

# Report and Financial Statements

For the year ended 31 December 2021

---

Registered Office  
5 Mill Hill Close  
Haywards Heath  
West Sussex  
RH16 1NY

*Limited Company Registered in England No. 6708655  
Charity Registered in England and Wales No. 1126595*

## Charity Information

**Charity Registration Number:** 1126595

**Company Registration Number:** 6708655

**Chief Executive  
and Principal Office:** K L Barnett OBE\*  
5 Mill Hill Close  
Haywards Heath  
West Sussex  
RH16 1NY

**Bankers:** National Westminster Bank plc  
38 Strand  
London  
WC2N 5JB

**Auditors:** Mazars LLP  
6 Sutton Plaza  
Sutton Court Road  
Sutton  
Surrey  
SM1 4FS

**Investment Managers:** Rathbone Investment Management Limited  
8 Finsbury Circus  
London  
EC2M 7AZ

**Solicitors:** Stone King  
Boundary House  
91 Charterhouse Street  
London  
EC1M 6HR

\*The CEO was proud to be awarded an OBE in the 2021 Queen's birthday honours in recognition of her work to support ICE members and their families.

## Executive Summary

### In 2021 the ICE Benevolent Fund:

- Supported 186 (2020: 305) individuals, 96 (2020: 214) of these were new in 2021.
- Contacted 302 (2020: 302) individuals who were bereaved following the death of a member.
- Provided charitable accommodation to 13 (2020: 13) beneficiaries.
- Provided a Back to Work (B2W) service to 19 (2020: 42) individuals.
- Ran 4 (2020:5) wellbeing workshops (all online) with 51 (2020: 53) attendees and 27 (2020: 42) webinars with 2,177 (2020: 3,044) registered delegates.
- Referred 43 (2020: 99) members to our IFA or our specialist partners for support.

## Financial Position for the Period

### Assets as at 31 December 2021

• Investments and tangible fixed assets	£25,305,138
• Net Current Assets	£ 560,582
<b>Total</b>	<b>£25,865,720</b>

### Income

• Investment Income	£ 365,990
• Donations via ICE subscriptions miscellaneous donations & legacies	£ 709,185
• Rental income	£ 431,305
• Workshop income	£ 1,395
<b>Total</b>	<b>£1,507,875</b>

### Expenditure

• Provision of financial assistance to individuals	£ 609,568
• Advice, Welfare & Counselling	£ 238,429
• Provision of accommodation to beneficiaries	£ 128,332
• Cost of rental properties	£ 93,573
• Cost of fundraising	£ 216
• Investment Management costs	£ 71,464
<b>Total</b>	<b>£ 1,141,582</b>

The ICE Benevolent Fund was established on 20 December 1864 and was registered as a Charity in 1962. On 1 January 2009, the Benevolent Fund incorporated to a charitable company limited by guarantee. The incorporated charity's governing documents are the Articles of Association of the ICE Benevolent Fund. These Articles were amended and approved at an AGM on Monday 13 July 2015 and are available for inspection from the ICE Benevolent Fund registered address or at website [www.icebenfund.com](http://www.icebenfund.com).

The Committee of Management, who are the Trustees ('Trustees') and the Directors of the Charitable Company, present their report together with the financial statements of ICE Benevolent Fund for the year ended 31 December 2021. The financial statements have been prepared under the accounting policies set out on pages 21-23 of the financial statements and comply with the current statutory requirements, applicable law, and the Statement of Recommended Practice 2015 "Accounting and Reporting by Charities (FRS 102)" issued in March 2015.

## **Structure, Governance and Management**

### **ICE Benevolent Fund Members**

The ICE Benevolent Fund operates a register of members, all of whom have applied for membership and been accepted by the Trustees. ICE Benevolent Fund members must make a minimum annual contribution to the Fund, which for 2021 was £10. Membership allows the individual to attend and vote at the Fund's AGM and, if they are ICE members, apply for election to Trusteeship. At the end of 2021, ICE Benevolent Fund had 166 members.

### **ICE Benevolent Fund Friends**

Individuals who donate to the ICE Benevolent Fund but do not apply for membership are classified as "Friends" of the ICE Benevolent Fund. These individuals can attend, but not vote at, the AGM. They are not entitled to apply for Trusteeship.

### **Key Management Personnel**

In 2021, the ICE Benevolent Fund employed 5 staff which equated to 4.2 full time equivalents. Trustees of the charity set the pay and remuneration of the staff annually in December of each year. When setting remuneration, Trustees seek advice from the ICE HR department which includes salary trend information provided by the Office for National Statistics and the Chartered Institute of Personnel and Development (CIPD). When setting salaries for ICE Benevolent Fund staff Trustees benchmark against remuneration packages awarded to ICE members of staff and also to staff employed by other occupational Benevolent Funds operating in the property and construction sector.

### **Volunteers**

The ICE Benevolent Fund has circa 80 volunteers who work throughout the UK and beyond visiting beneficiaries and new applicants. Volunteers report back to Trustees and make recommendations for help, if appropriate.

### **Trustees**

The Board of Trustees, which meets quarterly, governs the affairs of the Charity. There are sub-committees covering finance and estate maintenance.

The Board of Trustees can consist of up to fifteen members and comprises:

- Three members of the Council of ICE to be appointed by ICE Council. These individuals do not need to be ICE Benevolent Fund members
- Nine ICE Benevolent Fund Members who are elected by other members of the ICE Benevolent Fund. These individuals need to be ICE members

# Trustees' report for the year ended 31 December 2021



- Up to three additional individuals, who can be co-opted to serve up to three years in office. These individuals do not need to be either ICE members or ICE Benevolent Fund Members
- The ICE President, for the year that s/he is in office, is invited to become the Patron of ICE Benevolent Fund. The Patron is entitled to attend, but not vote at, Trustee meetings.

The Charity actively seeks to encourage new individuals to become involved. Nominations to serve on the ICE Benevolent Fund's Trustee Board are invited annually from all ICE Benevolent Fund Members. Voting papers are circulated and the elected candidates are announced at the AGM. Each ICE Benevolent Fund Member is able to vote for up to three individuals.

When appointed, Trustees are sent copies of the Charity's governing documents and past copies of board papers. They are also asked to read a Privacy Statement which outlines how the ICE Benevolent Fund uses their data, complete and sign a Register of Interests form so that potential conflicts can be identified in roles and sign the Charity Commission's Suitability Declaration form for newly appointed Trustees. Trustees are also asked to read the ICE's Bribery policy and sign to say they have understood their responsibilities. All Trustees are obliged to attend an annual induction session which acts as a refresher course for retained Trustees and an annual full day training. The full day's training day is run jointly for Trustees and visitors. In 2021 the Ben Fund was unable to host the training day because of lockdown restrictions placed on business by the UK government.

## ICE President as Patron:

R Skinner CBE*	(term of appointment complete 31 October 2021)
E McCann*	(appointed 1 November 2021)

## Chairman:

C Hillary\*\*

## Council Nominees:

D Porter *	(appointed 1 January 2021)
N Brent*	(appointed 1 January 2021)
G Jurkonyte*	(appointed 1 January 2019)

## Elected Members:

M Chater	
M Knights	
R Millard	
D Balmforth	
E Hiscocks**	
Y Murphy	
J Sturgess	
P Oliver	(appointed 1 January 2021)
T Frost	(appointed 1 January 2021)
I Wdowinska	(appointed 1 January 2021)

\* Member of the Council of the Institution of Civil Engineers (ICE) during 2021

\*\* Co-opted member

**Company Secretary:** K L Barnett OBE

All Trustees gave their time voluntarily and received no benefits from the Charity. Any reclaimed expenses are set out in note 11 to the Accounts.

## Objectives and Activities

The object of the ICE Benevolent Fund, as set out in our Articles of Association, is to “prevent and relieve need by providing assistance and advice” to members and former members of The Institution of Civil Engineers and to the dependants of such members.

The ICE Benevolent Fund’s aims fully reflect the purposes for which the charity was set up. The aim that underpins all our work is to help as many eligible individuals as possible. Assistance is provided in many ways and varies according to specific requirements. The main types of help include:

- Advice, information, specialist counselling and support, both face to face and on-line
- Financial assistance and advice for ICE members struggling to make ends meet
- Accommodation for individuals on low incomes seeking affordable homes
- “Back to Work” (B2W) support following redundancy or a period of unemployment, support with pre-retirement planning, lifetime financial planning and personal development/wellbeing

This report looks at what we achieved and the outcomes of our work in the previous 12 months and sets out our targets for the following year. Preparing this report helps Trustees ensure that the ICE Benevolent Fund’s aims, objectives, and activities remain focused on our stated purposes.

## How Our Activities Deliver Public Benefit

The Charity's Trustees have complied with the Charities Act 2011 to have due regard to Public Benefit guidance published by the Charities Commission.

Our objects and funding allow us to provide services not only to members, but also former members, of the Institution of Civil Engineers as well as to the dependant families of these groups. This represents a sizeable number of individuals worldwide, any of whom can come forward for help at any time. Furthermore, the range and depth of services we provide means that it is not just the individual who benefits. The impact of ICE Benevolent Fund’s work goes far beyond those people we assist directly.

By helping an individual at a difficult time, we also help his or her family and close friends, and our proactive support also means the individual is less likely to rely on the state, whether in terms of welfare or healthcare. In these ways we greatly extend the range of our support beyond simply the members of ICE.

Individuals do not need to have contributed to the ICE Benevolent Fund to benefit from its services.

The ICE Benevolent Fund always endeavours to provide the most appropriate help in every circumstance. We provide financial help where required, but the emphasis is also on providing preventative help and practical support. For ICE members of working age, the ICE Benevolent Fund wants benevolent assistance to be viewed as short term until the individual is able to support himself or herself and their family.

Equal access to our service is an important area of focus for the ICE Benevolent Fund. ICE members living in poverty and need are sought out and actively encouraged to apply for help. All new applicants are means-tested and anyone coming below our thresholds is awarded some form of financial help. By applying this measure, we ensure that people living in need form the focus of our activity.

The Trustees have reviewed whether any of the help we provide could possibly cause any detriment or harm and cannot think of any example where this might be the case.

## Financial effect of significant events

Under FRS 102, the Charity's Trustees are required to record the financial effect of significant events in the year. These are:

- The purchase of 3 front door sets at the ICE Benevolent Fund's charitable estate at a total cost of £10,578. This cost will be depreciated over the next 10 years at £1,057.80 p.a.

The Ben Fund's Auditors have confirmed that they concur with this treatment and the capitalisation period.

## Objectives for 2021 (set in Q1)

### Benevolence and marketing

Assist as many eligible ICE members and their families as possible through ICE Benevolent Fund's variety of services. The aim is to increase the number of people supported each year in a variety of different ways, depending on their need. Whilst the Trustees believe the number of applications for support will remain steady, they do not think that the construction and infrastructure sector has been severely affected by the Covid-19 pandemic. It is generally accepted that the construction industry has not fared as badly as other areas such as leisure, tourism, and retail. The UK government has pledged significant capital spend on infrastructure projects in the next five years and so whilst Trustees expect the call on the Ben Fund to steadily increase as more members become aware of our services, we do not anticipate demand to be unmanageable.

The masterclass, workshop and webinar programme proved a crucial part of the Ben Fund's offering in 2020, demonstrating that the charity can adapt quickly and move to on-line delivery to support our members and their families. The Trustees are committed to developing this further in 2021 with new topics and, where appropriate, ensuring that sessions are recorded and made available on the Ben Fund's archive so that ICE members can view past events if they are unable to tune in to the live event. Staff were pleased to see that webinar archive resources had been accessed over three thousand times in 2020.

The Ben Fund is aware that our members and their families will have faced the same anxieties and pressures faced by the wider population through the pandemic. The Ben Fund has a variety of services to support with these challenges and staff will be preparing a bespoke marketing flyer drawing attention to the importance of looking after your mental health in these challenging times.

Trustees are also aware that some ICE members will have lost loved ones through Covid-19. A new marketing flyer will also be prepared outlining the specific services offered to the bereaved by the Ben Fund.

It is clear that 2021 will be another year when the Ben Fund will have to focus on its digital delivery and service. In response, we will be looking to increase our social media presence and focus on reinforcing our support messages across as many digital channels as we can and by looking to capitalise on awareness days and weeks where our messaging will get picked-up.

The Trustees are in the early stages of considering a free will writing service for our members. The aim of the service is to increase engagement with members and provide our members with the opportunity to act responsibly and prudently by preparing a will, which Trustees think is very important. There may also be the opportunity here to increase legacy gifts, but Trustees are clear that this should be a secondary consideration.

## **Governance**

The Trustee board will be holding their quarterly meetings as diarised. The first two (possibly three) will be held on-line. However, Trustees are hoping for a face to face gathering at their November meeting. Staff would like to organise a training day for Trustees and visitors in Q4 2021 if possible.

The Ben Fund will hold its AGM on-line again in 2021. The ICE President (Ben Fund Patron) will be invited to address registered delegates and the CEO will provide a short presentation to Ben Fund members with highlights of the year.

The entire staff team will return to office working in 2021, although probably not until Q2. The CEO needs to ensure that the office risk assessment is followed. Staff are hopeful that there will not be another lockdown as the vaccine roll out moves rapidly and more of the UK population receives protection. However, the risk assessment and business continuity plan will be followed again if another UK lockdown is announced.

ICE has indicated that the work to replace its membership database will continue in 2021 and Ben Fund staff will be expected to contribute to the requirements of the new system and write (and test) scripts. This will be time consuming, but Trustees feel it is important that Ben Fund staff are involved which will ensure that the new database offers enhanced functionality for donation collection and information storage.

The CEO has started a review of all the Ben Fund's guidelines and policy documents. The Trustee board has indicated that in 2021 it wishes to review the guidelines for awarding benevolence, and it wishes to review the level set for the Designated Fund.

## **Benevolence and marketing outcomes**

The Trustees had anticipated that the number of applications for support in 2021 would remain steady, but in fact there was a downturn in applications. Trustees believe this to be a direct correlation to the fact that the construction industry may not have been as adversely affected by the pandemic. Consequently, the Ben Fund spent less on grant giving and welfare in 2021 than in any year since 2015. There will be a focus on increased marketing in 2022 to promote the work of the Ben Fund to ICE members in the hope that this will generate greater engagement.

The Ben Fund continued with its wellbeing delivery through its programme of webinars and masterclasses. These have proved increasingly popular with the ICE membership and continue to go from strength to strength. Members unable to access "live" events are sent recordings and are able to access the content via the archive housed on the Ben Fund's website. Unfortunately, due to the pandemic, we were not able to organise any face-to-face workshops which was disappointing. However, Ben Fund staff plan to re-introduce these for 2022.

A new marketing flyer was produced in the year drawing attention to the specific services offered by the Ben Fund to support our members and their families with their mental health

and this was promoted through advertisement in the New Civil Engineer trade journal and in e mails to ICE members.

The Trustees were aware that many ICE members would sadly have lost loved ones during the pandemic. With this in mind, the Ben Fund also produced another new flyer outlining the support available to those who have been bereaved.

In 2021, Trustees and staff were keenly aware that we were unable to have any face-to-face contact with ICE members, and members were not meeting each other at work or socially. It was therefore important that we increased our exposure on digital platforms to ensure that our support and wellbeing messages were being heard and shared. For the first time in 2021, the Ben Fund had a very active presence on Instagram and Twitter, sharing messages daily and reminding ICE members of our existence. We continued with our very active presence on Facebook and LinkedIn.

The will writing service which was set to be launched in the year was postponed as so many solicitors' offices were closed through the pandemic. This service will now be launched in 2022.

## **Governance outcomes**

The Trustees held three board meetings on-line and governance and benevolence business were discussed and agreed in the usual way. The November 2021 meeting was held face to face at ICE headquarters. Trustees were pleased to be able to meet in person but agreed that their work had not been hampered by the on-line sessions – all the regulatory requirements had been carried out as successfully on-line as they would have been face-to-face. Unfortunately, due to the pandemic, it was not possible to organise a face-to-face training day for the Ben Fund's volunteer visitors as travel and face-to-face gatherings of large groups was actively discouraged by the UK government. An element of training was provided at the AGM held on 17 May 2021, see below.

The AGM for the Ben Fund was held very successfully on-line with an encouraging number of Ben Fund members joining the event. The Ben Fund's Patron addressed the meeting, outlining her work in the year and her priorities. The CEO also gave a short presentation to Ben Fund Members reminding them of the work completed to date and to reassure them that despite the ongoing pandemic, the work of the Ben Fund continued successfully. At the end of the AGM, the ICE President and Ben Fund Patron paid tribute to the CEO who would complete twenty years' service for the Ben Fund at the end of the year. The CEO was presented with a gift from the Trustees. The CEO thanked everyone for their good wishes and said that it had been her pleasure and privilege to serve the Ben Fund for the last twenty years.

The staff team returned to office working in the year but were on a strict rota to ensure social distancing guidelines were adhered to. Screens and sanitisation measures established in 2020 continued and the office was cleaned every week, with a scheduled monthly deep clean. The Covid Risk Assessment continued to be a crucial tool as the CEO sought to ensure that staff were safe at work.

Ben Fund staff continued to write (and test) scripts for the new ICE membership database which is due to come on-line in 2023. This is a very significant project for the ICE and one with which the Ben Fund needs to be fully engaged. The work to test the system fell largely to the Finance Manager who tackled the project with his usual diligence. The Ben Fund needs to ensure that the new database will offer enhanced functionality for donation collection and information storage.

Trustees were invited to review the suite of guidance documents on the Trustee-only portal section of the Ben Fund's website and comment as appropriate so that the CEO could update as necessary. This work was completed in the year.

Trustees set up a small working group to review the Benevolence guidelines in the year and a new, updated document was agreed by 2021 Trustees. Trustees also reviewed the current level set for the designated fund (£4m) which represents ring fenced funds to ensure that the Ben Fund will continue in perpetuity. Trustees discussed the figure and agreed to retain it at the current level.

## **Objectives for 2022 (set in Q1)**

### **Benevolence and marketing**

Assist as many eligible ICE members, former members, and their families as possible through ICE Benevolent Fund's variety of services. The aim is to try to increase the number of people supported each year in a variety of different ways, depending on their need, though accepting that growth in demand cannot always be exponential and infrastructure projects are currently very active, the construction industry is buoyant and employment rates are high. Notwithstanding this, energy prices are set to rise in 2022 and inflation will increase; there may be some fall out from these two issues.

The Ben Fund offer is not restricted to financial support and whilst ICE members may not need financial assistance, they may be looking for help with wellbeing issues, perhaps for them or a family member. Our wellbeing services are extremely popular and continue to gain traction, especially amongst younger members of the profession. On-line webinars and masterclasses will be a focus for 2022 and staff will also look to organise face-to-face workshops again (not run since 2019) as the UK seeks to come out of the pandemic.

The Ben Fund has been ready to launch its new free will writing service for UK based members since 2021. However, with solicitors' offices closed due to the pandemic, the timing has not been right. This new service will be a focus for 2022. The aim is to support our members and their partners with an offer for a solicitor (local to them) to draft their will for free. The Ben Fund has partnered with the National Free Wills Network to offer this service. It will be launched Q2.

Trustees are keenly aware of the negative and damaging effect the pandemic has had on the youngest members of our society and dependants of ICE members (minor children). Low self-esteem, and issues with confidence and social skills have been highlighted in the press as children have been unable to attend school during large parts of the last two years and have had many of their social gatherings and sport clubs curtailed. The Trustees will launch a new counselling service in Q2 specifically aimed at those aged 11-18 and a new partnership with a specialist provider has been put in place to offer this service.

Trustees have been impressed with the Ben Fund's online presence, particularly on digital marketing channels, such as Facebook and Instagram. A focus in 2022 will be to work with a digital agency to support and further develop our work in this area. The idea behind this partnership is to create a broader understanding of our members' interests and drivers so that we can reach, engage, inform, and ultimately assist more individuals.

### **Governance**

Trustees are committed to running a face-to-face AGM and training day for ICE Benevolent Fund members in the year. The ICE President and Ben Fund Patron, Ed McCann, has

accepted an invitation to address the audience and the Head of Casework has established welfare benefits training from an expert speaker for our visitors.

The CEO will be looking to increase staff complement in the year. A new part time role will be established to build and extend partnerships, develop the Ben Fund's relationships overseas and work with other engineering related institutions as we seek to further enhance our engagement with those we seek to support.

Trustees will be taking a view, following professional advice, as to whether to pursue a full planning application to increase parking provision at the existing charitable estate in Haywards Heath, Sussex. The estate sits in a conservation area, and it has proved challenging in the past to make alterations/adaptations to the site. If Trustees decide to pursue the plans, it will be a significant undertaking.

Although still prevalent worldwide there are signs (in developed countries at least) that the population is now coming out of the pandemic as the omicron variant proves to be less severe than previous variants and treatments are increasingly efficacious. However, at the time of writing this report, Russia has invaded the Ukraine and we enter a time of political and economic instability. High energy prices are driving up inflation worldwide. The ICE has no active members in the Ukraine, but Russia's actions have destabilised financial markets which have taken a sudden downturn. We wait to see how this affects the Ben Fund's investment portfolio.

## Financial Review

The ICE collects subscription income from October – March and approximately 26,441 ICE members (2020: 27,207) donated to the ICE Benevolent Fund in 2021 when they paid their ICE subscription. The Trustees were disappointed to note this small drop in contributors in the year. The Trustees are aware of the need to engage with new and younger members to encourage them to support their Benevolent Fund.

In total the value of donations made with ICE subs (and irregular donations) increased. The ICE Benevolent Fund collected £524,715 in 2021(2020: £331,133). The Ben Fund received one very significant donation of £150,000 from a member based overseas. Trustees expressed their gratitude for this very generous support.

The charity had a good year for legacies. Legacies received in the year accounted for £184,470 (2020: 25,274).

Despite the pandemic and the fallout from Brexit, the Ben Fund had a very good year overall. The excess of income over expenditure for the year ending 31 December 2021 was £366,293.

## Investment Policy

ICE Benevolent Fund's current Investment Policy states that Investment Managers shall endeavour to achieve an absolute net return of at least CPI +4.5% per annum over the longer term. Implicit in this objective is the desire at least to maintain the long-term value of the portfolio in real terms.

During 2021, the return was 9%. The value of investments grew from £14,096,207 at the beginning of the year to £15,372,400 at the year end. Total investment gains in the value of the fund, realised and unrealised, were £1,346,291.

The Investment Policy Statement is reviewed annually at a meeting of the Investments Panel of the ICE Benevolent Fund and its professional advisors. The Statement is approved by the Trustees.

## Reserves policy

It is the policy of the ICE Benevolent Fund to spend all donations on benevolence in the year it is received. To protect the charity's future and to ensure it remains active in perpetuity, the Trustees have established a designated fund of £4m. The designated fund is reviewed periodically by the Investments Advisory Panel of the ICE Benevolent Fund and approved by the Committee of Management. Other income, including voluntary donations, rental income and investment income is not designated because the Trustees believe that keeping the bulk of our income unrestricted means that the Benevolent Fund can be agile in responding to benevolence need and have sufficient free reserves to cover management and administration costs.

Trustees seek to maintain a level of reserves which will produce an income sufficient to provide circa 25 - 30% of the present level of benevolence and day to day running costs of the Ben Fund. In 2021, the ICE Benevolent Fund surpassed this target.

The Reserves Policy and the level of reserves required are reviewed annually by the Investments Advisory Panel of the ICE Benevolent Fund and approved by the Committee of Management.

Unrestricted funds were £21,865,720 ( 2020: £18,414,136) at the year end.

## Risk Management

The Risk Register was reviewed at the July Trustee board meeting and approved.

Trustees agreed that the major risk to the Ben Fund continued to be dealing with the fall-out from the global pandemic as the UK Government announced further lockdowns in 2021. Several risks connected with this were identified:

- A major drop in the value of the investment fund, preventing the charity from meeting its benevolence commitments.

*Fortunately, the Ben Fund's investments held up extremely well, with funds increasing from £14.1m at year end 2020 to £15.4m at year end 2021.*

- The Ben Fund's office, service and governance delivery and estate unable to function effectively through lockdown.

As in 2020, staff followed the procedures as set out in the Business Continuity Plan and in the Covid-19 Risk Assessment which allowed for office working with a rota to minimise the number of people in the office and robust sanitisation measures for those office based.

One other major risk which occurred in the year was the safety of a lone resident beneficiary at the charity's estate in Sussex. The beneficiary sustained an injury while at home and had to be taken to hospital by staff. The possibility of this happening had been addressed in the Risk Management Register and the staff member concerned followed the "steps to mitigate" to a successful conclusion. Trustees were pleased to see the Register being actively used to good effect.

## Grant Making and Fundraising

The ICE Benevolent Fund invites applications for grants from ICE members, former members, and their dependants. All applications are treated sympathetically and are means tested. All grants are approved by the Trustees and are reviewed annually.

The ICE Benevolent Fund operates worldwide.

In 2021 the ICE Benevolent Fund provided financial assistance and financial advice to 149 (2020: 252) beneficiaries in the UK and 37 (2020: 53) overseas, total 186.

The ICE Benevolent Fund does not undertake any organised fundraising activities or events. In 2021, no requests affecting the organisation were made to the industry regulator – the Fundraising Preference Service and no complaints were received.

## Trustees' Responsibilities for the Financial Statements

Law applicable to charities in England and Wales requires the Trustees (who are also the Directors for the purposes of company law) to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Charity as at the balance sheet date and of its income and expenditure for the financial period.

In preparing those financial statements, the Trustees are required 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 financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and for taking reasonable steps to prevent and detect fraud and other irregularities.

## Post balance sheet events

At the start of 2022, although still prevalent Covid-19 appears to be less serious and causing less disruption in the UK and Europe. However, the virus continues apace in developing countries and Trustees are aware that the Ben Fund may get an increased number of applications from ICE members and their dependants based overseas as the virus continues to spread through communities.

At the start of 2022, world energy prices have increased dramatically, and UK inflation is set to rise. Trustees are concerned about the effect these price hikes will have on our beneficiaries as they struggle with significantly higher living costs. This will be closely monitored through the year; there may be a need for one-off additional support to help our beneficiaries with escalating prices.

In February 2022, Russia invaded the Ukraine which has de-stabilised world markets. There is currently mass migration from the Ukraine and sanctions are being imposed on Russia which will result in further increases in energy prices as western countries withdraw support for Russian goods, including gas and oil. The ICE has no active members in the Ukraine. The events currently unfolding in the region are alarming and are being closely monitored.

## Statement as to Disclosure of Information to Auditors

The Trustees have taken all the necessary steps to make themselves, as Trustees, aware of any relevant audit information and to establish that the auditors are aware of that information. As far as the Trustees are aware, there is no relevant audit information of which the Charity's auditors are unaware.

Mazars LLP were appointed auditors at the Annual General Meeting held on 17 May 2021. They offer themselves for reappointment as auditors for the coming year.

# Trustees' report for the year ended 31 December 2021



This report has been prepared in accordance with the special provisions of section 414 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD OF TRUSTEES

Y Murphy

Chairperson

27 April 2022

# Independent Auditor's Report to the members of the ICE Benevolent Fund



## Opinion

We have audited the financial statements of ICE Benevolent Fund (the 'charity') for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 charity's affairs as at 31 December 2021 and of its income and expenditure for the year then ended.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

## Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

# Independent Auditor's Report to the members of the ICE Benevolent Fund



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 course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

## Matters on which we are required to report by exception

In light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

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

- adequate and proper 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

## Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 12, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

# Independent Auditor's Report to the members of the ICE Benevolent Fund



## **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 the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to the Charities Act 2011, the Charities Statement of Recommended Practice, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006 and the Charities Statement of Recommended Practice.

We evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to use of restricted funds, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the trustees and management their policies and procedures regarding compliance with laws and regulations.
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

# Independent Auditor's Report to the members of the ICE Benevolent Fund



Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected, or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

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 the audit report

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

**Nicola Wakefield (Senior Statutory Auditor)  
for and on behalf of Mazars LLP**

Chartered Accountants and Statutory Auditor

6 Sutton Plaza, Sutton Court Road, Sutton, Surrey, SM1 4FS

Date:



# Statement of Financial Activities

For the year ended 31 December 2021

		Total Unrestricted funds	Total Unrestricted funds
	Notes	2021 £	2020 £
<b>INCOME</b>			
<b>Donations and legacies</b>	<b>3</b>	709,185	356,407
<b>Income from investments</b>			
Rental income	4	338,996	318,049
Investment income		365,990	380,290
<b>Income from Charitable Activities</b>			
Rent – Beneficiaries	5	92,309	103,912
Event/Workshop Income		1,395	1,575
<b>Total income</b>		<u>1,507,875</u>	<u>1,160,233</u>
<b>EXPENDITURE</b>			
<b>Fundraising costs</b>			
Costs of rental properties	4	93,573	77,377
Cost of fundraising		216	216
Investment management costs		71,464	62,640
		<u>165,253</u>	<u>140,233</u>
<b>Expenditure on Charitable Activities</b>			
Provision of financial assistance to individuals	6	609,568	830,342
Provision of accommodation to beneficiaries	5 & 6	128,332	125,567
Welfare advice and counselling	6	238,429	361,575
		<u>976,329</u>	<u>1,317,484</u>
<b>Total expenditure</b>		<u>1,141,582</u>	<u>1,457,717</u>
<b>Net income/(expenditure) excluding investment gains</b>		366,293	(297,484)
<b>Investment movements</b>			
Net investment gains	14	1,346,291	357,964
Revaluation gain on investment property	15	1,739,000	629,800
<b>Net income</b>		3,451,584	690,280
Funds brought forward at 1 January		22,414,136	21,723,856
<b>Total funds carried forward at 31 December</b>	<b>19</b>	<u><u>25,865,720</u></u>	<u><u>22,414,136</u></u>

All income and expenditure are derived from continuing activities and there are no recognised gains or losses other than those included above. The accompanying accounting policies and notes form an integral part of these financial statements.



# Balance Sheet

For the year ended 31 December 2021

	Notes	2021	2020
		£	£
<b>Fixed assets</b>			
Intangible fixed assets	12	-	-
Tangible fixed assets	13	530,733	549,333
Investments	14	15,372,400	14,096,207
Investment properties	15	9,335,000	7,596,000
Concessionary loans	16	67,005	67,005
		<u>25,305,138</u>	<u>22,308,545</u>
<b>Current assets</b>			
Debtors	17	175,144	44,771
Cash at bank and in hand		667,986	373,692
		<u>843,130</u>	<u>418,463</u>
<b>Creditors: amounts falling due within one year</b>	18	<u>(282,548)</u>	<u>(312,872)</u>
<b>Net current assets</b>		<u>560,582</u>	<u>105,591</u>
<b>Total assets less current liabilities</b>		<u><u>25,865,720</u></u>	<u><u>22,414,136</u></u>
<b>The Funds of the Charity:</b>			
<b>Designated Funds</b>	19	4,000,000	4,000,000
<b>Unrestricted income funds</b>		21,865,720	18,414,136
<b>Total Charity Funds</b>	19	<u><u>25,865,720</u></u>	<u><u>22,414,136</u></u>

The accompanying accounting policies and notes form an integral part of these financial statements.

These financial statements have been prepared in accordance with the special provisions of the Companies Act 2006 relating to small companies.

Approved by the Trustees on 27 April 2022 and signed on their behalf by:

Y Murphy  
Chairperson



# Statement of Cash Flows

For the year ended 31 December 2021

	2021 £	2021 £	2020 £	2020 £
<b>Cash flows from operating activities</b>				
<b>Net income</b>	3,451,584		690,280	
Adjustments for:				
Depreciation	29,180		28,173	
Amortisation	-		15,615	
(Gain)/loss on investments	(1,346,291)		(357,964)	
(Gain) on revaluation of investment properties	(1,739,000)		(629,800)	
Interest income	(365,990)		(380,290)	
Trade and other debtors	(130,373)		(922)	
Trade and other creditors	(30,324)		(34,842)	
	<hr/>		<hr/>	
<b>Cash flows (used in) operating activities</b>		(131,214)		(669,750)
Purchase of tangible fixed assets	(10,580)		(9,415)	
Purchase of investments	(1,874,977)		(3,372,666)	
Proceeds on disposal of investments	2,361,242		3,448,905	
Interest received	365,990		380,290	
	<hr/>		<hr/>	
<b>Cash flows generated from investing activities</b>		841,675		447,114
		<hr/>		<hr/>
<b>Net increase/(decrease) in cash</b>		710,461		(222,636)
		<hr/>		<hr/>
<b>Analysis of changes in net cash</b>				
		<b>At 1 January 2021 £</b>	<b>Cash flows £</b>	<b>At 31 December 2021 £</b>
Cash at bank		373,692	294,294	667,986
Cash within investment portfolio		433,024	416,167	849,191
		<hr/>	<hr/>	<hr/>
<b>Total cash at 31 December 2021</b>		<b>806,716</b>	<b>710,461</b>	<b>1,517,177</b>
		<hr/>	<hr/>	<hr/>

# Notes to the Financial Statements

For the year ended 31 December 2021



## 1. Principal Accounting Policies

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and R of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)) and the Companies Act 2006.

The ICE Benevolent Fund meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The Trustees consider that it is appropriate for these financial statements to be prepared on the going concern basis given the result for the year and the level of reserves held. Trustees are keeping a watching brief on reserves following the COVID-19 pandemic. Although still prevalent worldwide it appears to be less serious and causing less disruption to world economies.

In 2022 another threat to reserves has arisen. Due mainly to supply issues we are seeing sharp increases in energy prices leading to high levels of inflation world-wide. This has been exacerbated by Russia's invasion of the Ukraine in February and the sanctions imposed on Russia by western governments.

World energy prices have increased, and the cost of fuel has risen dramatically across Europe. Trustees are concerned about the effect these price hikes will have on our beneficiaries as they struggle with significantly higher living costs.

The social and economic fallout from these events is likely to affect the Benevolent Fund's investment portfolio in the short-term and may result in increased spending on benevolence to help our beneficiaries with escalating costs.

However, given the level of reserves held Trustees are confident that the ICE Benevolent Fund can weather this storm. Trustees will continue to monitor the situation with the Ben Fund's Investment Manager.

The principal accounting policies of the ICE Benevolent Fund are set out below:

### 1.1 Fixed Asset Investments

Fixed asset investments are included at market value at the balance sheet date. Any gain / (loss) on revaluation is credited / (charged) to the Statement of Financial Activities (SOFA).

### 1.2 Intangible Fixed Assets

Website and software costs have been capitalised at historic cost and amortised on a straight-line basis over 3 years and 5 years, respectively.

### 1.3 Tangible Fixed Assets

Freehold property is capitalised at historical cost. Capital items having a cost less than £5,000 are written off in the period in which the expenditure is incurred. Residential properties for occupation by beneficiaries were transferred from the unincorporated ICE Benevolent Fund during 2009 at historic cost and then the fair value was reviewed following the transfer. An external valuation was obtained in November 2021 and then reviewed by the trustees at 31 December 2021. The properties are fully maintained with a view to ensuring that total residual values are not less than the carrying value. No depreciation is charged on the freehold buildings because the Trustees consider that the economic life of the properties and their residual values, excluding inflation, is such that the depreciation charge and accumulated depreciation are not significant. The value of the property is regularly reviewed in order to identify any permanent diminution in value

# Notes to the Financial Statements

For the year ended 31 December 2021



which if applicable, would be charged to the SOFA.

Improvements to freehold properties are depreciated over their useful economic lives at the following rates:

Freehold improvements:	2% straight line
Office equipment:	20% straight line
Double glazing:	10% straight line

## 1.4 Investment properties

Properties held for the purpose of generating income are considered to be investment properties; these are held at fair value. The value of the properties is regularly reviewed in order to identify any permanent impairment. An external valuation was obtained in November 2021 and reviewed by the Trustees at 31 December 2021.

Where properties are partially held to generate income and partially functional assets they are split between tangible fixed assets and investment properties based on the relative area used for each function.

## 1.5 Charitable loans

Loans made in pursuit of the ICE Benevolent Fund's charitable purposes are held within fixed assets and are stated at original cost and subsequently adjusted for any subsequent repayment or impairment.

## 1.6 Debtors

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

## 1.7 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

## 1.8 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

## 1.9 Fund Accounting

**Unrestricted Funds:** These are funds which can be issued in accordance with the charitable objects and at the discretion of the Trustees.

**Designated Funds:** These are funds which will be retained in order to ensure that the ICE Benevolent Fund exists in perpetuity.

## 1.10 Income

### **Voluntary Income**

In preparing these accounts no value has been attributed to the work performed by volunteers although their work is considered vital to the activities of the Charity.

# Notes to the Financial Statements

For the year ended 31 December 2021



## ***Donations***

Income from donations is included in income when these are receivable, except as follows:

When donors specify that donations given to the ICE Benevolent Fund must be used in future accounting periods, the income is deferred until those periods. When donors impose conditions, which have to be fulfilled before the ICE Benevolent Fund becomes entitled to use such income, the income is deferred and not included in income until the pre-conditions for use have been met.

## ***Legacies***

Legacies are included when the ICE Benevolent Fund is advised by the personal representative of an estate that payment will be made, or property transferred, and the amount involved can be quantified.

## ***Investment Income and Interest Receivable***

Investment income and interest is included when receivable by the ICE Benevolent Fund.

## ***Rent Receivable – Beneficiaries and Non-Beneficiaries***

Rental income is included in the period in which the ICE Benevolent Fund is entitled to receipt.

### **1.11 Expenditure**

Expenditure is included in the SOFA on an accrual's basis, inclusive of any VAT which cannot be recovered. Expenditure is grouped together under headings that aggregate all costs related to the category.

Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

The premises are used for provision of accommodation for beneficiaries and office space for ICE Benevolent Fund staff. In accordance with the ICE Benevolent Fund's rules of operation, any properties not required for these purposes are let to non-beneficiary tenants on assured shorthold tenancies of not less than six months' duration. These tenancies, charged at commercial rates, generate additional income for the ICE Benevolent Fund. Costs are apportioned based on average occupancy by these three elements.

Other overheads have been allocated based on staff time spent on the respective activities.

### **1.12 Charitable Activities**

Costs of charitable activities comprise all costs identified as wholly or mainly attributable to achieving the charitable objects of the ICE Benevolent Fund. These costs include direct costs, wholly or mainly attributable support costs and an apportionment of overhead.

### **1.13 Pension Costs**

The cost of providing pension and related benefits is charged on an annual basis to the Statement of Financial Activities.

### **1.14 Taxation**

The ICE Benevolent Fund is a registered Charity and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable purposes.

# Notes to the Financial Statements

For the year ended 31 December 2021



## 2 Judgements in applying accounting policies and key sources of estimation uncertainty

In applying the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions in determining the carrying amounts of assets and liabilities. The Trustees' judgements, estimates and assumptions are based on the best and most reliable evidence available at the time when the decisions are made and are based on historical experience and other factors that are considered to be applicable. Due to inherent subjectivity involved in making such judgements, estimates and assumptions, the actual results and outcomes may differ.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

The key estimate and assumption made in these accounts are considered to be

- (a) Depreciation, which is provided at rates calculated to write off the cost, less the estimated residual value, of each fixed asset over its estimated useful life. This is of particular relevance to freehold properties which have not been depreciated as the residual value is deemed to be in excess of cost.
- (b) Allocation of the Mill Hill Close properties between investment properties and fixed assets as a 50:50 split until 31 December 2019; then this was changed to 60:40 as the proportion of tenants who are beneficiaries reduced. This assumes that the individual properties are interchangeable and that the percentage of tenants who are beneficiaries stays within the range of 30% and 50%.
- (c) The assumptions made in the revaluation of the investment properties at Mill Hill Close. The principal assumptions are the estimated rental potential in the Haywards Heath area, the level of demand for similar properties and the degree of discounting applied to reflect the lack of vehicular access to some of the properties.

# Notes to the Financial Statements

For the year ended 31 December 2021



## 3 Donations and Legacies

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Donations	524,715	331,133
Legacies	184,470	25,274
	<hr/>	<hr/>
	709,185	356,407
	<hr/> <hr/>	<hr/> <hr/>

The geographical analysis of donations is as follows:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
United Kingdom	331,460	287,778
Rest of the World	193,255	43,355
	<hr/>	<hr/>
	524,715	331,133
	<hr/> <hr/>	<hr/> <hr/>

## 4 Rental Properties - non-beneficiary tenants

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Rental income from non-beneficiary tenants	338,996	318,049
Cost of raising funds – rental properties (direct costs)	(9,575)	(7,937)
Cost of raising funds – rental properties (allocated costs)	(83,998)	(69,440)
	<hr/>	<hr/>
Net rental income	245,423	240,672
	<hr/> <hr/>	<hr/> <hr/>

## 5 Rental properties – beneficiary tenants

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Rent from beneficiaries	92,309	103,912
Cost of providing accommodation	(128,332)	(125,567)
	<hr/>	<hr/>
Net (expenditure)	(36,023)	(21,655)
	<hr/> <hr/>	<hr/> <hr/>

# Notes to the Financial Statements

For the year ended 31 December 2021



## 6 Charitable Activities

	Direct costs	Allocated costs (see note 8)	Total 2021	Total 2020
	£	£	£	£
<b>Costs after allocation</b>				
Provision of financial assistance to individuals	485,362	124,206	609,568	830,342
Provision of accommodation to beneficiaries	-	128,332	128,332	125,567
Advice and counselling	94,384	144,045	238,429	361,575
	<u>579,746</u>	<u>396,583</u>	<u>976,329</u>	<u>1,317,484</u>
Provision of financial assistance to individuals includes:			<b>2021</b>	<b>2020</b>
			£	£
Grants to beneficiaries			<u>482,401</u>	<u>667,958</u>

All grants were made to private individuals. The Benevolent Fund assisted 186 beneficiaries (2020: 305) during the year.

## 7 Governance

	2021	2020
	£	£
Allocated overhead costs include the following governance costs:		
Auditor Remuneration	8,800	8,450
Fees paid to auditors for other services	3,200	3,517
Legal and professional fees	3,755	1,808
Trustee expenses	1,442	1,094
	<u>17,197</u>	<u>14,869</u>

# Notes to the Financial Statements

For the year ended 31 December 2021



## 8 Overheads for Allocation

	Property costs	Charity Staff costs	Management costs	Total 2021	Total 2020
	£	£	£	£	£
Financial assistance	-	81,314	42,892	124,206	162,384
Provision of accommodation	80,989	30,994	16,349	128,332	125,567
Advice and counselling	-	94,302	49,743	144,045	188,319
	<u>80,989</u>	<u>206,610</u>	<u>108,984</u>	<u>396,583</u>	<u>476,270</u>
Rental properties	63,353	13,516	7,129	83,998	69,440
	<u>144,342</u>	<u>220,126</u>	<u>116,113</u>	<u>480,581</u>	<u>545,710</u>

The methods used to apportion overheads are described in note 1.11.

Governance costs total £17,197 (2020: £14,869).

## 9 Net Income

This is stated after charging:

	2021	2020
	£	£
Depreciation	29,180	28,173
Amortisation	-	15,615
Auditors remuneration	8,800	8,450
	<u>          </u>	<u>          </u>

## 10 Staff Costs

The payroll costs for the year were as follows:

	2021	2020
	£	£
Wages and salaries	170,550	227,241
Healthcare and Income Protection Insurance	1,922	1,772
Social security costs	13,399	16,533
Other pension costs	34,000	38,410
Recruitment and Training	255	1,824
	<u>          </u>	<u>          </u>
Total	<u>220,126</u>	<u>285,780</u>

During 2021 the Benevolent Fund contributed £300 (2020: £300) towards the accumulated deficit on the Defined Benefit Pension Scheme.

The average number of employees (full time equivalents) of the ICE Benevolent Fund during the year was:4.2 (2020: 5.1). The total staff numbers were 5 (2020: 6)

# Notes to the Financial Statements

For the year ended 31 December 2021



## 10 Staff Costs (continued)

	2021	2020
Cost of raising funds	0.5	0.5
Charitable activities	3.3	4.2
Governance	0.4	0.4
Total	<u>4.2</u>	<u>5.1</u>

No member of staff received emoluments in excess of £60,000 per annum in either year.

Key management personnel include the Chief Executive, the Head of Casework, the Marketing Manager (2020 only) and the Finance Manager. The total employee benefits of the key management personnel of the charity were £153,569 (2020: £191,428).

## 11 Trustee Remuneration

None of the Trustees receive any remuneration for their services as Trustees of the Charity.

	2021 £	2021 Number	2020 £	2020 Number
Meeting expenses reimbursed to Trustees	<u>1,442</u>	<u>10</u>	<u>1,094</u>	<u>7</u>

Donations of £460 (2020: £1,060) were received from 14 (2020: 13) trustees during the year.

## 12 Intangible Fixed Assets

	Total 2021 £
<b>Cost</b>	
At 1 January 2021	58,845
Additions	-
Disposals	-
At 31 December 2021	<u>58,845</u>
<b>Amortisation</b>	
At 1 January 2021	58,845
Provided during year	-
Released on disposal	-
At 31 December 2021	<u>58,845</u>
<b>Net book value</b>	
At 31 December 2021	<u>-</u>
At 31 December 2020	<u>-</u>

# Notes to the Financial Statements

For the year ended 31 December 2021



## 13 Tangible Fixed Assets

	Freehold property	Freehold improvement	Office equipment	Total 2021
	£	£	£	£
<b>Cost</b>				
At 1 January 2021	305,784	436,866	12,150	754,800
Additions	-	10,580	-	10,580
Disposals	-	-	(6,655)	(6,655)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2021	305,784	447,446	5,495	758,725
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Depreciation</b>				
At 1 January 2021	-	196,614	8,853	205,467
Provided during year	-	28,081	1,099	29,180
Disposals	-	-	(6,655)	(6,655)
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2021	-	224,695	3,297	227,992
	<hr/>	<hr/>	<hr/>	<hr/>
<b>Net book value</b>				
At 31 December 2021	305,784	222,751	2,198	530,733
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2020	305,784	240,252	3,297	549,333
	<hr/>	<hr/>	<hr/>	<hr/>

The latest valuation undertaken by Martin Lacey Buckley Chartered Surveyors in November 2021 valued the freehold property at £765,000. However, the freehold property is shown above (£305,784) at its original cost (updated to the estimated value at the time of the incorporation of the ICE Benevolent Fund in 2009). This is in accordance with the treatment required by the Charities SORP.

## 14 Investments

	2021	2020
	£	£
Market value as at 1 January	14,096,207	13,814,482
Acquisitions at cost	1,874,977	3,372,666
Sales proceeds	(2,361,242)	(2,976,129)
Net movement in cash balances	416,167	(472,776)
Net investment gains	1,346,291	357,964
	<hr/>	<hr/>
Listed investments at market value	15,372,400	14,096,207
Historical cost at 31 December	11,757,434	11,514,080
	<hr/>	<hr/>
Unrealised investment gains	3,614,966	2,582,127
	<hr/>	<hr/>

# Notes to the Financial Statements

For the year ended 31 December 2021



## 14 Investments (continued)

An analysis of the market value of the charity's investments at 31 December 2021 is as follows:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
UK bonds and preference shares	1,169,676	1,308,181
UK equities	4,059,417	3,467,963
Overseas bonds & preference shares	955,286	929,302
Overseas equities	6,039,889	5,791,052
Alternative investments	2,298,941	2,166,685
Cash on deposit awaiting investment	849,191	433,024
	<u>15,372,400</u>	<u>14,096,207</u>

The following investments accounted for more than 5% of the market value as at 31 December 2021.

Mayfair Capital Investment Management	£869,809	5.66%
---------------------------------------	----------	-------

## 15 Investment Property

	<b>Total 2021 £</b>
At 1 January 2021	7,596,000
Revaluation	1,739,000
	<u>9,335,000</u>

The investment property comprises the 60% (2020: 60%) of the Mill Hill Close property which is occupied by tenants who are not beneficiaries and also the flats at 6-8 Mill Hill Close which are let to external tenants. Both elements are held at fair value in the financial statements and an updated valuation was undertaken during 2021 by Martin Lacey Buckley, Chartered Surveyors (registered with RICS). The valuation is based on rental potential combined with a review of the properties compared to recent sales prices in the local area. The Trustees subsequently reviewed the valuation as of 31 December 2021 to confirm that this remained appropriate. There are no restrictions over the use or sale of the properties.

## 16 Concessionary loans

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Balance as at 1 January and at 31 December	<u>67,005</u>	<u>67,005</u>

In addition to its grant making activities the ICE Benevolent Fund historically made concessionary loans to beneficiaries. These loans are secured against the beneficiaries' property.

# Notes to the Financial Statements

For the year ended 31 December 2021



## 17 Debtors: Amounts Falling Due Within One Year

	2021 £	2020 £
Other debtors	166,993	36,791
Prepayments	8,151	7,980
	<u>175,144</u>	<u>44,771</u>

Other debtors include £nil (2020: £nil) due from the Institution of Civil Engineers

## 18 Creditors: Amounts Falling Due Within One Year

	2021 £	2020 £
Trade creditors	56,049	57,008
Accruals	52,601	51,589
Welfare grant accruals	173,898	204,275
	<u>282,548</u>	<u>312,872</u>

Trade creditors includes £52,718 (2020: £52,450) due to the Institution of Civil Engineers

## 19 Funds

	Unrestricted funds £	Designated funds £	Total £
Balance brought forward at 1 January 2021	18,414,136	4,000,000	22,414,136
Income	1,507,875	-	1,507,875
Expenditure	(1,141,582)	-	(1,141,582)
Gains on investments	1,346,291	-	1,346,291
Revaluation gains on investment properties	1,739,000	-	1,739,000
	<u>21,865,720</u>	<u>4,000,000</u>	<u>25,865,720</u>

### Unrestricted Funds

These funds represent the element of the free reserves of the Charity which have not been designated for any specific purpose.

### Designated Funds

Following the merging of the A and B Funds at the end of 2012 Trustees agreed that part of the Benevolent Fund's capital should be placed in a designated fund to ensure that the Benevolent Fund exists in perpetuity. At the time of the merger the A Fund stood at £6.5m. It was decided that £2.5m of this amount should fund the building of the new office (no 5 Mill Hill Close) and 6-8 Mill Hill Close, and the remaining £4m would form the designated fund. The value of the designated fund will be reviewed periodically by the Investment Advisory Panel, and every five years by the Board.

# Notes to the Financial Statements

For the year ended 31 December 2021



## 20 Capital Commitments

Grants approved by the Trustees for the benevolence year ending 30 June 2022 total £453,222 (30 June 2021: £664,376). The amount paid prior to 31 December 2021 was £279,324 (2020: £460,101) leaving an accrued balance of £173,898 (2020: £204,275).

## 21 Pensions

The Benevolent Fund has an ongoing liability of 0.06% of the annual deficit funding per annum for the one ICE Benevolent Fund staff member remaining in the ICE Staff Retirement Benefits and Life Assurance Defined Benefit Scheme from the date of ICE Benevolent Fund Incorporation to ICE Scheme closure on 30 November 2010. In 2021 the amount due was £300.

Contributions to the ICE Group Personal Pension Plan in 2021 totalled £34,000 (2020: £38,410). Pension costs for the period also include £4,800 (2020: £4,800) of administration charges.

## 22 Related Party Transactions

The Institution of Civil Engineers enters into transactions with its connected charity, the ICE Benevolent Fund. The nature of the transactions includes the collection of donations from the Institution's members on behalf of the ICE Benevolent Fund and provision by the Institution of financial, HR, database, and IT services.

During 2021 the donations with subscriptions collected by the Institution of Civil Engineers on behalf of The ICE Benevolent Fund totalled £259,454 (2020: £271,033) and the management fee paid to the Institution of Civil Engineers was £31,656 (2020: £37,012).

The balance due to the Institution of Civil Engineers on 31 December 2021 was £52,718 (2020: £52,450).