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FORM AR27

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR AN EMPLOYERS' ASSOCIATION

Name of Employers' Association:

Year ended:

List No:

Head or Main Office:

Website address (if available)

Has the address changed during the year to which the return relates? Yes No (Tick as appropriate)

Company Secretary:

Contact name for queries regarding the completion of this return:

Telephone Number:

e-mail:

PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.
Any difficulties or problems in the completion of this return should be directed to the Certification Office as below or by telephone to: 020 7210 3734

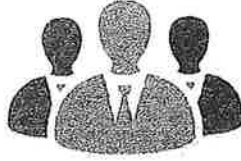
The address to which returns and other documents should be sent are:

For Employers' Associations based in England and Wales:
Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Employers' Associations based in Scotland:
Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG



GOVERNANCE



BOARD MEMBERS 2014/15

President, John Gall	Brownings the Bakers Ltd	(Appointed May 2014)
Vice President, Craig McPhie	McPhie's Craft Bakers	
George Asher	Ashers Bakery Ltd	(Appointed 3 November 2014)
Ronnie Miles	Bells Food Group	
Dee Scott	Border Biscuits	
Pamela Chalmers	Chalmers Bakery Ltd	
Gordon McGhee	D McGhee & Sons Ltd	
Ian McGhee	D McGhee & Sons Ltd	
Don Henderson	Goodfellows of Dundee Ltd	
Lewis McLean	McLean's Highland Bakery	
Linda Hill	Murrays	
Brian Saraflovic	Pars Foods Ltd	
Graeme Ford	Premium Roll Company	
Alan Stuart	RT Stuart	
Shirley Simson	S M Bayne & Co	(Appointed 3 November 2014)
Alan Marr	Thos Auld & Sons	
Angela McKinnon	Tower Bakery	(Appointed 3 November 2014)
Andre Saraflovic	Wm Stephen Bakers	

Chief Executive	Alan Clarke	Bankers	Clydesdale Bank 115 Queensferry Road Rosyth KY11 2PT
Company Secretary	Susan Whyte		
Registered Office	Bakers House, Unit 2, Halbeath Interchange Business Park, Kingseat Road, Halbeath, Dunfermline, KY11 8Ry		Barclays Bank PO Box 23966 Edinburgh EH3 1BF
Auditor	BDO LLP Citypoint 65 Haymarket Terrace Edinburgh EH12 5HD	Investment advisers Management	Alan Steel Asset Nobel House Linnithgow Scotland EH49 7HU

RETURN OF MEMBERS

(see note 9)

NUMBER OF MEMBERS AT THE END OF THE YEAR				
Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
288	1			289

OFFICERS IN POST

(see note 10)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date of Change

REVENUE ACCOUNT/GENERAL FUND

(see notes 11 to 16)

Previous Year		£	£
	INCOME		
91,639	From Members Subscriptions, levies, etc		93,813
4,508	Investment income Interest and dividends (gross)		3,795
778	Bank interest (gross)		1,165
53,367	Loss/gain on movement of investments		(16,453)
	Gain on disposal of fixed asset		295,896
	Other income		
9,600	Rents received		
	Insurance commission		5,446
	Consultancy fees		
	Publications/Seminars		
4,351	Miscellaneous receipts (specify)		23,702
144,486	Conference & Events		167,904
<u>13,187</u>	Project Management		
321,916	TOTAL INCOME		575,268
	EXPENDITURE		
	Administrative expenses		
243,814	Remuneration and expenses of staff		242,990
51,738	Occupancy costs		55,412
68,386	Printing, Stationery, Post		71,548
	Telephones		
38,593	Legal and Professional fees		51,156
8,448	Training costs		25,604
	Other charges		
2,755	Bank charges		2,930
17,777	Depreciation		22,414
0	Sums written off		0
6,425	Affiliation fees		11,967
0	Donations		0
170,114	Conference and meeting fees		195,116
	Expenses		
12,110	Miscellaneous (specify)		28,831
<u>8,522</u>	Irrecoverable VAT		6,838
	Taxation		
628,682	TOTAL EXPENDITURE		714,806
(306,766)	<i>Surplus/Deficit for year</i>		(139,538)
12,105	Amount of fund at beginning of year		(294,661)
(294,661)	Amount of fund at end of year		(434,199)

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 2		Fund Account	
Name of account:	<i>SAMB TRAINING FUND</i>	£	£
Income			
1,637	From members		1,860
1,267,384	Investment income		1,375,089
<u>12,081</u>	Training Grants		111,579
	Other Income		
1,281,102		Total Income	1,488,528
Expenditure			
19,989	Administrative expenses		25,790
895,985	Other expenditure (specify)		956,370
915,974		Total Expenditure	982,160
365,128		Surplus (Deficit) for the year	506,368
1,536,548		Amount of fund at beginning of year	1901,676
1,901,676		Amount of fund at the end of year (as Balance Sheet)	2,408,044

ACCOUNT 3		Fund Account	
Name of account:	<i>SAMB BENEVOLENT FUND</i>	£	£
Income			
19,093	From members		18,100
3,960	Investment income		7,650
27,095	Donations		(10,426)
	Gain on Investments		
50,148		Total Income	15,324
Expenditure			
19,085	Administrative expenses		17,908
	Beneficiary grants paid		
19,085		Total Expenditure	17,908
31,063		Surplus (Deficit) for the year	(2,584)
506,036		Amount of fund at beginning of year	537,099
537,099		Amount of fund at the end of year (as Balance Sheet)	534,515

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 4		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
		Total Income	
Expenditure	Administrative expenses		
	Other expenditure (specify)		
		Total Expenditure	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

ACCOUNT 5		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
		Total Income	
Expenditure	Administrative expenses		
	Other expenditure (specify)		
		Total Expenditure	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 6		Fund Account	
Name of account:		£	£
Income	From members Investment income Other income (specify)		
	Total Income		
Expenditure	Administrative expenses Other expenditure (specify)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		

ACCOUNT 7		Fund Account	
Name of account:		£	£
Income	From members Investment income Other income (specify)		
	Total Income		
Expenditure	Administrative expenses Other expenditure (specify)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		

BALANCE SHEET AS AT 31st MARCH 2016

(see notes 19 and 20)

Previous Year		£	£
660,581	Fixed Assets (as at page 11)		378,257
885,849	Investments (as per analysis on page 13)		873,960
	Quoted (Market value £873,960)		
	Unquoted		
1,546,430	Total Investments		1,252,217
	Other Assets		
359,520	Sundry debtors	517,658	
529,740	Cash at bank and in hand	1,215,849	
5,130	Stocks of goods	3,608	
	Others (specify)		
894,390	Total of other		1,737,115
	assets		
2,440,820		TOTAL ASSETS	2,989,322
(294,661)	General Fund (Account)		(434,199)
1,901,676	Training Fund (Account)		2,408,044
537,099	Benevolent Fund (Account)		534,515
	Revaluation Reserve		
	Liabilities		
	Loans		
	Bank overdraft		
19,907	Tax payable	9,870	
57,871	Sundry creditors	123,243	
147,312	Accrued expenses	275,144	
	Provisions		
71,616	Other liabilities	72,715	
296,706		TOTAL LIABILITIES	480,972
2,440,820		TOTAL ASSETS	2,989,332

FIXED ASSETS ACCOUNT

(see note 21)

	Land & Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total
	£	£	£	£
COST OR VALUATION				
At start of period	517,829	125,950	32,787	676,566
Additions during period	-	85,604	11,950	97,554
Less: Disposals during period	350,000	39,580	-	389,580
Less: DEPRECIATION:	27,451	37,577	15,546	80,574
Total to end of period	81,414	120,273	47,198	248,885
BOOK AMOUNT at end of period	217,961	131,105	29,191	378,257
Freehold				
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired)				
AS BALANCE SHEET	217,961	131,105	29,191	378,257

ANALYSIS OF INVESTMENTS

(see note 22)

		Other Funds £	
QUOTED	British Government & British Government Guaranteed Securities		
	British Municipal and County Securities		
	388,309	Other quoted securities Old Mutual Wealth General fund	372,722
	497,540	Old Mutual Wealth Benevolent Fund	501,538
	885,849	TOTAL QUOTED (as Balance Sheet)	874,260
	885,849	*Market Value of Quoted Investments	874,260
UNQUOTED	British Government Securities		
	British Municipal and County Securities		
	Mortgages		
	Other unquoted securities (to be specified)		
		TOTAL QUOTED (as Balance Sheet)	874,260
	*Market Value of Unquoted Investments		

* Market value of investments to be stated where these are different from the figures quoted in the balance sheet

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 23 to 25)

Does the association, or any constituent part of the association, have a controlling interest in any limited company?		YES	NO ✓
If YES name the relevant companies:			
COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
INCORPORATED EMPLOYERS' ASSOCIATIONS			
Are the shares which are controlled by the association registered in the association's name		YES	NO
If NO, please state the names of the persons in whom the shares controlled by the association are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		
UNINCORPORATED EMPLOYERS ASSOCIATIONS			
Are the shares which are controlled by the association registered in the names of the association's trustees?		YES ✓	NO
If NO, state the names of the persons in whom the shares controlled by the association are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 26 to 35)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	93,813		93,813
From Investments	(1,959)		(1,959)
Other Income (including increases by revaluation of assets)	1,987,266		1,987,266
Total Income	2,079,120		2,079,120
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	1,714,874		1,714,874
Funds at beginning of year (including reserves)	2,144,114		2,144,114
Funds at end of year (including reserves)	2,508,360		2,508,360
ASSETS			
Fixed Assets			378,257
Investment Assets			873,960
Other Assets			1,737,115
		Total Assets	2,989,332
LIABILITIES		Total Liabilities	480,972
NET ASSETS (Total Assets less Total Liabilities)			2,508,360

NOTES TO THE ACCOUNTS

(see note 36)

All notes to the accounts must be entered on or attached to this part of the return.

A large, empty rectangular box with a black border, intended for the user to enter or attach notes to the accounts. The box occupies most of the page's vertical space below the instructions.

ACCOUNTING POLICIES

(see notes 37 and 38)

SIGNATURES TO THE ANNUAL RETURN

(see notes 39 and 40)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>Susan Whyte</u> Name: <u>SUSAN WHYTE</u> Date: <u>16/9/16</u>	Chief Executive's Signature: <u>Alan Clarke</u> (or other official whose position should be stated) Name: <u>ALAN CLARKE</u> Date: <u>16/9/16</u>
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CHECK LIST

(see note 41)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 3)	YES	√	NO	
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 3)	YES	√	NO	
HAS THE RETURN BEEN SIGNED? (see Note 38)	YES	√	NO	
HAS THE AUDITOR'S REPORT BEEN COMPLETED (see Note 39)	YES	√	NO	
IS A RULE BOOK ENCLOSED? (see Note 40)	YES	√	NO	
HAS THE SUMMARY SHEET BEEN COMPLETED (see Notes 6 and 25 to 34)	YES	√	NO	

AUDITOR'S REPORT

(see notes 42 to 47)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?
(See section 36(1) and (2) of the 1992 Act and notes 43 and 44)

YES/~~NO~~

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 43)

YES/~~NO~~

If "No" please explain below.

3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
- (See section 36(4) of the 1992 Act set out in note 43)

YES/~~NO~~

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR27 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 45)

AUDITOR'S REPORT (continued)

[Empty space for auditor's report content]

Signature(s) of auditor or auditors:	Bob W	
Name(s):	Martin Gie	
Profession(s) or Calling(s):	Chartered Accountant	
Address(es):	65 Hammer Trench Kingsmead Durban 401	
Date:	26-9-16	
Contact name and telephone number:	Martin Gie 0131 7470307	

N.B. When notes to the accounts are referred to in the auditor's report a copy of those notes must accompany this return.

S.A.M.B.

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2016

1. ACCOUNTING POLICIES

Basis of accounting

S.A.M.B is a company limited by guarantee, incorporated in Scotland under the Companies Act 2006. The address of the registered office is given on the contents page and then nature of the company's operations and its principal activity are set out in the directors' report.

The financial statements have been prepared under the historical cost convention, modified by the revaluation of investments and in accordance with Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and the Companies Act 2006.

This is the first year in which the financial statements have been prepared under FRS 102 with the transition date being 1 April 2014. Management has opted to take early adoption of Section 1A of Financial Reporting Standard 102 and the subsequent exemptions available. Information on the impact of the first-time adoption of FRS 102 is given in note 16.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company's accounting policies (see note 2).

Turnover

The turnover shown in the Statement of Income and Retained Earnings represents amounts invoiced during the year for member's subscriptions, conference income, project management and training, exclusive of Value Added Tax. Turnover is recognised on an accruals basis in the year to which it relates.

Tangible fixed assets

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Heritable Property	- 2% straight line
Tenant's Improvements	- 20% straight line
President Badges	- 25% straight line
Fixtures & Equipment	- ranging between 12.5% - 25% straight line
Motor Vehicles	- 25% straight line
Computer Equipment	- 50% in first year, then three years straight line

There is no land included within Heritable Property.

Intangible fixed assets

Development costs are capitalised within intangible assets where they can be directly identified with a specific product or project anticipated to produce future benefits, and are amortised on a straight line basis over the anticipated life of benefits arising from the completed product or project as follows:

Online learning portal	- 25% straight line
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Capitalised development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related development expenditure is written off to the profit and loss account.

Investments

Investments are held at market value which is derived from the bid price. Gains and losses on disposal are charged to the statement of income and retained earnings in the year they incur.



S.A.M.B.

NOTES TO THE FINANCIAL STATEMENTS (continued)
Year ended 31 March 2016

Current and deferred taxation

The tax expense for the year comprises current and deferred tax. Tax is recognised in the income statement, except that a change attributable to an item of income and expense recognised as other comprehensive income or to an item recognised directly in equity is also recognised in other comprehensive income or directly in equity respectively.

The current income tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the balance sheet date in the countries where the Company operates and generates income.

Deferred tax balances are recognised in respect of all timing differences that have originated but not reversed by the balance sheet date, except that:

- The recognition of deferred tax assets is limited to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits; and
- Any deferred tax balances are reversed if and when all conditions for retaining associated tax allowances have been met.

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax. Deferred tax is determined using tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Stock

Stock is stated at the lower of cost or net realisable value after considering any obsolescence.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

Creditors

Short term creditors are measured at the transaction price.

Financial Instruments

Under FRS 102 financial assets and liabilities are given the technical term "financial instruments", and the directors are required to indicate how these are recognised and measured in the financial statements. All financial instruments held by the company are considered basic and as such are treated in line with well established accounting convention.

Pension Costs

The Company makes payments into a defined contribution personal pension scheme providing benefits for one employee additional to those from the State. The pensions cost charge represents contributions payable by the Company to the scheme in respect of the year.

S.A.M.B.

NOTES TO THE FINANCIAL STATEMENTS (continued)
Year ended 31 March 2016

Profit and loss account

The profit and loss account represents accumulated profits and losses of the company.

2. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In preparing these financial statements, the directors have made the following judgements:

- Determine whether there are indicators of impairment of the Company's tangible and intangible assets. Factors taken into consideration in reaching such a decision include the economic viability, market conditions, the remaining life of the asset and projected disposal values.
- The directors assess each individual receivable balance as at 31 March 2016 to consider whether they are recoverable. If specific debts are identified where there is a fundamental uncertainty as to the recoverability of this debt based upon information received and payment history, a provision is created against these debts.

3. ANALYSIS OF TURNOVER

All turnover arose within the United Kingdom.

4. OPERATING PROFIT/(LOSS)

	2016	2015
	£	£
Operating profit is stated after charging/(crediting):		
Depreciation	60,333	52,214
Amortisation	20,241	15,985
Loss/(gain) on disposal of investments	3,232	(225)
Gain on disposal of fixed assets	(295,896)	-
Auditor's remuneration: audit	6,525	4,775
other services	2,660	2,525

No director (2015 – none) received any remuneration during the period.

5. STAFF COSTS

	2016	2015
	£	£
Gross salary costs	633,670	541,346
Employer's national insurance	53,475	63,246
Employer's pension contributions	8,932	8,369
	<u>696,077</u>	<u>612,961</u>

S.A.M.B.**NOTES TO THE FINANCIAL STATEMENTS (continued)**
Year ended 31 March 2016**6. TAXATION**

Analysis of the tax charge	2016	2015
	£	£
Corporation Tax credit based on the results for the year at 20% (2015 – 20%)	-	-
Deferred tax	-	-
	<u>-</u>	<u>-</u>

Deferred tax asset not recognised relating to fixed asset timing differences and available losses is £261,008 (2015: £231,867).

7. TANGIBLE FIXED ASSETS

	Heritable Property and Tenant's Improvements	President Badges	Fixtures & Equipment and computer equipment	Motor Vehicles	Total
	£	£	£	£	£
COST					
At 1 April 2015	649,375	2,653	128,667	64,439	845,134
Additions	-	1,381	10,156	11,950	23,487
Disposals	(350,000)	-	(39,580)	-	(389,580)
At 31 March 2016	299,375	4,034	99,243	76,389	479,041
DEPRECIATION					
At 1 April 2015	131,546	1,904	77,500	31,652	242,602
Charge for the year	27,451	787	16,549	15,546	60,333
On Disposals	(77,583)	-	(12,693)	-	(90,276)
At 31 March 2016	81,414	2,691	81,356	47,198	212,659
NET BOOK VALUE					
At 31 March 2016	217,961	1,343	17,887	29,191	266,382
At 31 March 2015	517,829	749	51,167	32,787	602,532

S.A.M.B.

NOTES TO THE FINANCIAL STATEMENTS (continued)
Year ended 31 March 2016

8. INTANGIBLE FIXED ASSETS

	Online learning portal	Total
	£	£
COST		
At 1 April 2015	74,034	74,034
Additions	74,067	74,067
Disposals	-	-
At 31 March 2016	148,101	148,101
AMORTISATION		
At 1 April 2015	15,985	15,985
Charge for the year	20,241	20,241
On Disposals	-	-
At 31 March 2016	36,226	36,226
NET BOOK VALUE		
At 31 March 2016	111,875	111,875
At 31 March 2015	58,049	58,049

9. INVESTMENTS

	2016	2015
	£	£
Listed investments	372,722	388,309
Movement in market value		
Market value at 1 April 2015	388,309	333,200
Acquisitions at cost	7,027	4,348
Disposals at carrying value	(6,161)	(2,606)
Unrealised gain/(loss) in year	(16,453)	53,367
Market value at 31 March 2016	372,722	388,309
Historical cost at 31 March 2016	335,991	331,742

S.A.M.B.**NOTES TO THE FINANCIAL STATEMENTS (continued)**
Year ended 31 March 2016**10. CASH AND CASH EQUIVALENTS**

	2016	2015
	£	£
Cash at bank and in hand	<u>1,185,822</u>	<u>491,061</u>
	<u>1,185,822</u>	<u>491,061</u>

11. DEBTORS

	2016	2015
	£	£
Trade debtors	311,323	252,926
Prepayments and accrued income	86,636	65,924
Other debtors	3,212	6,406
Amounts due from related parties	<u>111,487</u>	<u>31,764</u>
	<u>512,658</u>	<u>357,020</u>

12. CREDITORS: Amounts falling due within one year

	2016	2015
	£	£
Trade creditors	99,541	39,325
Other taxation and social security	9,870	19,907
Subscriptions in advance	72,715	71,616
Accruals and deferred income	275,144	147,312
Other creditors	8,892	5,344
Amounts due to related parties	<u>13,060</u>	<u>11,582</u>
	<u>479,222</u>	<u>295,086</u>

13. MEMBERS' FUNDS

This is a company limited by guarantee and does not have a share capital. Each member of the company has agreed to contribute an amount not exceeding £1 to the assets of the company in the event of winding up.

S.A.M.B.

NOTES TO THE FINANCIAL STATEMENTS (continued)
Year ended 31 March 2016

14. RELATED PARTY TRANSACTIONS

The following directors are also directors of The Scottish Bakery Training Council, and are nominated to represent S.A.M.B. during The Scottish Bakery Training Council's board meetings:

G McGhee J Gall L MacLean A Stuart C McPhie

The following director is also a director of The Scottish Bakery Training Council who is not nominated to represent S.A.M.B. during The Scottish Bakery Training Council's board meetings:

B Sarafilovic

The Scottish Bakery Training Council is a company limited by guarantee and a Scottish Charity and is an independent organisation under separate control.

During the period S.A.M.B. received project management fees of £Nil (2015: £66,898) and grants of £100,000 (2014: £Nil) from The Scottish Bakery Training Council, and provided grants of £Nil (2015: £29,145) for European Social Fund approved projects carried out by the Scottish Bakery Training Council.

At 31 March 2016, The Scottish Bakery Training Council owed S.A.M.B. £111,487 (2015: £31,764) and S.A.M.B. owed The Scottish Bakery Training Council £8,060 (2015: £9,082).

The trustees of Scottish Association of Master Bakers Benevolent Fund are all office bearers of S.A.M.B.. Governance costs, including the audit fee of £1,810 (2015: £1,400) are met by S.A.M.B. During the period an amount of £5,000 was donated by S.A.M.B. (2015: £2,500). As at 31 March 2016, there was an amount of £5,000 (2015: £2,500) owed to Scottish Association of Master Bakers Benevolent Fund.

Five (2015: five) members of staff are regarded by the Directors as being "Key Management" as defined by FRS 102, these being members of the Senior Management Team, as the team hold the decision making responsibility covering the whole organisation. The total remuneration of the Senior Management Team for the period was £255,732 (2015: £220,002).

15. PENSION

The company makes payments to a defined contribution personal pension scheme for one employee. The pension cost charge has been charged to the profit and loss account and represents the contributions payable by the company to the scheme of £8,932 (2015: £8,369). Contributions outstanding at the year-end amounted to £Nil (2015: £Nil). The assets of the scheme are held separately from those of the company in an independently administered fund.

SCOTTISH ASSOCIATION OF MASTER BAKERS BENEVOLENT FUND

NOTES TO THE FINANCIAL STATEMENTS

Year ended 31 March 2016

1. ACCOUNTING POLICIES

Basis of accounting

The accounts have been prepared in accordance with applicable accounting standards and under the historical cost convention, modified to reflect the inclusion of investments at market value, and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (FRSSE effective January 2015), the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended).

Income

All income is included in the statement of financial activities when the charity is entitled to the income, when there is sufficient certainty of receipt and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Grants receivable and donations are credited to the Statement of Financial Activities (SOFA) at the point when the charity is entitled to the income, when there is sufficient certainty of receipt and the monetary value or amount of the income can be measured reliably.
- Income from investments is included in the SOFA in the year in which it is receivable.

Expenditure

All expenditure is included on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure. All costs have been directly attributable to one of the functional categories of resources expended in the SOFA:

- Charitable expenditure includes grants made and overheads and support costs as shown in note 7. Grants authorised to be paid in respect of the accounting year or future years are provided for in the accounts.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis. The charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable tax.

Investments

Investments are included at market value at the year-end. They are valued at bid price in accordance with the SORP (FRSSE).

Gains and losses on disposal and revaluation of investments are charged or credited to the SOFA.

SCOTTISH ASSOCIATION OF MASTER BAKERS BENEVOLENT FUND

NOTES TO THE FINANCIAL STATEMENTS (continued)
Year ended 31 March 2016

2. INVESTMENT INCOME

	2016	2015
	£	£
Dividends received	17,972	18,933
Bank interest received	128	160
	<u>18,100</u>	<u>19,093</u>

3. RAISING FUNDS

	2016	2015
	£	£
Investment manager fees	3,848	3,731
Support costs (note 5)	1,810	1,620
	<u>5,658</u>	<u>5,351</u>

4. CHARITABLE EXPENDITURE

	2016	2015
	£	£
Grants paid to individuals	12,250	13,734
	<u>12,250</u>	<u>13,734</u>

5. SUPPORT COSTS

	2016	2015
	£	£
Governance costs	1,810	1,620
	<u>1,810</u>	<u>1,620</u>

S.A.M.B.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF S.A.M.B

We have audited the financial statements of S.A.M.B for the year ended 31 March 2016 which comprise the statement of income and retained earnings, the balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

This report is made solely to the 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 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditor

As explained more fully in the statement of directors' responsibilities, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the FRC's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2016 and of its profit 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.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements.

S.A.M.B.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF S.A.M.B (Continued)

Matters on which we are required to report by exception

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

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

BDO LLP

26 September 2016

Martin Gill (senior statutory auditor)
For and on behalf of BDO LLP, statutory auditor
Edinburgh
United Kingdom

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

SCOTTISH ASSOCIATION OF MASTER BAKERS BENEVOLENT FUND

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF
THE SCOTTISH ASSOCIATION OF MASTER BAKERS BENEVOLENT FUND**

We have audited the financial statements of Scottish Association of Maser Bakers Benevolent Fund for the year ended 31 March 2016 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective January 2015) (United Kingdom Generally Accepted Accounting Practise applicable to smaller entities).

This report is made solely to the charity's trustees, as a body, in accordance with the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the FRC's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2016 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

SCOTTISH ASSOCIATION OF MASTER BAKERS BENEVOLENT FUND

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charity Accounts (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

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

BDO LLP

BDO LLP
Statutory Auditor
Edinburgh, UK

Date: *26 SEPTEMBER 2016*

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

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).