Form AR27

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for an Employers' Association

Name of Employers' Association:	e of Employers' Association: South East Employers		
Year ended:	31 March 2020		
List No:	237E		
Head or Main Office:	The Guildhall		
	High Street		
	Winchester		
	Hampshire		
Postcode	SO23 9GH		
Website address (if available)	www.seemp.co.uk		
Has the address changed during the year to which the return relates?	Yes No X ('X' in appropriate box)		
General Secretary:	Jennifer McNeill		
Contact name for queries regarding the completion of this return:	Sally Lawrence		
Telephone Number:	01962 848103		
E-mail:	slawrence@winchester.gov.uk		
Please follow the guidance notes in the completion of this ref	etion of this return ourn should be directed to the Certification Office as below		

or by telephone to: 0330 1093602

You should sent the annual return to the following address stating the name of the union in subject:

For Employers' Associations based in England and Wales: returns@certoffice.org

For Employers' Associations based in Scotland: ymw@tcyoung.co.uk

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Return of Members

(see note 9)

	Number of members at the end of the year						
Great Northern Irish Elsewhere Abroad (Including Channel Islands)							
45				45			

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
Executive Committee Member	Cllr Bernadette Fisher	Cllr Jennifer Hollingbee	17 July 2019
Executive Committee Member	Cllr Maureen Holding	Cllr Jonathan May	17 July 2019
Executive Committee Member	Cllr Murray Grubb	Cllr Geoff Lymer	17 July 2019
Executive Committee Member	Cllr Robert Saunders	Cllr James Swindlehurst	17 July 2019
Executive Committee Member	Cllr Lorna Fielker	Cllr Darren Sanders	17 July 2019

Officers in post

(see note 10)

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

Name of Officer Position held

Jennifer McNeill	Regional Director
Darren Kennedy	Treasurer
Cllr Richard Burrett	Executive Committee Member
Cllr Rory Love	Executive Committee Member
Cllr Paul Taylor	Executive Committee Member
Cllr lan Ward	Executive Committee Member
Cllr Stuart Munro	Executive Committee Member
Cllr Darren Sanders	Executive Committee Member
Cllr Jennifer Hollingbee	Executive Committee Member
Cllr Jonathan May	Executive Committee Member
Cllr Geoff Lymer	Executive Committee Member
Cllr James Swindlehurst	Executive Committee Member

Revenue Account / General Fund

(see notes 11 to 16)

Total of Admin expenses	Previous Year			£	£
Interest and dividends (gross) Bank interest (gros		Income			
Bank Interest (gross)	365,075	From Members	Subscriptions, levies, etc	341,571	341,571
Bank Interest (gross)		Investment income	Interest and dividends (gross)		
Collect Coll	8,524		,- ,	11,121	11,121
260,796					
260,796					
260,796					
Other Income Rents received Insurance commission Consultancy fees Publications/Seminars Miscellaneous receipts (specify) Other project funding 22,053					
Other Income Rents received Insurance commission Consultancy fees Publications/Seminars Miscellaneous receipts (specify) Other project funding 22,053					
Insurance commission Consultancy Research Consultancy Research Consultancy Reminars Miscellaneous receipts (specify) Cother project funding 22,053 22,053 22,053 22,053			Total Investment Income	11,121	11,121
Insurance commission Consultancy Research Consultancy Research Consultancy Reminars Miscellaneous receipts (specify) Cother project funding 22,053 22,053 22,053 22,053					
260,796		Other Income	Rents received		
Publications/Seminars Miscellaneous receipts (specify)					
Miscellaneous receipts (specify)	260,796		-	314,409	314,409
14,472					
Total of other income					
Expenditure	14,472		Other project funding	22,053	22,053
Expenditure					
Expenditure					
Expenditure	640.057		Total of all and a const		000 400
Interfund Transfers IN	648,867				
Expenditure					009,104
Administrative expenses Remuneration and expenses of staff 421,997 421,997 18,165 16,165 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 1,802 1,504 1,50			Interrung Fransfers IN		
Administrative expenses Remuneration and expenses of staff 421,997 421,997 18,165 16,165 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 17,889 1,802 1,504 1,50		Evnenditure			
18,165	443 898		Remuneration and expenses of staff	421 997	421 997
S,800	•	Transmonative expenses			
Telephones					
Legal and Professional fees 5,763 5,763 Aliscellaneous (specify)					
Miscellaneous (specify)					
1,500	,		=	, , , , ,	2,
Total of Admin expenses	2,989			5,430	5,430
19,625			Equipment	1,564	1,564
Cost	19,625		Finance/IT Contract	17,500	17,500
Total of Admin expenses	12,510		Website		
Other Charges Bank charges Depreciation Sums written off Affiliation fees 1,000 1,000 Donations Conference and meeting fees 4,314 4,314 Expenses Miscellaneous (specify) 53,058 External consultancy/other training Other project expenditure Interfund Transfers OUT -30,244 -1,635,120 Other Charges Bank charges Depreciation Sums written off Affiliation fees Depreciation Sums written off Affiliation fees Donations	2,988		IT Cost	2,088	2,088
Depreciation Sums written off Sums written of			Total of Admin expenses		478,754
Depreciation Sums written off Sums written of					
Sums written off		Other Charges	Bank charges		
1,500					
Donations Conference and meeting fees 4,314 4,314 Expenses					
7,617 Conference and meeting fees 4,314 Expenses Miscellaneous (specify) 53,058 External consultancy/other training 50,746 50,746 15,414 Other project expenditure -3,088 -3,088 -1,000 51,000 51,000 51,000 236,000 Acturial loss on defined pension scheme 236,000 236,000 70tal of other charges 70tal other charges 70ta	1,500			1,000	1,000
Expenses Miscellaneous (specify)					
Miscellaneous (specify) External consultancy/other training 50,746 50,746 15,414 Other project expenditure -3,088 -3,088 10,000 Finance expense defined pension benefit 51,000 Acturial loss on defined pension scheme 236,000 236,000 Total of other charges 339,972 Taxation Total expenditure 818,726 Interfund Transfers OUT Surplus/Deficit for year -129,572 -1,635,120 Amount of fund at beginning of year -1,265,364	7,617			4,314	4,314
External consultancy/other training 50,746 50,746 15,414 Other project expenditure -3,088 -3,088 80,000 Exhama 51,000 51,000 51,000 236,000 Contact			•		
15,414 Other project expenditure -3,088 -3,088	50.050			50.740	50.740
80,000 Finance expense defined pension benefit 51,000 51,000 236,0				•	
Acturial loss on defined pension scheme 236,000 Total of other charges 339,972 679,111 Taxation Total expenditure 818,726 Interfund Transfers OUT -30,244 Surplus/Deficit for year -129,572 -1,635,120 Amount of fund at beginning of year -1,265,364			Otner project expenditure		
Total of other charges 339,972	80,000		cchama		
679,111 Taxation 818,726 Total expenditure 818,726 Interfund Transfers OUT -30,244 Surplus/Deficit for year -129,572 -1,635,120 Amount of fund at beginning of year -1,265,364					
Total expenditure	670.441				339,912
Interfund Transfers OUT -30,244 Surplus/Deficit for year -129,572 -1,635,120 Amount of fund at beginning of year -1,265,364	679,111		ı axatıon		
-30,244 Surplus/Deficit for year -129,572 -1,635,120 Amount of fund at beginning of year -1,265,364			Total expenditure		818,726
-1,635,120 Amount of fund at beginning of year -1,265,364			Interfund Transfers OUT		
-1,635,120 Amount of fund at beginning of year -1,265,364	-30,244		Surplus/Deficit for year		-129,572
	-1,635,120		Amount of fund at beginning of year		-1.265.364
AHIOUHU OHUHU AL ENG OF VEAT 1 -1 394 930	-1,265,364		Amount of fund at end of year		-1,394,936

Accounts other than Revenue Account/General Fund

(see notes 17 to 18)

Account 2				Fund Account
Name of account:			£	£
Income				
	From members			
	Investment income			
	Other Income (specify)			
			Total Income	
	Interfund Transfers IN			
Expenditure				
	Administrative expenses			
	Other expenditure (specify)			
			Total Expenditure	
	Interfund Transfers OUT			
		Su	rplus (Deficit) for the year	
		Amount of	fund at beginning of year	
	Amo	unt of fund at the end o	f year (as Balance Sheet)	

Account 3				Fund Account
Name of account:			£	£
Income	From members Investment income Other income (specify)			
	Cure. Interne (epochy)			
	Interfund Transfers IN		Total Income	
Expenditure	Administrative expenses			
	Other expenditure (specify)			
	Interfund Transfers OUT	Su	Total Expenditure	
			fund at beginning of year	
		Amount of fund at the end o		

Accounts other than 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	
	Interfund Transfers IN			
		•		
Expenditure				
	Administrative expenses			
	Other expenditure (specify)			
			Total Expenditure	
	Interfund Transfers OUT			
		Sur	rplus (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:		£	£
name of account:	From members Investment income Other income (specify)		±.
Expenditure	Interfund Transfers IN	Total Income	
	Administrative expenses Other expenditure (specify)		
	Interfund Transfers OUT	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 Revenue Account/General Fund

(see notes 17 to 18)

Account 6				Fund Account
Name of account:			£	£
Income	_			
	From members			
	Investment income Other income (specify)			
	Other income (specify)			
			Total Income	
	Interfund Transfers IN			
		Г		
Expenditure				
	Administrative expenses			
	Other expenditure (specify)			
			Total Expenditure	
	Interfund Transfers OUT			
		Sur	rplus (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)			
	Interfund Transfers IN		Total Income	
Expenditure	Administrative expenses			
	Other expenditure (specify)			
	Interfund Transfers OUT		Total Expenditure	
			olus (Deficit) for the year	
		Amount of fu Amount of fund at the end of y	und at beginning of year year (as Balance Sheet)	

Balance Sheet as at [

31 March 2020

(see notes 19 and 20)

Ī	(see notes 19 and 20)		
Previous Year		£	£
	Fixed Assets (as at Page 8)		
	Investments (as per analysis on page 9)		
	Quoted (Market value £) as at Page 9		
	Unquoted (Market value £) as at Page 9		
	Total Investments		
	Other Assets		
153,600	Sundry debtors	230,782	230,782
1,184,775	Cash at bank and in hand	1,274,049	1,274,049
	Stocks of goods		
	Others (specify)		
1,338,375	Total of other assets	1,504,831	1,504,831
		Total Assets	1,504,831
-1,265,364	Revenue Account/ General Fund	-1,394,936	
, ,		, ,	
	Revaluation Reserve		
	Lightities		
	Liabilities VAT payable	38,894	
	Sundry Creditors	3,111	
	Other Liabilities-Deferred Grant/Income	120,762	
	Defined Benefit Pension Scheme	2,737,000	
		2,899,767	
		Total Liabilities	5,799,534
1,338,375		Total Assets	1,504,831
_,,			7,001,001

Fixed Assets account

(see note 21)

	Land and Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total £
Cost or Valuation				
At start of period				
Additions during period				
Less: Disposals				
Less: Depreciation				
Total to end of period				
Book Amount at end of period				
Freehold				
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired				
Total of Fixed Assets				

Analysis of Investments (see note 22)

	(see note 22)	
Quoted		Other Funds
	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities (to be specified)	
	Total Quoted (as Balance Sheet)	
	Market Value of Quoted Investments	
Unquoted	British Government Securities	
Onquoted	Dinion Covernment Securities	
	British Municipal and County Securities	
	Mortgages	
	Other unquoted investments (to be specified)	
	Total Unquoted (as Balance Sheet)	
	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)

(Controlling Interests) (see note 23)						
Does the association, or any constituent part of the association, have a contro interest in any limited company?			Yes		No	
If Yes name the relevant compar						
Company name		Company registra & Wales, state wh			egistered i	n England
	Incorporated Employers'	Associations				
Are the shares which are contrassociation's name	rolled by the association registered in	the	Yes		No	
If NO, please state the names of controlled by the association are						
Company name		Names of shareho	olders			
	Unincorporated Employers	s' Associations				
Are the shares which are contrassociation's trustees?	rolled by the association registered in	the names of the	Yes		No	
If NO, state the names of the per the association are registered.	rsons in whom the shares controlled by					
Company name		Names of shareho	olders			

Summary Sheet (see notes 24 to 33)

	All Funds	Total Funds
	£	£
Income		
From Members	341,571	341,571
From Investments	11,121	11,121
Other Income (including increases by revaluation of assets)	336,462	336,462
Total Income	689,154	689,154
Expenditure (including decreases by revaluation of assets)		
Total Expenditure	818,726	818,726
Funds at beginning of year (including reserves)	-1,265,364	-1,265,364
Funds at end of year (including reserves)	-1,394,936	-1,394,936
ASSETS		
	Fixed Assets	
	Investment Assets	
	Other Assets	1,504,831
	Total Assets	1,504,831
Liabilities	Total Liabilities	2,899,767
Net Assets (Total Assets less Total Liabilities)		-1,394,936

Notes to the accounts

(see note 34)

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

SOUTH EAST	EMPLOYERS		EAST EMPLOYERS	SOUTH EAST EMPLOY	YERS	
NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020		NOTES TO THE YEAR EN	NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020		NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020	
YEAR ENDED 3	31 MARCH 2020	Financial instruments				
1. Accounting policies		Financial instruments are classified and a	accounted for, according to the substance of the contractua	4. Debtors	2020 2019	
Basis of accounting		contract that evidences a residual interest	accounted for, according to the substance of the contractual liabilities or equity instruments. An equity instrument is an in the assets of the company after deducting all of its liabilities		2020 2019 £ £	
results of the principal activity which is that of an		Pension costs and other post-retirement		Trade debtors Other debtors	183,636 141,128 47,176 12,472	
The financial statements are prepared in accorda the provisions of the Trade Union and Labour Re	ance with applicable UK accounting standards and with elations (Consolidation) Act 1992.	The organisation operates a defined bene scheme are held separately from those of	Ifft pension scheme for certain employees. The assets of the the organisation. Contributions to the scheme are charged to s to spread the cost of pensions over the employees' working		230,812 153,600	
Going Concern		lives. The contributions are determined by	a qualified actuary on the basis of triennial valuations.			
The organisation has not liabilities of £1,394,6 Government Pension Scheme of £2,737,000 The	636. This includes a deficit in respect of the Local ere is no expectation that the pension fund will need to	Pension scheme liabilities are measured discounted to their present value using an	on an actuarial basis using a projected unit method and an AA corporate bond rate.	Creditors: Amounts falling due within one year	2020 2019	
be distributed in full during the next twelve month good the pension fund liability. Net current asset	there is no expectation that the persion fund will need to the and therefore there will be no requirement to make test (and the net asset position excluding the persion ance held of £1,274,019. South East Employers made is, the executive committee considers it appropriate to	Pension scheme assets are valued at ma	ket value at the Balance Sheet date.		£ £	
scheme deficit) are £1,342,064, with a cash bala a surplus for the year of £106,428. On this basis prepare the financial statements on the going co	ance held of £1,274,019. South East Employers made is, the executive committee considers it appropriate to	The pension scheme deficit is recognised	in full on the Balance Sheet.	Trade creditors Other taxation and social security	3,111 1,748 38,894 31,051	
		2. Operating surplus		Other creditors	120,762 120,940 162,767 153,739	
South East Employer's management team an situation following the directives issued by the UK	negative impact on both people and financial markets, of executive committee are carefully monitoring the K government authorities. The overall impact of COVID- ciation has strong cash reserves to support operations	Operating surplus is stated after charging:			102,707	
going forward. Given the high level of uncertaint	custion has strong cash reserves to support operations by however, it is not possible at present to estimate the		2020 2019 £ £	6. Pension commitments		
	een prepared on a going concern basis which assumes il existence for the foreseeable future. In making our	Auditors remuneration	4,225 4,100	The organisation contributes to a Local Government Pen- on final pensionable pay. The LGPS is a funded defined- held separately from those of the organisation and are ad-	sion Scheme (LGPS) providing benefits based benefit scheme, with the assets of the scheme	
assessment the executive committee have revie	Il existence for the foreseeable future. In making our ewed the balance sheet, the likely future cash flows of s and cash that are in place at this point in time.			held separately from those of the organisation and are add Hampshire County Council Pension Fund.	ministered under an Admission agreement with	
Income	s and cash that are in place at this point in time.	Interest payable and similar charges		The contributions are determined annually by the adm Pension Fund based on a triennial actuarial valuation usin	inistrators of the Hampshire County Council of the projected unit method and determined by	
Subscription income is recognised in the year to	o which the subscriptions relate. Where it relates to a		2020 2019	Pension Fund based on a triennial actuarial valuation usin a qualified actuary. The last valuation was carried out on 3	31 March 2019.	
	ount receivable by the organisation for training services	Net finance expense in respect of defined	£ £	Principal Actuarial Assumptions The organisation has applied the following financial a:	ssumptions in assessing the defined hereal	
and information provided in the normal course of	off business, after making due allowance for deferred to receivable for courses and seminars are recognised elivered.	pension schemes	51,000 80,000	Babilities:		
in the period in which the course or seminar is de Operating lease agreements	elivered.			2021 %	N N N	
	substantially all of the benefits and risks of ownership			Rate of increase in salaries 3.0 Rate of increase in pensions in payment 2.0	3.7 3.6 3.5 2.2 2.1 2.0	
remain with the lessor are charged against profit	substantially all of the benefits and risks of ownership is on a straight line basis over the period of the lease.			Discount rate 2.3 CPI Inflation assumption 2.0		
				Effective from 1 April 2011, the organisation switched to us the Retail Price Index (RPI) as the inflation measure for d be applied to the statutory index-linked features of retirem	e the Consumer Price Index (CPI) rather than determining the minimum pension increase to	
				be applied to the statutory index-linked features of retirem	ent benefits.	
10			11	12		
SOUTH EAST EMPLOYERS	so	TH EAST FMPI OVERS	SOUTH EAST EMPLOYERS			
SOUTH EAST EMPLOYERS NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020		TH EAST EMPLOYERS THE FINANCIAL STATEMENTS	MOTEO TO THE ENVANCAN STATEMENTO	SOUTH EAST E		
	NOTES TO YEAR	TH EAST EMPLOYERS THE FRANCUL STATEMENTS ENDED 31 MARCH 2029	NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020	SOUTH EAST I NOTES TO THE FINAN YEAR ENGED 31		
NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020 Pension commitments (continued)	NOTES TO YEAR subtities and the resulting 8. Pension commitments (continued)	THE FINANCIAL STATEMENTS ENDED 31 MARCH 2020	NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020 6. Punsion commitments (continued)	NOTES TO THE FINAN YEAR ENDED 31		
NOTES TO THE FRANCIAL STATEMENTS YEAR ENGED 11 MARCH 2000 Funsion commitments (continued) The fair value of the scheme assets, the present value of the scheme is deficil are:	MOTES TO YEAR 8. Pension commitments (continued) An analysis of the amount recognise	THE FRANCUAL STATEMENTS ENDED 31 MARCH 2020 In the Statement of Comprehensive Income is shown below:	NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED IN MARCH 2020 6. Perssion commitments (continued) Amounts for the current and previous three periods we as follows:	NOTES TO THE FINANCE YEAR ENDED 31	CIAL STATEMENTS MARCH 2020	
MOTES TO THE FRANKLIAL STATEMENTS TEACH BOSED 21 MARCH, STATEMENTS TEACH BOSED 21 MARCH, STATEMENTS TEACH BOSED 21 MARCH, STATEMENT THE Six value of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets, the present value of the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the scheme assets and the scheme lar activate of the s	NOTES TO YEAR Idiblies and the resulting 6. Plunden commitments (continued) An analysis of the amount recognise 2018 2017 £ £	THE FINANCIAL STATEMENTS ENDED 31 MARICH 2020 In the Statement of Comprehensive Income is shown below: 2020 2019 E £ £	MOTES 10 THE FRANCIAL ETATEMENTS YEAR ENGED 31 MARCH 2020 6. Pension commitments (continued) Amounts for the current and provious three periods are as follows: 2000 2009 2000 2000 2000 2000 2000 2000	NOTES TO THE FINAN-YEAR ENGED IT. 19. Income and expenditure account. 2017 E000	CIAL STATEMENTS MARCH 2020 2020 2019 £ £	
MOTES TO THE FRANCIAL STATEMENTS TOUR BASED IS MAKED, SEE Persiles commitments (scattered The fair value of the scheme savets, the present value of the scheme is certificate 200 2019 £ £ Total market value of saves 5,573,000 7,644,000 Total market value of saves 5,573,000 7,644,000	NOTES TO YEAR As malysis of the amount recognise E S Pleasing commissioning (amount recognise An analysis of the amount recognise E S S S S S S S S S	INCE PRANCISAL STATEMENTS BRIDED 11 MARKET 2008 In the Statement of Comprehensive Income is shown halloc: 3008 2019 £ £ £ £ (28,000) 400,000	NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 11 MARCH 2029 6. Persion commitments (certificuse) Amounts for the current and previous three periods are as follows: 2029 2019 2019 2019	NOTES TO THE FRAME YEAR ENGED 31 19. Income and expenditure account 2017 2000 0 4450 Balance broacht forward	CIAL STATEMENTS MARCH 2029 2020 2019 £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ £	
MOTES TO THE FRANCIAL STATEMENTS TOUR BASED IS MAKED, SEE Persiles commitments (scattered The fair value of the scheme savets, the present value of the scheme is certificate 200 2019 £ £ Total market value of saves 5,573,000 7,644,000 Total market value of saves 5,573,000 7,644,000	MOTES TO TAIL A Pleasan commitment (continues) An analysis of the amount exception 2018 2017 251,000 4 60,000 A Tail a studied grid/(bases) Tail a studied grid/(bases)	THE FRANCISE, ETA CESTATTS ENDED IT MARKET 2009 It has Statement of Comprehensive Income it shown below: 2009 2009 2009 2009 2000 2000 40,000 40,000 40,000	MOTES TO THE FRANCHAL ETATEMENTS TEAR ENGED IT MARCH 2009 6. Parasise commitments (continued) Amounts for the current and previous three periods are as follows: 2009 2019 2019 EVID CODE CODE Fair value of softens assess	NOTES TO THE FRAM YEAR ENFECT IT 10. Income and expenditure account 2017 200 4.60 Balance brought forward 0 (133) Surphalofolding for the francial year	COL. STATEMENTS MARCH 2009 2009 2019 E E (1.086,540) (1.085,140) 101,420 (203,000) 400,000	
### NOTES TO THE FRANCIAL STATEMENTS **TORKE DATES**: \$1.00 P.C. \$	An analysis of the meanting and the resulting an	INTER FEMALOSAL STATEMENTS BRIDED 31 MAMOR! 2008 In the Statement of Comprehensive Income is shown below: 2009 2079 E. E. E. E. C. (2000) 40,0000 d. during the year are aboun below: 2009 2019 E. E. E. E. E. E. (2000) 40,0000 E. E	MOTES 10 THE FRANCHAL ETATEMENTS TEAK ENGED 11 MARCH 2020 6. Parasion commitments (continued) Amounts for the current and previous three periods are as follows: 2020 2029 2019 Fair value of scheme assets 6,577 7,00 451 Frest value of scheme habilities 6,577 7,00 451 Frest value of scheme habilities 6,577 7,00 451	NOTES TO THE FRAMA YEAR ENCED 31 19. Income and expenditure account 2017 500 0 6.450 Bulance brought forward 0 (f.13) Surplaut(Indiref) for the financial year Center of the financial year	CIAL STATEMENTS MARCH 2029 2020 2019 £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ £	
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Accounting policies

(see notes 35 & 36)

Signatures to the annual return

(see notes 37 and 38)

Including the accounts and balance sheet contained in the return.

Please copy and paste your electronic signature here

Secretary's Signature:		Treasurers Signature:	
			(or other official whose position should be stated)
Name:	JENNIFER MCNEILL	Name:	DARREN KENNEDY
Date:	28 August 2020	Date:	28 August 2020

Checklist

(see note 39)

(please enter 'X' as appropriate)

Is the return of officers attached? (see Page 2)	Yes	x	No	
Has the list of officers been completed? (see Page 2A)	Yes	x	No	
Has the return been signed? (see Note 37)	Yes	x	No	
Has the auditor's report been completed? (see Note 41)	Yes	x	No	
Is the rule book enclosed? (see Note 39)	Yes	x	No	
Has the summary sheet been completed? (see Notes 6 and 24 to 33)	Yes	x	No	

Checklist for auditor's report

(see notes 41 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)
Please explain in your report overleaf or attached.
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)
Please explain in your report overleaf or attached.
 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 sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

SOUTH EAST EMPLOYERS					
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTH EAST EMPLOYERS YEAR ENDED 31 MARCH 2020					
March 2020 which comprise Incom statements, including a summary o has been applied in their preparation	ements of South East Employers (the e and Expenditure Account, the Balar f significant accounting policies. The f on is applicable law and United Kingdo The Financial Reporting Standard app Accepted Accounting Practice).	nce Sheet and notes to the financial financial reporting framework that om Accounting Standards, including			
year then ended; •have been properly prepared in action of the second of	ents: The company's affairs as at 31 Marcordance with United Kingdom General lance with the requirements of the Tra	rally Accepted Accounting Practice;			
Signature(s) of auditor or auditors:	with land Ault Saving				
Name(s):	Wilkins Kennedy Audit Services				
Profession(s) or Calling(s):	Statutory Auditors				
Address(es)	Secure House, Lulworth Close, Chandlers Ford, Southampton, SO53 3TL				
Date:	28 August 2020				
Contact name for enquiries and telephone number:	OLIVER ROWE, 02380 247070				

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

SOUTH EAST EMPLOYERS FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

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LEGAL AND ADMINISTRATIVE INFORMATION YEAR ENDED 31 MARCH 2020

Regional Director Jennifer McNeill

Treasurer Darren Kennedy

Executive Committee

Cllr Richard Burrett re-elected July 2019 Cllr Rory Love re-elected July 2019 Cllr Bernadette Fisher resigned July 2019 Cllr Maureen Holding resigned July 2019 Cllr Paul Taylor re-elected July 2019 Cllr Ian Ward re-elected July 2019 Cllr Murray Grubb resigned July 2019 Cllr Stuart Munro re-elected July 2019 **Cllr Robert Saunders** resigned July 2019 Cllr Lorna Fielker resigned July 2019 **Cllr Darren Sanders** elected July 2019 Cllr Jennifer Hollingbee elected July 2019 Cllr Jonathan May elected July 2019 Cllr Geoff Lymer elected July 2019 Cllr James Swindlehurst elected July 2019

Business address The Guildhall

High Street Winchester SO23 9GH

Auditors & Accountants Wilkins Kennedy Audit Services

Statutory Auditors
Secure House
Lulworth Close
Chandlers Ford
Hampshire
SO53 3TL

Bankers Lloyds Bank plc

49 High Street Winchester Hampshire SO23 9BU

STATEMENT OF EXECUTIVE COMMITTEE RESPONSIBILITIES YEAR ENDED 31 MARCH 2020

Employers' Association legislation requires the organisation to prepare accounts for the financial year which give a true and fair view of the state of affairs of the organisation and of the surplus or deficit of the organisation for that year. In preparing those accounts the organisation delegates authority to the Executive Committee and Regional Director to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the organisation will continue in business.

The Executive Committee is responsible for ensuring that arrangements are made for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the organisation and to enable them to ensure that the accounts comply with the relevant legislation. It is also responsible for ensuring that there is a satisfactory system of control over these records, through the appointment of Trustees of the organisation, and for safeguarding the assets of the organisation and hence for taking responsible steps for the prevention and detection of fraud and other irregularities.

In so far as the Executive Committee, as individuals, are aware:

- there is no relevant audit information of which the organisation's auditor is unaware; and
- the Executive Committee have taken all steps that they ought to have taken to make themselves aware
 of any audit information and to ensure that the auditor is aware of that information.

On behalf of the committee

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Vinein		
Jennifer McNeill Regional Director		
Approved by the Executive Committee on	29 th July 2020	

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTH EAST EMPLOYERS YEAR ENDED 31 MARCH 2020

Opinion

We have audited the financial statements of South East Employers (the 'association') for the year ended 31 March 2020 which comprise Income and Expenditure Account, the Balance Sheet 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 company's affairs as at 31 March 2020 and of its deficit 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 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 association 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, 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 Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Executive Committee have not disclosed in the financial statements any identified material uncertainties that
 may cast significant doubt about the association'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 Executive Committee 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

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

- the information given in the statement of Executive Committee responsibilities for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the statement of Executive Committee responsibilities has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTH EAST EMPLOYERS YEAR ENDED 31 MARCH 2020

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 statement of Executive Committee responsibilities.

We have nothing to report in respect of the following matters in relation to which the Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept; or
- a satisfactory system of control over transactions has not been maintained by the association; 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.

Responsibilities of Executive Committee

As explained more fully in the statement of Executive Committee responsibilities, the Executive Committee 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 Executive Committee 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 Executive Committee are responsible for assessing the association'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 Executive Committee 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

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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. 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 section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the 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.

Wilkins Kennedy Audit Services

Statutory Auditor Secure House Lulworth Close Chandlers Ford Hampshire SO53 3TL

28 August 2020

INCOME AND EXPENDITURE ACCOUNT YEAR ENDED 31 MARCH 2020

		2020	2019
	Note	£	£
Income		678,033	640,343
Administrative expenses		(531,725)	(599,113)
Operating surplus	2	146,308	41,230
Interest receivable Interest payable and similar charges	3	11,120 (51,000)	8,524 (80,000)
Surplus/(deficit) for the financial year	_	106,428	(30,246)

All of the activities of the organisation are classed as continuing.

The notes on pages 10 to 16 form part of these financial statements.

STATEMENT OF COMPREHENSIVE INCOME YEAR ENDED 31 MARCH 2020

	2020 £	2019 £
Surplus/(deficit) for the financial year	106,428	(30,246)
Actuarial gain/(loss) in respect of defined benefit pension scheme (note 6)	(236,000)	400,000
Total Comprehensive Income for the year	(129,572)	369,754

The notes on pages 10 to 16 form part of these financial statements.

BALANCE SHEET 31 MARCH 2020

	202)20	20)19
	Note	£	£	£	£
Current assets					
Debtors Cash at bank	4	230,812 1,274,019		153,600 1,184,775	
		1,504,831	_	1,338,375	-
Creditors: Amounts falling due within one year	5	(162,767)		(153,739)	
Net current assets			1,342,064		1,184,636
Net assets excluding pension liability			1,342,064		1,184,636
Defined benefit pension scheme Liability	6		(2,737,000)		(2,450,000)
Net liabilities including pension liability			(1,394,936)		(1,265,364)
Capital and reserves					
Income and expenditure account:	11		4.040.004		
General reserve Pension liability	6		1,342,064 (2,737,000)		1,184,636 (2,450,000)
			(1,394,636)		(1,265,364)

The financial statements were approved by the Executive Committee and are signed on their behalf by:

V/mein	Demedy
Jennifer McNeill	Darren Kennedy
Regional Director	Finance Manager (Strategic Finance) Winchester City Council
Dated:29 th July 2020	

(Due to COVID19 - a virtual AGM consultation commenced on the 15/07/20 and was finalised on the 29/07/20)

The notes on pages 10 to 16 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020

1. Accounting policies

Basis of accounting

The accounts have been prepared on the basis of the historical cost convention and incorporate the results of the principal activity which is that of an employers' association.

The financial statements are prepared in accordance with applicable UK accounting standards and with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.

Going Concern

The organisation has net liabilities of £1,394,636. This includes a deficit in respect of the Local Government Pension Scheme of £2,737,000 There is no expectation that the pension fund will need to be distributed in full during the next twelve months and therefore there will be no requirement to make good the pension fund liability. Net current assets (and the net asset position excluding the pension scheme deficit) are £1,342,064, with a cash balance held of £1,274,019. South East Employers made a surplus for the year of £106,428. On this basis, the executive committee considers it appropriate to prepare the financial statements on the going concern basis.

The COVID-19 pandemic has had a significant negative impact on both people and financial markets. South East Employer's management team and executive committee are carefully monitoring the situation following the directives issued by the UK government authorities. The overall impact of COVID-19 is currently very difficult to predict. The association has strong cash reserves to support operations going forward. Given the high level of uncertainty however, it is not possible at present to estimate the overall potential impact on the association.

We confirm that the financial statements have been prepared on a going concern basis which assumes that the association will continue in operational existence for the foreseeable future. In making our assessment the executive committee have reviewed the balance sheet, the likely future cash flows of the association and have considered the facilities and cash that are in place at this point in time.

Income

Subscription income is recognised in the year to which the subscriptions relate. Where it relates to a future period the income is deferred.

Course and seminar income represents the amount receivable by the organisation for training services and information provided in the normal course of business, after making due allowance for deferred amounts, exclusive of Value Added Tax. Amounts receivable for courses and seminars are recognised in the period in which the course or seminar is delivered.

Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020

Financial instruments

Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as 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.

Pension costs and other post-retirement benefits

The organisation operates a defined benefit pension scheme for certain employees. The assets of the scheme are held separately from those of the organisation. Contributions to the scheme are charged to the Income and Expenditure account so as to spread the cost of pensions over the employees' working lives. The contributions are determined by a qualified actuary on the basis of triennial valuations.

Pension scheme liabilities are measured on an actuarial basis using a projected unit method and are discounted to their present value using an AA corporate bond rate.

Pension scheme assets are valued at market value at the Balance Sheet date.

The pension scheme deficit is recognised in full on the Balance Sheet.

2. Operating surplus

Operating surplus is stated after charging:

	operating outplace to elanear anter entanging.		
		2020	2019
		£	£
	Auditors remuneration	4,225	4,100
3.	Interest payable and similar charges		
		2020	2019
		£	£
	Net finance expense in respect of defined benefit pension schemes	51,000	80,000

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020

4.	Debtors		
		2020	2019
		£	£
	Trade debtors Other debtors	183,636 47,176	141,128 12,472
		230,812	153,600
5.	Creditors: Amounts falling due within one year		
		2020	2019
		£	£
	Trade creditors Other taxation and social security Other creditors	3,111 38,894 120,762	1,748 31,051 120,940
		162,767	153,739

6. Pension commitments

The organisation contributes to a Local Government Pension Scheme (LGPS) providing benefits based on final pensionable pay. The LGPS is a funded defined-benefit scheme, with the assets of the scheme held separately from those of the organisation and are administered under an Admission agreement with Hampshire County Council Pension Fund.

The contributions are determined annually by the administrators of the Hampshire County Council Pension Fund based on a triennial actuarial valuation using the projected unit method and determined by a qualified actuary. The last valuation was carried out on 31 March 2019.

Principal Actuarial Assumptions

The organisation has applied the following financial assumptions in assessing the defined benefit liabilities:

	2020	2019	2018	2017
	%	%	%	%
Rate of increase in salaries	3.0	3.7	3.6	3.5
Rate of increase in pensions in payment	2.0	2.2	2.1	2.0
Discount rate	2.3	2.4	2.6	2.5
CPI Inflation assumption	2.0	2.2	2.1	2.0

Effective from 1 April 2011, the organisation switched to use the Consumer Price Index (CPI) rather than the Retail Price Index (RPI) as the inflation measure for determining the minimum pension increase to be applied to the statutory index-linked features of retirement benefits.

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020

6. Pension commitments (continued)

The fair value of the scheme assets, the present value of the scheme liabilities and the resulting deficit are:

	2020	2019	2018	2017
	£	£	£	£
Total market value of assets Present value of scheme liabilities	6,573,000 (9,310,000)	7,040,000 (9,490,000)	6,510,000 (9,280,000)	6,450,000 (9,130,000)
Net pension liability	(2,737,000)	(2,450,000)	(2,770,000)	(2,680,000)
	3.	Value at 1 March 2020 £		Value at 31 March 2019 £
Equities Property Bonds Cash Other	_	3,463,971 479,829 1,423,914 131,460 1,064,826		4,252,160 535,040 1,964,160 161,920 126,720
Total market value of assets		6,573,000		7,040,000
Present value of scheme liabilities: - funded		(9,310,000)		(9,490,000)
Deficit in the scheme	_	(2,737,000)		(2,450,000)
An analysis of the defined benefit cost fo	llows:			
Analysis of the amount charged to opera	ting surplus:		2020	2019
			£	£
Current service cost			(86,000)	(110,000)
Total operating charge		_	(86,000)	(110,000)
Analysis of the amount charged to finance	e costs:			
			2020	2019
			£	£
Other finance costs: Interest on pension Other finance costs: Expected return on			(225,000) 174,000	(240,000) 170,000
Total finance costs		_	(51,000)	(70,000)
		_		

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020

6. Pension commitments (continued)

An analysis of the amount recognised in the Statement of Comprehensive Income is shown below:

	2020 £	2019 £
Total actuarial gain/(losses)	(236,000)	400,000
An analysis of the movements in deficit during the year are shown below	DW:	
	2020 £	2019 £
At 1 April	(2,450,000)	(2,770,000)
Total operating charge	(86,000)	(110,000)
Total other finance costs	(58,000)	(70,000)
Actuarial (loss)/gain	(236,000)	400,000
Contributions	93,000	100,000
At 31 March	(2,737,000)	(2,450,000)
Asset and Liability Reconciliation	2020	2019
Reconciliation of liabilities	£	£
At 1 April	9,490,000	9,280,000
Current service cost	76,000	110,000
Interest cost	225,000	240,000
Employee contributions	19,000	20,000
Actuarial loss	(263,000)	70,000
Net benefits paid out	(247,000)	(230,000)
At 31 March	9,310,000	9,490,000
Reconciliation of assets	2020 £	2019 £
At 1 April	7,040,000	6,510,000
Expected return on assets	167,000	170,000
Actuarial gain on assets	(499,000)	470,000
Employer contributions	93,000	100,000
Employee contributions	19,000	20,000
Net benefits paid out	(247,000)	(230,000)
At 31 March	6,573,000	7,040,000

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020

6. Pension commitments (continued)

Amounts for the current and previous three periods are as follows:

	2020	2019	2018	2017
	£'000	£'000	£'000	£'000
Fair value of scheme assets Present value of scheme liabilities	6,573 (9,310)	7,040 (9,490)	6,510 (9,280)	6,450 (9,130)
Deficit in scheme	(2,737)	(2,450)	(2,770)	(2,680)

7. Commitments under operating leases

At 31 March 2020 the organisation had aggregate annual commitments under non-cancellable operating leases of £45,000 (2019: £63,000).

8. Contingent liability

In the prior year the McCloud case was identified as a contingent liability because of the uncertainty of the valuation of the additional balances entities would need to pay as part of the LGPS scheme. In the current year the McCloud judgement has been reflected within the pension valuation. There are no contingent liabilities within the financial statements for the year end 31 March 2020.

9. Related party transactions

During the year the organisation incurred consultancy charges from Keith Field of £1,807 (2019 - £8,391). He is the partner of Jennifer McNeill.

NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 31 MARCH 2020

10. Income and expenditure account

	2020	2019
	£	£
Balance brought forward Surplus/(deficit) for the financial year Defined pension benefit scheme	(1,265,364) 106,428 (236,000)	(1,635,120) (30,244) 400,000
Balance carried forward	(1,394,936)	(1,265,364)

11. Control

The organisation is controlled by the Executive Committee on behalf of the members of the organisation.

MANAGEMENT INFORMATION YEAR ENDED 31 MARCH 2020

The following pages do not form part of the statutory financial statements which are the subject of the independent auditor's report on pages 5 to 6.

DETAILED INCOME AND EXPENDITURE ACCOUNT YEAR ENDED 31 MARCH 2020

£ 327,383 14,188 307,754 28,708	£ 350,150 14,925 260,796
14,188 307,754	14,925 260,796
14,188 307,754	14,925 260,796
307,754	260,796
28,708	44.470
	14,472
678,033	640,343
(531,725)	(599,113)
	
11,120	8,524
(51,000)	(80,000)
106,428	(30,246)
	678,033 (531,725) 11,120 (51,000)

NOTES TO THE DETAILED INCOME AND EXPENDITURE ACCOUNT YEAR ENDED 31 MARCH 2020

	2020		2019	
	£	£	£	£
Administrative expenses				
Personnel costs				
Wages and salaries	404,299		421,868	
		404,299		421,868
Establishment expenses				
Rent	17,889		18,000	
Rates and water	-		-	
Light and heat Insurance	5,430		165 2,989	
Cleaning of premises	-		_,	
Other establishment expenses	-		-	
_		23,319		21,154
General expenses				
Travel and subsistence	16,254		15,773	
Telephone Hire of equipment	1,802 1,564		2,614 7,384	
Printing, stationery and postage	4,721		5,802	
Computer costs	2,088		15,498	
Conference costs	10,376		7,617	
Staff training	1,444		6,257	
Sundry expenses	1,000		1,500	
Other programme expenditure	(3,088)		15,414	
_egal and professional fees	464		465	
External consultancy and other training expenditure	44,683		53,058	
Accountancy fees	1,074		984	
Auditors remuneration	4,225		4,100	
Finance and IT support	17,500		19,625	
		104,107		156,091
	-	531,725	-	599,113
Interest receivable	=		•	
Bank interest receivable		11,120		8,524

MANAGEMENT BALANCE SHEET 31 MARCH 2020

	2020		2019	
	£	£	£	£
Current assets				
Trade debtors Prepayments and accrued income Cash at bank and in hand	183,636 47,176 1,274,019		141,128 12,472 1,184,775	
	1,504,831	_	1,338,375	_
Creditors: amounts falling due within one year				
Trade creditors VAT liability Deferred income Accruals	3,111 38,894 120,762		1,748 31,051 120,940 -	
	162,767	_	153,739	_
Net current assets		1,342,064		1,184,636
Total assets less current liabilities		1,342,064		1,184,636
Net assets excluding pension liability				
Defined benefit pension scheme liability		(2,737,000)		(2,450,000)
Net liabilities including pension liability		(1,394,936)		(1,265,364)
Capital and reserves				
Income and expenditure account:				
General fund Pension liability		1,342,064 (2,737,000)		1,184,636 (2,450,000)
		(1,394,936)		(1,265,364)