

## Employers' Association's details

Name of Employers' Association:

Employers in Voluntary Housing

Year ended:

31 December 2018

List number:

5035E

Head or Main Office:

137 Sauchiehall Street  
5<sup>th</sup> Floor  
Glasgow  
G2 3EW

Has the address changed during the year to which the return relates?

Yes

No

(Tick as appropriate)

Website address (if available)

[www.evh.org.uk](http://www.evh.org.uk)

General Secretary:

Eamonn Connolly

Contact name for queries regarding the completion of this return:

Eamonn Connolly

Telephone Number:

0141 352 7435

E-mail:

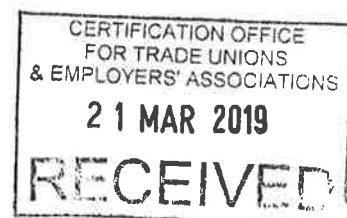
[Eamonn@evh.org.uk](mailto:Eamonn@evh.org.uk)

**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: 0330 109 3602.**

**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, Lower Ground Floor, Fleetbank House, 2-6 Salsbury Square, London, EC4Y 8JX.**

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



## 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
159				159

## Change of officers

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

Position held	Name of Officer ceasing to hold office	Name of Officer Appointed	Date of Change
Director	Hugh Cameron		19/11/18

## Officers In post

(see note 10)

Please insert a complete list of all officers in post at the end of the year to which this form relates.

Name of Officer	Position held
<u>EVH Board of Directors – at 31 December 2018</u>	
A S A'Hara	Director
M M D Alcorn	Director
B D Chaplin	Director
J Ferguson JP MBE	Director
N R Finlayson	Director
C F R Holyer	Director
J Kelly	Director
G R Mason	Director
P A McGinlay MBE	Director
G H McGuinness MBE	Director
C A Newton	Director
N J Reid BEM	Director
D W Rose	Director
F Wallace	Director
J R Weir	Director
<u>Company Secretary – at 31 December 2018</u>	
E Connolly	Company Secretary
<u>Resigned</u>	
H Cameron	Director (resigned 19/11/18)

## Revenue account/General Fund

(see notes 11 to 15)

Previous Year		£	£
	<b>Income</b>		
518,633	From Members                      Subscriptions, levies, etc	543,472	
1,595	Investment income    Interest and dividends (gross) Bank interest (gross) Other (specify)	1,302	
	Other income            Rents received	-	
		-	
145,777		161,011	
230,455		248,606	
191,508		185,508	
1,000		2,000	
	<b>Total income</b>		<b>1,141,899</b>
1,088,971	<b>Expenditure</b>		
	<b>Administrative expenses</b>		
523,487	Remuneration and expenses of staff	544,085	
65,684	Occupancy costs	62,212	
19,765	Printing, Stationery, Post	26,111	
4,040	Telephones	4,270	
43,654	Legal and Professional fees	45,225	
	Miscellaneous (specify)		
7,271	Committee Costs	6,314	
26,357	Publication and Advertising Costs	54,258	
593	JNC Costs	1,384	
	Other charges            Bank charges	955	743,859
910	Depreciation	13,051	
13,314	Sums written off	-	
-	Affiliation fees	6,396	
4,683	Donations	-	
-	Conference and meeting fees	154,226	
159,405	Expenses	28,698	
22,066	Miscellaneous (specify)		
	Irrecoverable VAT	48,304	
41,888	Bank interest and similar charges	3,000	

4,166			
3,493	Taxation		254,630
940,779		<b>Total expenditure</b>	2,354
148,192		Surplus/Deficit for year	1,000,843
601,647		Amount of fund at beginning of year	141,056
749,839		Amount of fund at end of year	749,839
			890,895

(See notes 11 to 16)

<b>Account 2</b>		<b>Fund Account</b>	
<b>Name of account:</b>		<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment income		
	Other income (specify)		
	<b>Total Income</b>		
<b>Expenditure</b>			
	Administrative expenses		
	Other expenditure (specify)		
	<b>Total Expenditure</b>		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		

<b>Account 3</b>		<b>Fund Account</b>	
<b>Name of account:</b>		<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment income		
	Other income (specify)		

		<b>Total Income</b>	
<b>Expenditure</b>	Administrative expenses		
	Other expenditure (specify)		
		<b>Total Expenditure</b>	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	

(See notes 11 to 16)

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

<b>Account 5</b>		<b>Fund Account</b>	
<b>Name of account:</b>		<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment income		

	Other income (specify)		
		<b>Total Income</b>	
<b>Expenditure</b>	Administrative expenses		
	Other expenditure (specify)		
		<b>Total Expenditure</b>	
		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)

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

<b>Account 7</b>	<b>Fund Account</b>
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Name of account:		£	£
<b>Income</b>			
	From members		
	Investment income		
	Other income (specify)		
		<b>Total Income</b>	
<b>Expenditure</b>			
	Administrative expenses		
	Other expenditure (specify)		
		<b>Total Expenditure</b>	
		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 31 December 2018**

(see notes 19 and 20)

Previous Year		£	£
440,745	<b>Fixed Assets</b> (as at page 8)		428,918
	<b>Investments</b> (as per analysis on page 9)		
	Quoted (Market value £)		-
	Unquoted		-
		<b>Total Investments</b>	
191,000	<b>Investments</b>		192,955
	<b>Other Assets</b>		
54,058	Sundry debtors		43,248
438,091	Cash at bank and in hand		549,227
	Stocks of goods		-
	Others (specify)		-



683,149				
1,123,894		<b>Total of other assets</b>		785,430
			<b>Total assets</b>	1,214,348
749,839		Fund (Account)		890,895
		Fund (Account)		
		Fund (Account)		
		Revaluation Reserve		
	<b>Liabilities</b>			
-	Loans		-	
-	Bank overdraft		-	
7,975	Tax payable		27,914	
-	Sundry creditors		2,352	
15,080	Accrued expenses		23,187	
351,000	Provisions		270,000	
-	Other liabilities		-	
374,055			<b>Total liabilities</b>	323,453
1,123,894			<b>Total assets</b>	1,214,348

## Fixed Assets Account

(see note 21)

	Land & Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total
	£	£	£	£
<b>Cost or valuation</b>				
At start of period	437,112	3,633	-	440,745
Additions during period	-	1,224	-	1,224
Less: Disposals during period	-	(39,019)	-	(39,019)
Less: DEPRECIATION:	(10,408)	(2,643)	-	(13,051)
On Disposals	-	39,019	-	39,019
Total to end of period				
<b>Book amount at end of period</b>	<b>426,704</b>	<b>2,214</b>	<b>-</b>	<b>428,918</b>
Freehold	426,704	-	-	
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired)				
<b>As balance sheet</b>	<b>426704</b>	<b>2214</b>		<b>428918</b>

## Analysis of Investments

(see note 22)

		Other Funds £
<b>Quoted</b>	<b>British Government &amp; British Government Guaranteed Securities</b>	
	<b>British Municipal and County Securities</b>	
	<b>Other quoted securities (to be specified)</b>	
	<b>Total quoted (as Balance Sheet)</b>	
	<b>*Market Value of Quoted Investments</b>	
<b>Unquoted</b>	<b>British Government Securities</b>	
	<b>British Municipal and County Securities</b>	
	<b>Mortgages</b>	
	<b>Other unquoted securities (to be specified)</b>	
	<b>Total quoted (as Balance Sheet)</b>	
	<b>*Market Value of Unquoted Investments</b>	

\* 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)

<b>Does the association, or any constituent part of the association, have a controlling interest in any limited company?</b>		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If YES name the relevant companies:			
Company name	Company registration number (if not registered in England & Wales, state where registered)		
<b>Incorporated Employers' Associations</b>			
<b>Are the shares which are controlled by the association registered in the association's name</b>		YES <input type="checkbox"/>	NO <input type="checkbox"/>
If NO, please state the names of the persons in whom the shares controlled by the association are registered.			
Company name N/A	Names of shareholders		
<b>Unincorporated Employers' Associations</b>			
<b>Are the shares which are controlled by the association registered in the names of the association's trustees?</b>		YES <input type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the association are registered.			
Company name N/A	Names of shareholders		

## Summary sheet

(see notes 24 to 33)

	<b>All funds except Political Funds £</b>	<b>Political Funds £</b>	<b>Total Funds £</b>
<b>Income</b>			
From Members	543,472		
From Investments	1,302		
Other Income (including increases by revaluation of assets)	597,125		
<b>Total Income</b>	<b>1,141,899</b>		
<b>Expenditure</b> (including decreases by revaluation of assets)	<b>1,000,843</b>		
<b>Total Expenditure</b>	<b>1,000,843</b>		
<b>Funds at beginning of year</b> (including reserves)	749,839		
<b>Funds at end of year</b> (including reserves)	890,895		
<b>Assets</b>			
Fixed Assets			428,918
Investment Assets			-
Other Assets			785,430
		<b>Total Assets</b>	<b>1,214,348</b>
<b>Liabilities</b>			
		<b>Total Liabilities</b>	<b>323,453</b>

**Net assets (Total Assets less Total Liabilities)**

**890,895**

## Notes to the accounts

(see note 34)

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

### 4. Company limited by guarantee

The company is limited by guarantee and does not have a share capital. As such no director has a beneficial interest in the company. The liability of the members is limited to £1 sterling each.

### 5. Auditor's remuneration

	2018 £	2017 £
Fees payable for the audit of the financial statements	<u>4,780</u>	<u>4,640</u>

### 6. Employee numbers

The average number of persons employed by the company during the year amounted to 14 (2017: 14).

### 7. Profit before taxation

Profit before taxation is stated after charging:

	2018 £	2017 £
Depreciation of tangible assets	<u>13,051</u>	<u>13,315</u>

### 8. Tax on profit

#### Major components of tax expense

	2018 £	2017 £
<b>Current tax:</b>		
UK current tax expense	2,354	3,500
Adjustments in respect of prior periods	—	(7)
Total current tax	<u>2,354</u>	<u>3,493</u>
<b>Tax on profit</b>	<u>2,354</u>	<u>3,493</u>

The company's taxable income for the year ended 31 December 2018 is bank interest received and profit arising on room hire to non-members

### Reconciliation of tax expense

The tax assessed on the profit on ordinary activities for the year is lower than (2017: lower than) the standard rate of corporation tax in the UK of 19% (2017: 19.25%).

	2018 £	2017 £
Profit on ordinary activities before taxation	141,410	150,685
Profit on ordinary activities by rate of tax	11,668	29,007
Adjustment to tax charge in respect of prior periods	1	(7)
Effect of expenses not deductible for tax purposes	203,093	179,169
Effect of revenue exempt from tax	<u>(212,408)</u>	<u>(204,676)</u>
Tax on profit	2,354	3,493

A reduction in the UK corporation tax rate from 20% to 19% took effect from 1 April 2017. A further reduction from 19% to 17% will take effect from 1 April 2020.

### 9. Tangible assets

	Heritable Property £	Computers & Furniture £	Furniture & Fixings £	Office Improvements £	Total £
<b>Cost</b>					
At 1 January 2018	520,376	21,136	31,072	63,471	636,055
Additions	-	1,224	-	-	1,224
Disposals	-	(12,751)	(26,268)	-	(39,019)
<b>At 31 December 2018</b>	<u>520,376</u>	<u>9,609</u>	<u>4,804</u>	<u>63,471</u>	<u>598,260</u>
<b>Depreciation</b>					
At 1 January 2018	83,264	18,570	30,005	63,471	195,310
Charge for the year	10,408	1,642	1,001	-	13,051
Disposals	-	(12,751)	(26,268)	-	(39,019)
<b>At 31 December 2018</b>	<u>93,672</u>	<u>7,461</u>	<u>4,738</u>	<u>63,471</u>	<u>169,340</u>
<b>Carrying amount</b>					
At 31 December 2018	<u>426,704</u>	<u>2,148</u>	<u>66</u>	<u>-</u>	<u>428,918</u>
At 31 December 2017	<u>437,112</u>	<u>2,566</u>	<u>1,067</u>	<u>-</u>	<u>440,745</u>

### 10. Debtors

	2018 £	2017 £
Trade debtors	28,462	25,782
Other debtors	14,786	28,276
	<u>43,248</u>	<u>54,058</u>



## 11. Investments

	2018 £	2017 £
Community Investment Bond	1,000	—
Investment deposit with Pollok Credit Union	191,955	191,000
	<u>192,955</u>	<u>191,000</u>

## 12. Creditors: amounts falling due within one year

	2018 £	2017 £
Trade creditors	2,352	—
Corporation tax	2,353	3,499
Social security and other taxes	25,561	4,476
Other creditors	23,187	15,080
	<u>53,453</u>	<u>23,055</u>

## 13. Pension scheme

The Company operates both a defined benefit pension scheme and a defined contribution scheme for its employees.

The amount recognised in the Income and expenditure accounts is as follows:

	2018 £	2017 £
Defined benefit scheme		
- Current service cost	—	—
Defined contribution scheme	43,169	41,639
Total charge in operating profit	43,169	41,639
Defined benefit scheme		
- Net interest expense	3,000	4,000
Total charge	<u>46,169</u>	<u>45,639</u>

### Defined benefit scheme - Scottish Housing Associations' Pension Scheme

The company participates in the scheme, a multi-employer scheme which provides benefits to over 150 non-associated employers. The scheme is a defined benefit scheme in the UK. It is not possible for the company to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the company is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

**13. Pension scheme (continued)**

A full actuarial valuation for the scheme was carried out at 30 September 2012. This actuarial valuation showed assets of £394m, liabilities of £698m and a deficit of £304m.

A full actuarial valuation for the scheme was carried out at 30 September 2015. This actuarial valuation showed assets of £616m, liabilities of £814m and a deficit of £198m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2017 to 28 February 2022:	£25,735,092 per annum (payable monthly, increasing by 3% each 1st April)
From 1 April 2017 to 30 June 2025:	£727,217 per annum (payable monthly, increasing by 3% each 1st April)
From 1 April 2017 to 31 October 2026:	£1,239,033 per annum (payable monthly, increasing by 3% each 1st April)

Unless a concession has been agreed with the Trustee the term to 28 February 2022 applies.

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities.

Where the scheme is in deficit and where the company has agreed to a deficit funding arrangement the company recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

**PRESENT VALUES OF PROVISION**

	31 December 2018 (£000s)	31 December 2017 (£000s)	31 December 2016 (£000s)
<b>Present value of provision</b>	<b>270</b>	<b>351</b>	<b>427</b>

**13. Pension scheme (continued)**

**RECONCILIATION OF OPENING AND CLOSING PROVISIONS**

	Period Ending 31 December 2018 (£000s)	Period Ending 31 December 2017 (£000s)
Provision at start of period	351	427
Unwinding of the discount factor (interest expense)	3	4
Deficit contribution paid	(82)	(79)
Re-measurements - Impact of any change in assumptions	(1)	(1)
Provision at end of period	270	351

**INCOME AND EXPENDITURE IMPACT**

	Period Ending 31 December 2018 (£000s)	Period Ending 31 December 2017 (£000s)
Interest expense	3	4
Re-measurements – impact of any change in assumptions	(2)	(1)
Contributions paid in respect of future services	43	42
Costs recognised in Income and expenditure account	44	45

**ASSUMPTIONS**

	31 December 2018 % per annum	31 December 2017 % per annum	31 December 2016 % per annum
Rate of discount	1.69	1.18	1.11

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

**14. Operating leases**

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2018 £	2017 £
Not later than 1 year	3,609	3,609
Later than 1 year and not later than 5 years	1,892	5,500
	<u>5,501</u>	<u>9,109</u>

## 15. Related party transactions

The directors of the company are also Board Members of member Housing Associations with which the company transacts. All transactions with the Housing Associations are made on a commercial basis.

No other transactions with related parties were undertaken such as are required to be disclosed under FRS 102 Section 1a.

## Accounting policies

(see notes 35 and 36)

### Accounting policies

#### Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

#### Going concern

The financial statements have been prepared on a going concern basis. The directors have assessed the Company's ability to continue as a going concern and have reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing these financial statements.

#### Revenue recognition

The turnover shown in the Income and Expenditure Account represents amounts earned during the year, exclusive of Value Added Tax.

Revenue from the rendering of services is measured by reference to the stage of completion of the service transaction at the end of the reporting period provided that the outcome can be reliably estimated. When the outcome cannot be reliably estimated, revenue is recognised only to the extent that expenses recognised are recoverable.

#### Taxation

The taxation expense represents the aggregate amount of current and deferred tax recognised in the reporting period. Tax is recognised in profit or loss, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, tax is recognised in other comprehensive income or directly in equity, respectively.

Current tax is recognised on taxable profit for the current and past periods. Current tax is measured at the amounts of tax expected to pay or recover using the tax rates and laws that have been enacted or substantively enacted at the reporting date.

Deferred tax is recognised in respect of all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the reporting date that are expected to apply to the reversal of the timing difference.

### **Operating leases**

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

### **Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other comprehensive income and accumulated in equity, except to the extent it reverses a revaluation decrease of the same asset previously recognised in profit or loss. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other comprehensive income to the extent of any previously recognised revaluation increase accumulated in equity in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in equity in respect of that asset, the excess shall be recognised in profit or loss.

### **Depreciation**

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

Heritable Property	-	2% straight line
Computers & Printers	-	33% straight line
Furniture & Fittings	-	33% straight line
Office Improvements	-	33% straight line

### **Impairment of fixed assets**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

### **Provisions**

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in profit or loss unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in profit or loss in the period it arises.

#### **Financial Instruments**

Basic financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.

#### **Employee benefits**

The Company provides a range of benefits to employees, including paid holiday arrangements and defined benefit and defined contribution pension plans.

##### **(i) Short term benefits**



Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

##### **(ii) Pensions**

The Company participates in the Scottish Housing Associations' defined benefits pension scheme. The Scheme is a multi-employer scheme where scheme assets are co-mingled for investment purposes, benefits are paid from total scheme assets, and the contribution rate for all employers is set by reference to the overall financial position of the scheme rather than by reference to individual employer experience. Accordingly, due to the nature of the Scheme, it is accounted for under FRS 102 as a defined contribution scheme and the accounting charge in respect of the current contributions for the period the current employer contribution payable. The Company has an agreement with the Scheme Trustees in respect of past service deficit contributions during the recovery period and provision has been made for the present value of the future contributions due under this agreement. The unwinding of the discount under this accounting procedure is accounted for within finance costs and actuarial re-measurements are accounted for within other comprehensive income.

The Company also makes contributions to defined contribution schemes in respect of employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations. The contributions are recognised as an expense when they are due. Amounts not paid are shown in accruals in the balance sheet. The assets of the plan are held separately from the Company in independently administered funds.

**Signatures to the annual return**  
**Including the accounts and balance sheet contained in the return.**  
*(see notes 37 and 38)*

<p><b>Secretary's Signature:</b>    <b>Name:</b> EAMONN CONNOLLY  <b>Date:</b> 25/2/19</p>	<p><b>Chairman's Signature:</b>                  (or other official whose position should be stated)    <b>Name:</b> David Rose  <b>Date:</b> 28/2/19</p>
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**Checklist**  
*(see note 39)*  
**(please tick as appropriate)**

Has the return of change of officers been completed? (see Page 2)	Yes	✓	No	
Has the list of officers been completed? (see page 2a)	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 the rule book enclosed? (see Note 40)	Yes	✓	No	
Has the summary sheet been completed? (see Notes 6 and 25 to 34)	Yes	✓	No	

## Checklist for auditor's report

(see notes 40 to 44)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

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**

2. 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**

3. Your auditors or auditor must include in their report the following wording:  
**In our opinion the financial statements:**
  - give a true and fair view of the matters to which they relate to.
  - have been prepared in accordance with the requirements of the section 28 to 36 of the Trade Union and Labour Relations (consolidation) Act 1992.



## **Auditor's report (continued)**

### **Opinion**

We have audited the financial statements of Employers in Voluntary Housing Limited (the 'company') for the year ended 31 December 2018 which comprise the income statement, statement of comprehensive income, statement of financial position, statement of changes in equity and the related notes, 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 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 company's affairs as at 31 December 2018 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.
- have been prepared in accordance with the requirements of sections 28 to 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

### **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 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### **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 directors are responsible for the other information. 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 directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' 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, 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 in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

### **Responsibilities of directors**

As explained more fully in the directors' responsibilities statement, the directors 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 directors 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 directors are responsible for assessing the 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 directors either intend to liquidate the 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of our report**

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.

Signature(s) of auditor or auditors:	<i>Malcolm Beveridge</i>	
Name(s):	Chiene + Tait LLP	
Profession(s) or Calling(s):	ICAS	
Address(es):	61 Dublin Street Edinburgh EH3 6NL	
Date:	5 MARCH 2019	
Contact name for enquiries and telephone number:	Malcolm Beveridge 01315585800	

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

## AR27 Points to remember

### Deadline

Return must be submitted within 5 months after the union year ends

### Signatures

A hard copy of the AR27 must be submitted with original signatures

### Auditor's report

Pages 14-15 must be completed. Your auditors must clearly state:

- it gives a true and fair view of your union's financial affairs
- it has been prepared in accordance with the requirements of the 1992 Act

### Summary sheet

The summary sheet on page 11 must always be completed and must be consistent with the figures in the body of the return

### Return of officers

Must be completed showing the officers in post at the end of the reporting period.

The schedule of officers must be completed even if there has been no change

### Rule book

The AR27 must be accompanied by a copy of your organisation's rules or constitution, for the required period covered by the return

### Branch funds

All branch funds must form part of the overall figures on page 11

### Contact details

If you change contact details you must notify the office as soon as possible

All completed returns should be sent to:  
Certification Office, Fleetbank House, Lower Ground, 2-6 Salisbury Square,  
London, EC4Y 8JX