41,252,781		36,082,943
Total funds			<u>89,519,384</u>		<u>75,494,802</u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 21 July 2021 and signed on their behalf by:



Tony Ramos, Chair

The notes on pages 43 to 69 form part of these financial statements.

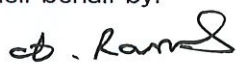
Charity balance sheet

as at 31 March 2021

		2021	2021	2020	2020
		£	£	£	£
	Note				
Fixed assets					
Tangible assets	11		15,108		23,875
Investments	12		92,381,193		79,261,688
			<u>92,396,301</u>		<u>79,285,563</u>
Current assets					
Debtors	13	296,113		271,371	
Cash at bank and in hand		<u>194,185</u>		<u>817,928</u>	
		490,298		1,089,299	
Creditors: amounts falling due within one year	14	<u>(6,709,337)</u>		<u>(7,555,411)</u>	
Net current liabilities			<u>(6,219,039)</u>		<u>(6,466,112)</u>
Total assets less current liabilities			86,177,262		72,819,451
Creditors: amounts falling due after more than one year	14		(13,026)		(64,753)
Total net assets			<u>86,164,236</u>		<u>72,754,698</u>
Group funds					
Restricted funds			44,911,455		36,671,755
Unrestricted funds			41,252,781		36,082,943
Total funds			<u>86,164,236</u>		<u>72,754,698</u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements. The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 21 July 2021 and signed on their behalf by:



Tony Ramos, Chair

The notes on pages 43 to 69 form part of these financial statements.

Consolidated statement of cash flows

for the year ended 31 March 2021

		2021 £	2020 £
	Note		
Cash flows from operating activities			
Net cash used in operating activities	17	<u>(4,700,709)</u>	<u>(4,943,484)</u>
Cash flows from investing activities			
Investment income	4	1,431,812	1,740,740
Cash movement on investments		(9,211,712)	2,223,100
Purchase of tangible fixed assets	11	526	(25,292)
Proceeds from sale of investments	12	62,542,344	59,670,855
Purchase of investments	12	<u>(50,037,698)</u>	<u>(64,011,261)</u>
Net cash provided by / (used in) investing activities		<u>4,725,272</u>	<u>(401,858)</u>
Cash (outflows)/inflows from new borrowings		<u>(627,073)</u>	<u>5,476,709</u>
Net cash (used in)/provided by financing activities		<u>(627,073)</u>	<u>5,476,709</u>
Change in cash and cash equivalents in the year		(602,510)	131,367
Cash and cash equivalents at the beginning of the year		<u>965,842</u>	<u>834,475</u>
Cash and cash equivalents at the end of the year	18	<u>363,332</u>	<u>965,842</u>

The notes on pages 43 to 69 form part of these financial statements.

Notes to the financial statements

for the year ended 31 March 2021

1. General information

The Bankers Benevolent Fund (“Group”) is a charitable company limited by guarantee and is registered with the Charity Commission (Charity Registration Number 313080) and Registrar of Companies (Company Registration Number 00019366) in England and Wales.

The address of the registered office is given in the Group information on page 34 of these financial statements.

In the event of the Group being wound up, the liability in respect of the guarantee is limited to 25p per member of the Group.

The nature of the Group’s operations and principal activities are the prevention and relief of poverty amongst bank employees, their families, children and dependants; the advancement of health amongst bank employees, their families, children and dependants; and the advancement of education amongst the children of bank employees.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

Bank Workers Charity meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiary undertakings are consolidated on a line by line basis.

The financial statements are prepared in sterling which is the functional and presentational currency of the Group and rounded to the nearest pound.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

2.2 Basis of consolidation

The subsidiaries of the Charity are the SE Foundation (SEF) (Charity Registration Number: 277665), The BWC Charity (CIO Registration Number: 1154235) and BWC Enterprises Limited, a wholly owned trading subsidiary.

The financial statements consolidate the accounts of Bank Workers Charity (BWC) ‘the Charity’ and all of its subsidiary undertakings (‘subsidiaries’) on a line by line basis.

The Charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

The Charity’s Income and Expenditure account for the year dealt with in the accounts of the Charity was £13,409,538 surplus (2020: £8,600,505 deficit).

Notes to the financial statements

for the year ended 31 March 2021

2. Accounting policies (continued)

2.3 Going concern

The Group have assessed the use of going concern and have considered possible events or conditions that might cast significant doubt on the ability of the Group to continue as a going concern including the ongoing impact of Covid-19 to the Charity's services and finances. The Group have made this assessment for a period of at least one year from the date of the approval of these financial statements. The Trustees have concluded that there is a reasonable expectation that the Group has adequate resources to continue in operational existence for the foreseeable future. The Group therefore continues to adopt the going concern basis in preparing these financial statements.

2.4 Income

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Group has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Group, can be reliably measured.

Individual subscriptions and corporate donations are included within income when these are received. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfillment of those conditions is within the control of the Group and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the Charities SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends and interest. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend income is recognised as the Group's right to receive payment is established.

Notes to the financial statements

for the year ended 31 March 2021

2. Accounting policies (continued)

2.5 Expenditure

All expenditure is accounted for on an accruals basis. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Support cost allocation is discussed further in Policy 2.6.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and investment manager costs.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the Group.

Both legal and constructive obligations are recognised, including multi-year commitments which are disclosed as long-term liabilities where appropriate.

2.6 Support cost allocation

Support costs are those that assist the work of the Group but do not directly represent charitable activities and include office costs, governance costs, administrative and payroll costs. They are incurred directly in support of expenditure on the objects of the Group and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to raising funds and expenditure on charitable activities on a basis consistent with use of the resources as follows;

- Staff costs - Estimate of how staff spend time
- Premises and utilities - Pro rata to staff cost allocation
- Services and other operating expenses - Actual and estimated usage
- Professional fees - Actual cost
- Depreciation - Pro rata to staff cost allocation

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of these costs is included in Note 7.

Notes to the financial statements

for the year ended 31 March 2021

2. Accounting policies (continued)

2.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.8 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.9 Tangible fixed assets and depreciation

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

The estimated useful lives are as follows:

- Leasehold improvements - 3 years
- Fixtures and fittings - 3 years
- Computer equipment - 3 years

2.10 Investments

The Group has equity investments in listed and unlisted entities. Social investments include mixed motive investments which are those held to further charitable purposes and are held at cost less impairment. Fixed asset investments are a form of basic financial instruments and are initially recognised at their transaction value and subsequently measured at fair value using the closing quoted market price or the share of the Net Asset Value of the fund (if unlisted). All gains and losses are taken to the Consolidated SOFA as they arise.

The Consolidated SOFA includes the net gains and losses arising on revaluations and disposals throughout the year, as investments are revalued to fair value continuously.

The Group does not have holdings of complex financial instruments.

Notes to the financial statements

for the year ended 31 March 2021

2. Accounting policies (continued)

2.11 Impairments

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss terms unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

2.12 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.13 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short-term maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.14 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Group anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated SOFA as a finance cost.

2.15 Financial instruments

The financial assets and financial liabilities of the Group are as follows:

Fixed asset investments - are a form of basic financial instrument as explained in accounting policy 2.10.

Debtors - trade and other debtors (including accrued income) are basic financial instruments and are debt instruments measured at amortised cost as detailed in Note 13. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at cost.

Liabilities - trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Note 14. Taxation and social security are not included in the financial instruments disclosure. Deferred income is not deemed to be a financial liability, as in the cash settlement has already taken place and there is simply an obligation to deliver charitable services rather than cash or another financial instrument.

Notes to the financial statements

for the year ended 31 March 2021

2. Accounting policies (continued)

2.16 Operating leases

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

2.17 Employee benefits

When employees have rendered service to the Group, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The Group operates a non-contributory pension arrangement providing a contribution of 10% of salary into a qualifying company workplace pension plan. Contributions are expensed to the Consolidated SOFA as they become payable.

In addition, the Group offers an additional pension benefit whereby it will match employee contributions up to a maximum of 3% to encourage employees to save into their long-term pension plan.

2.18 Loan grants

Where payments for property alterations are made as repayable interest free loans but the date on which repayment is due to be made, under the terms of the loan, is unknown at the balance sheet date the loan is treated as a grant in the year of payment, where made either in full or as installments. These payments are charged to the Consolidated SOFA in the year they are made and no debtor is recognised as these represent contingent assets.

2.19 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

The endowment funds represent those assets which must be held permanently by the Group. As at 31 March 2021, they comprise the funds of the SE Foundation (SEF) and of The BWC Charity.

The SEF endowed funds are permanent, meaning that the capital of the fund must be maintained and that income generated from it can only be spent on SEF's charitable objectives, being for current and former employees of Barclays Bank and their dependants. The arrangement is in line with the plan to maintain SEF for the purposes of receiving any future legacies and to hold the permanently endowed fund.

Income generated from the SEF endowment fund is held as a restricted fund and is applied for the objects of SEF and only applied for SEF's beneficiaries.

Notes to the financial statements

for the year ended 31 March 2021

2. Accounting policies (continued)

2.19 Fund accounting (continued)

The Group is the sole corporate trustee of The BWC Charity. The BWC Charity endowed funds are permanent in the same way as SEF - the capital of the fund must be maintained, and income generated from it can only be spent on The BWC Charity's charitable objectives. These are the relief of financial need, hardship or distress of people within the beneficial class, restricted to employees and former employees, and their dependants of the Royal Bank of Scotland Group of companies; any former constituent banks of the Royal Bank of Scotland plc (RBS) or National Westminster Bank plc (NatWest) and any persons who were employed by a company at the time that such a company was part of the group of companies of which NatWest or RBS was a member even though that company may have since ceased to be part of that group, and their dependants.

The permanent endowment fund of The BWC Charity represents the accumulated funds of The BWC Charity Friendly Help Fund.

The restricted fund of The BWC Charity represents income generated from the endowment fund as well as funds restricted to the maintenance of care homes. As the care homes are now closed, the object of the fund is obsolete. The Group has thus decided to consolidate the restricted fund and widen its object to those of the permanent endowment fund.

Investment income, gains and losses are allocated to the appropriate fund.

2.20 Judgements and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had a material impact on amounts recognised in the financial statements.

- Basis of valuation of financial investments
- Calculation of the impairment on fixed asset investments
- Allocation of support costs.

Notes to the financial statements

for the year ended 31 March 2021

3. Income from donations, legacies and subscriptions

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Individual subscriptions and donations	62,002	-	62,002
Corporate donations	30,000	-	30,000
Legacies	116,490	188,560	305,050
SEF donations	-	8,790	8,790
The BWC Charity donations	-	18,958	18,958
Total 2021	208,492	216,308	424,800

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Individual subscriptions and donations	71,586	-	71,586
Corporate donations	30,000	-	30,000
Legacies	38,737	5,555	44,292
SEF donations	-	9,709	9,709
The BWC Charity donations	-	21,574	21,574
Total 2020	140,323	36,838	177,161

As noted in Accounting Policy 2.4, subscriptions and donations are recognised on a received basis.

Notes to the financial statements

for the year ended 31 March 2021

4. Income from investments

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Dividends and interest on equities	627,055	790,090	1,417,145
Social investment income	13,894	-	13,894
Bank interest received	650	123	773
Total 2021	641,599	790,213	1,431,812

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Total funds 2020 £</i>
Dividends and interest on equities	708,097	1,022,522	1,730,619
Social investment income	5,955	-	5,955
Bank interest received	603	3,563	4,166
Total 2020	714,655	1,026,085	1,740,740

Notes to the financial statements

for the year ended 31 March 2021

5. Expenditure on raising funds

	2021 £	2020 £
Investment manager costs (Note 6)	447,904	468,440
Support staff costs	72,269	68,985
Direct costs	66,710	64,361
Support costs - premises and utilities	70,467	67,595
Total	657,350	669,381

In 2021, of the total expenditure on raising funds, £447,437 (2020: £486,736) was from the unrestricted funds, £198,673 (2020: 167,672) and £11,240 (2020: 14,973) were from the restricted and endowment funds respectively.

Notes to the financial statements

for the year ended 31 March 2021

6. Investment manager costs

	Unrestricted funds 2021 £	Restricted funds 2021 £	Endowment funds 2021 £	Total funds 2021 £
Investment manager fees payable	232,091	198,673	11,240	442,004
Consultancy fees	5,900	-	-	5,900
Total 2021	237,991	198,673	11,240	447,904

	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Endowment Funds 2020 £</i>	<i>Total funds 2020 £</i>
Investment manager fees payable	268,229	168,471	14,973	451,673
Consultancy fees	16,767	-	-	16,767
Total 2020	284,996	168,471	14,973	468,440

Notes to the financial statements

for the year ended 31 March 2021

7. Analysis of expenditure on charitable activities - by type

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Cash grants	821,047	744,288	1,565,335
Service provision and casework	1,100,771	494,962	1,595,733
Operating costs for client support	489,189	575,132	1,064,321
Total 2021	2,411,007	1,814,382	4,225,389

In 2021, all cash grants were paid to 1,170 (2020: 1,221) individuals.

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Cash grants	999,960	812,689	1,812,649
Service provision and casework	1,177,632	539,429	1,717,061
Operating costs for client support	366,724	626,566	993,290
Total 2020	2,544,316	1,978,684	4,523,000

In 2021, of the total expenditure on charitable activities, £3,914,406 was from unrestricted funds and £310,983 was from restricted funds.

In 2020, of the total expenditure on charitable activities, £4,164,922 was from unrestricted funds and £358,078 was from restricted funds.

Notes to the financial statements

for the year ended 31 March 2021

7. Analysis of expenditure on charitable activities - by type (continued)

Analysis of support costs

	Cash Grants 2021 £	Service provision and casework 2021 £	Operating costs for client support 2021 £	Total funds 2021 £
Support staff costs	454,963	297,677	347,494	1,100,134
Depreciation	3,626	2,142	2,472	8,240
Other employment costs	22,403	13,238	15,275	50,916
Premises and utilities	65,365	80,930	93,380	239,675
Business overheads	17,483	10,290	11,872	39,645
ICT costs	82,172	28,776	33,204	144,152
Marketing costs	23,128	25,590	29,527	78,245
Professional fees	12,973	7,666	8,846	29,485
Governance costs (Note 8)	62,175	28,653	33,062	123,890
Total 2021	744,288	494,962	575,132	1,814,382

	Cash Grants 2020 £	Service provision and casework 2020 £	Operating costs for client support 2020 £	Total funds 2020 £
Support staff costs	469,220	307,005	358,383	1,134,608
Depreciation	13,324	7,872	9,084	30,280
Other employment costs	26,338	15,563	17,958	59,859
Premises and utilities	61,716	76,412	88,167	226,295
Business overheads	62,941	37,046	42,745	142,732
ICT costs	58,091	20,343	23,473	101,907
Marketing costs	27,122	30,009	34,626	91,757
Professional fees	14,518	8,579	9,899	32,996
Governance costs (Note 8)	79,419	36,600	42,231	158,250
Total 2020	812,689	539,429	626,566	1,978,684

Notes to the financial statements

for the year ended 31 March 2021

8. Governance costs

	2021 £	2020 £
Auditors' remuneration - Audit of the financial statements	22,600	21,360
Auditors' remuneration - Independent examination of the financial statements (The BWC Charity)	4,320	6,360
Auditors' remuneration - Other services	-	11,760
Auditors' remuneration - Under accrual of prior year fees	-	3,420
Internal audit	29,938	22,638
Legal and professional fees	67,000	83,139
Trustees' out of pocket expenses	32	3,027
Trustee meetings and training	-	6,546
Total	123,890	158,250

Notes to the financial statements

for the year ended 31 March 2021

9. Staff costs

	Group 2021 £	<i>Group 2020 £</i>	Charity 2021 £	<i>Charity 2020 £</i>
Wages and salaries	1,666,782	<i>1,656,217</i>	1,666,782	<i>1,656,217</i>
Social security costs	151,688	<i>151,073</i>	151,688	<i>151,073</i>
Pension costs	166,940	<i>143,857</i>	166,940	<i>143,857</i>
Total	<u>1,985,410</u>	<i><u>1,951,147</u></i>	<u>1,985,410</u>	<i><u>1,951,147</u></i>

The average number of persons employed by the Group during the year was as follows:

	Group 2021 No.	<i>Group 2020 No.</i>
Average number of employees	<u>35</u>	<i><u>32</u></i>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2021 No.	<i>Group 2020 No.</i>
In the band £60,001 - £70,000	2	<i>2</i>
In the band £70,001 - £80,000	2	<i>1</i>
In the band £80,001 - £90,000	0	<i>1</i>
In the band £90,001 - £100,000	1	<i>1</i>
In the band £100,001 - £110,000	2	<i>0</i>
In the band £110,001 - £120,000	1	<i>0</i>
In the band £180,001 - £190,000	0	<i>1</i>

Notes to the financial statements

for the year ended 31 March 2021

9. Staff costs (continued)

The total amount of employee benefits, including employers national insurance and pension contributions, received by Key Management Personnel is £415,397 (2020: £405,282). In 2021, the Group's Key Management Personnel comprise:

- Trustees
- Chief Executive Officers
- Director of Finance & Support
- Director of Operations & Marketing

Total termination payments of £16,207 (2020: Nil) are included within total employee benefits above. Termination payments include £9,011 (2020: Nil) contractual and £7,196 (2020: Nil) non-contractual payments, the latter being ex-gratia in nature and paid under Trustee authority as being in the best interests of the Charity.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020: Nil).

During the year ended 31 March 2021, expenses totaling £32 were reimbursed or paid directly to 1 Trustee (2020: £3,027 to 6 Trustees). The expenses were for their travelling and other out of pocket expenses (where they were not claimable from another source).

11. Tangible fixed assets

Group and Charity	Leasehold improvements £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2020	113,541	79,390	12,840	205,771
(Disposals) / Additions	-	(526)	-	(526)
At 31 March 2021	113,541	78,864	12,840	205,245
Depreciation				
At 1 April 2020	113,541	67,285	1,070	181,896
Charge for the year	-	3,961	4,280	8,241
At 31 March 2021	113,541	71,246	5,350	190,137
Net book value				
At 31 March 2021	-	7,618	7,490	15,108
At 31 March 2020	-	12,105	11,770	23,875

Notes to the financial statements

for the year ended 31 March 2021

12. Fixed asset investments

	Listed and unlisted investments £	Social investments £	Total £
Group			
Cost or valuation			
At 1 April 2020	80,546,478	1,319,940	81,866,418
Additions at cost	49,656,826	380,872	50,037,698
Disposals at carrying value	(62,542,344)	-	(62,542,344)
Revaluations	17,050,709	-	17,050,709
Investment manager fees paid	(442,004)	-	(442,004)
Other cash movements	9,620,717	-	9,620,717
At 31 March 2021	93,890,382	1,700,812	95,591,194
Impairment			
Charge for the year	-	(24,000)	(24,000)
At 31 March 2021	93,890,382	1,676,812	95,567,194
Net book value			
At 31 March 2021	93,890,382	1,676,812	95,567,194
At 31 March 2020	80,546,478	1,319,940	81,866,418

Included within investments above are unlisted investments of £2,040,144 (2020: £3,078,092).

Fixed asset investment additions and disposals include the transfer of investments to reflect the increase in the number of fund managers managing the Group's portfolios from two to three during the year.

It is our policy to consider social investments that fit with the objectives of the Group as well as delivering an acceptable level of financial and social return. Further details are set out on pages 17-18.

The Group develops and maintains a portfolio of different types of investments, balanced between effective financial returns and social impact. Currently, these are categorised as mixed motive investments.

Notes to the financial statements

for the year ended 31 March 2021

12. Fixed asset investments (continued)

	Listed and unlisted investments £	Social investments £	Total £
Charity			
Cost or valuation			
At 1 April 2020	77,941,748	1,319,940	79,261,688
Additions at cost	48,779,391	380,872	49,160,263
Disposals at carrying value	(61,613,249)	-	(61,613,249)
Revaluations	16,442,747	-	16,442,747
Investment manager fees paid	(430,764)	-	(430,764)
Other cash movements	9,584,508	-	9,584,508
At 31 March 2021	90,704,381	1,700,812	92,405,193
Impairment			
Charge for the year	-	(24,000)	(24,000)
At 31 March 2021	90,704,381	1,676,812	92,381,193
Net book value			
At 31 March 2021	90,704,381	1,676,812	92,381,193
At 31 March 2020	77,941,748	1,319,940	79,261,688

Included within investments above are unlisted investments of £1,870,997 (2020: £3,078,092).

Fixed asset investment additions and disposals include the transfer of investments to reflect the increase in the number of fund managers managing the Group's portfolios from two to three during the year.

The Charity develops and maintains a portfolio of different types of investments, balanced between effective financial returns and social impact. Currently, these are categorised as mixed motive investments.

Notes to the financial statements

for the year ended 31 March 2021

13. Debtors

	Group	<i>Group</i>	Charity	<i>Charity</i>
	2021	<i>2020</i>	2021	<i>2020</i>
	£	<i>£</i>	£	<i>£</i>
Due within one year				
Amounts owed by group undertakings	-	-	12,540	12,540
Other debtors	180,406	160,379	167,866	160,379
Prepayments and accrued income	115,707	98,452	115,707	98,452
	<u>296,113</u>	<u>258,831</u>	<u>296,113</u>	<u>271,371</u>

In 2021 and 2020 other debtors includes a deposit paid for premises of £147,000.

14. Creditors: amounts falling due within one year

	Group	<i>Group</i>	Charity	<i>Charity</i>
	2021	<i>2020</i>	2021	<i>2020</i>
	£	<i>£</i>	£	<i>£</i>
Bank loans	5,824,636	6,451,709	5,824,636	6,451,709
Trade creditors	81,984	57,833	81,984	57,833
Other taxation and social security	109,746	60,813	109,746	60,813
Accruals and other creditors	357,753	571,540	357,753	571,540
Grants payable	335,218	413,516	335,218	413,516
	<u>6,709,337</u>	<u>7,555,411</u>	<u>6,709,337</u>	<u>7,555,411</u>

In 2021 and 2020 grants payable includes the RBS Winter Fuel Payments and commitments to the Barclays Overseas Benevolent Fund (BOBF) beneficiaries.

The Group has a credit facility of £10.0m where a deed of charge is in place on the investment funds held by UBS which secures the loan, at a cost of 1.5% fixed rate over the overnight LIBOR. During the year, the Charity made a total drawdown of £4,540,000 (2020: £5,476,709) excluding repayments against this facility.

Notes to the financial statements

for the year ended 31 March 2021

14. Creditors: amounts falling due after more than one year

	Group	<i>Group</i>	Charity	<i>Charity</i>
	2021	<i>2020</i>	2021	<i>2020</i>
	£	<i>£</i>	£	<i>£</i>
Grants payable	13,026	<i>64,753</i>	13,026	<i>64,753</i>

Notes to the financial statements

for the year ended 31 March 2021

15. Statement of funds – current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers In / Out £	Gains / (Losses) £	Balance at 31 March 2021 £
Designated Funds						
Social investments - Paid up	1,319,940	-	(24,000)	380,872	-	1,676,812
Social investments - Available	1,680,060	-	-	(356,872)		1,323,188
	<u>3,000,000</u>	<u>-</u>	<u>(24,000)</u>	<u>24,000</u>	<u>-</u>	<u>3,000,000</u>
Unrestricted Funds						
General Funds	33,082,943	850,091	(4,337,843)	(24,000)	8,681,590	38,252,781
Total Unrestricted Funds	<u>36,082,943</u>	<u>850,091</u>	<u>(4,361,843)</u>	<u>-</u>	<u>8,681,590</u>	<u>41,252,781</u>
Endowment Funds						
SEF	306,228	-	(309)	-	64,096	370,015
BWC FHF	2,159,126	-	(10,931)	-	534,864	2,683,059
	<u>2,465,354</u>	<u>-</u>	<u>(11,240)</u>	<u>-</u>	<u>598,960</u>	<u>3,053,074</u>
Restricted funds						
SEF	351,731	8,790	(364)	-	62,730	422,887
BWC	36,184,314	997,148	(509,190)	-	7,707,429	44,379,701
BOBF	410,460	583	(102)	-	-	410,941
	<u>36,946,505</u>	<u>1,006,521</u>	<u>(509,656)</u>	<u>-</u>	<u>7,770,159</u>	<u>45,213,529</u>
Total Funds	<u>75,494,802</u>	<u>1,856,612</u>	<u>(4,882,739)</u>	<u>-</u>	<u>17,050,709</u>	<u>89,519,384</u>

Notes to the financial statements

for the year ended 31 March 2021

15. Statement of funds – prior year

	<i>Balance at 1 April 2019 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers In / Out £</i>	<i>Gains / (Losses) £</i>	<i>Balance at 31 March 2020 £</i>
Designated Funds						
Social investments - Paid up	804,495	-	(40,000)	555,445	-	1,319,940
Social investments - Available	1,195,505	-	-	484,555		1,680,060
	<u>2,000,000</u>	<u>-</u>	<u>(40,000)</u>	<u>1,040,000</u>	<u>-</u>	<u>3,000,000</u>
Unrestricted Funds						
General Funds	39,628,452	854,978	(4,611,658)	(1,040,000)	(1,748,829)	33,082,943
Total Unrestricted Funds	<u>41,628,452</u>	<u>854,978</u>	<u>(4,651,658)</u>	<u>-</u>	<u>(1,748,829)</u>	<u>36,082,943</u>
Endowment Funds						
SEF	337,961	-	(463)	-	(31,270)	306,228
BWC FHF	2,375,111	-	(14,510)	-	(201,475)	2,159,126
	<u>2,713,072</u>	<u>-</u>	<u>(14,973)</u>	<u>-</u>	<u>(232,745)</u>	<u>2,465,354</u>
Restricted funds						
SEF	431,842	15,402	(65,250)	-	(30,263)	351,731
BWC	39,105,197	1,044,165	(460,500)	-	(3,504,548)	36,184,314
BOBF	407,104	3,356	-	-	-	410,460
	<u>39,944,143</u>	<u>1,062,923</u>	<u>(525,750)</u>	<u>-</u>	<u>(3,534,811)</u>	<u>36,946,505</u>
Total Funds	<u>84,285,667</u>	<u>1,917,901</u>	<u>(5,192,381)</u>	<u>-</u>	<u>(5,516,385)</u>	<u>75,494,802</u>

Notes to the financial statements

for the year ended 31 March 2021

15. Statement of funds (continued)

Designated funds comprise unrestricted funds that have been set aside by the Trustees specifically for the purpose of social investment. This provides the Trustees with the opportunity to increase the Charity's overall social impact whilst achieving a financial return and furthering its own objects at the same time. During the year, £380,872 was transferred to the 'Paid up' fund before an impairment adjustment of £24,000 which represents the net of social investment additions and disposals during the year.

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Endowment funds represent those assets which must be permanently held by the Group and are accounted for in accordance with Policy 2.19. They comprise the funds of the SEF and the funds of The BWC Charity. Income arising on the endowment funds can be used in accordance with the objects of the funds and is included as restricted income. Any capital gains or losses arising on the investments form part of the fund.

Restricted funds are accounted for in accordance with accounting policy 2.19, the aim and use of each restricted fund is summarised as follows:

SEF's unrestricted assets were transferred to BWC by deed of gift on 23rd October 2015 and are held as a restricted fund for the objects of SEF which is the relief of persons in conditions of need, hardship or distress who are Barclays employees or Barclays retired employees and any dependants of such Barclays employees or Barclays retired employees.

The BWC Charity's unrestricted assets were transferred to BWC by deed of donation on 30th June 2017 and are held as a restricted fund for the relief of financial need, hardship or distress of people within the beneficial class, restricted to employees and former employees, and their dependants of the Royal Bank of Scotland Group of companies; any former constituent banks of the Royal Bank of Scotland plc (RBS) or National Westminster Bank plc (NatWest) and any persons who were employed by a company at the time that such a company was part of the group of companies of which NatWest or RBS was a member even though that company may have since ceased to be part of that group, and their dependants.

BWC received a cash sum of £622,622 from Barclays Overseas Benevolent Fund (BOBF) on 3 April 2018. BWC holds these funds upon trust and they are currently held as Restricted Funds. Any surplus funds left in the future will only be spent on the restricted use of the current and former employees of Barclays and their families, and within the objects which were covered in the Deed of Donation.

Notes to the financial statements

for the year ended 31 March 2021

16. Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Endowment funds 2021 £	Total funds 2021 £
Tangible fixed assets	15,108	-	-	15,108
Fixed asset investments	47,300,591	45,213,529	3,053,074	95,567,194
Current assets	659,445	-	-	659,445
Creditors due within one year	(6,709,337)	-	-	(6,709,337)
Creditors due after more than one year	(13,026)	-	-	(13,026)
Total 2021	41,252,781	45,213,529	3,053,074	89,519,384
	<i>Unrestricted funds 2020 £</i>	<i>Restricted funds 2020 £</i>	<i>Endowment funds 2020 £</i>	<i>Total funds 2020 £</i>
Tangible fixed assets	23,875	-	-	23,875
Fixed asset investments	42,454,559	36,946,505	2,465,354	81,866,418
Current assets	1,224,673	-	-	1,224,673
Creditors due within one year	(7,555,411)	-	-	(7,555,411)
Creditors due after more than one year	(64,753)	-	-	(64,753)
Total 2020	36,082,943	36,946,505	2,465,354	75,494,802

Notes to the financial statements

for the year ended 31 March 2021

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

	Group 2021 £	Group 2020 £
Net movement in funds	14,024,582	(8,790,865)
Adjustments for:		
Depreciation charges	8,241	30,280
Impairment charges	24,000	40,000
(Gains) / losses on investments	(17,050,709)	5,516,385
Investment income	(1,431,812)	(1,740,740)
Decrease / (increase) in debtors	37,282	(28,438)
(Decrease) / increase in creditors excluding loans	(312,293)	29,894
Net cash used in operating activities	<u>(4,700,709)</u>	<u>(4,943,484)</u>

18. Analysis of cash and cash equivalents

	Group 2021 £	Group 2020 £
Cash in hand	363,332	965,842
Total cash and cash equivalents	<u>363,332</u>	<u>965,842</u>

19. Analysis of net debt

	At 1 April 2020 £	Cash Flows £	At 31 March 2021 £
Cash at bank and in hand	965,842	(602,510)	363,332
Debt due within 1 year (Note 14)	(6,451,709)	627,073	(5,824,636)
	<u>(5,485,867)</u>	<u>24,563</u>	<u>(5,461,304)</u>

Notes to the financial statements

for the year ended 31 March 2021

20. Pension commitments

The Charity contributes into a qualifying workplace pension plan. The amount recognised as an expense in the year was £166,940 (2020: £143,857). There were no contributions payable at 31 March 2021.

21. Loan grants

At 31 March 2021 loan grants totalling £258,724 (2020: £270,003) have been made repayable only on the death of the beneficiary or beneficiaries (who are husband and wife) or if they move from the property concerned. The value of loan grants has been adjusted in 2021 by a total of £11,279 which will not be payable in future.

These are programme related expenditure and are charged to the SOFA in the year they are made.

22. Operating lease commitments

At 31 March 2021 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2021 £	<i>Group</i> <i>2020</i> £	Charity 2021 £	<i>Charity</i> <i>2020</i> £
Not later than 1 year	270,082	289,103	270,082	289,103
Later than 1 year and not later than 5 years	-	1,150,723	-	1,150,723
Later than 5 years	-	406,443	-	406,443
	270,082	1,846,269	270,082	1,846,269

The following lease payments have been recognised as an expense in the Consolidated SOFA:

	Group 2021 £	<i>Group</i> <i>2020</i> £	Charity 2021 £	<i>Charity</i> <i>2020</i> £
Operating lease rentals	214,706	257,487	214,706	257,487

23. Related party transactions

Other than Trustee and Key Management Personnel transactions detailed in Notes 9 and 10, there were no related party transactions during the year (2020: Nil).

Notes to the financial statements

for the year ended 31 March 2021

24. Principal subsidiaries

BWC is the sole corporate Trustee of SEF (Charity registration number 277665). Under the terms of the Deed of Donation, the unrestricted funds of SEF are restricted in the funds of BWC. SEF remains as a wholly owned subsidiary under the umbrella of the endowment funds. It did not trade during the year.

BWC Enterprises Limited is a wholly owned trading subsidiary of the Bank Workers Charity and was registered on 15 August 2015 in England & Wales under company number 09734550 with £100 ordinary shares of £1 each. The company is not trading and is currently dormant.

BWC is also the sole corporate Trustee of The BWC Charity (CIO registration number 1154235), and it still remains in existence to hold the Restricted Fund and the Friendly Help Fund (FHF) and to receive any future legacies and funds together with a number of remainder interests due, which are subject to prior life interests. It is important to note that the merger did not involve a subordination of The BWC Charity's beneficiaries into a larger beneficial class whereby its assets may be used for people outside the scope of the objects. Rather, these assets are maintained within the Group as a Restricted Fund which may be applied only for the present class of beneficiaries who may benefit under the objects of the CIO.

25. Non-adjusting post balance sheet event

The Charity received a non-refundable grant from HSBC in May 2021 to support current and former employees of HSBC and their immediate dependants. The grant will be administered under the HSBC Support Fund in accordance with an agreement signed between the Charity and HSBC.