



PAG

Professionals Aid Guild

Annual Review & Report 2019



PROFESSIONALS AID GUILD

Patrons:

His Eminence, the Cardinal Archbishop of Westminster: Vincent Nichols

Master of the Queen's Music: Judith Weir CBE

The Free Churches Moderator: Revd. Dr H Osgood

President of the Royal Academy of Arts: Christopher Le Brun

The Rt Hon the Lord Mayor of London: P Estlin

President of the Royal College of Physicians: Dr A Goddard

President of the Royal Society: Sir Venki Ramakrishnan

Lady Solti

President:

C H D Everett CBE

10 St Christopher's Place

London W1U 1HZ

Tel: 020 7935 0641

Email: admin@professionalsaid.org.uk

Website: www.professionalsaid.org.uk

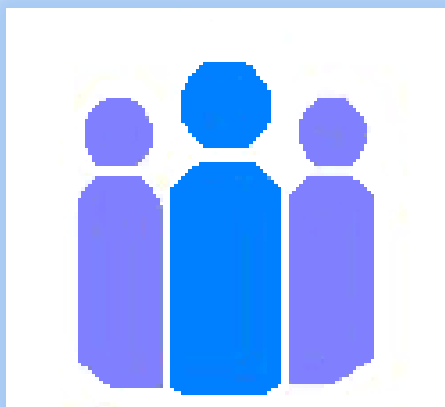
Registered under the Charities Act 1960 No: 207292

Company No: 00174262

MEMBERS OF COUNCIL

Actors' Benevolent Fund – Mr J Ellicott
Mr J Aisher
Architects' Benevolent Society – Mr K Bingham
Artists' General Benevolent Institution – Mr P Crawford
Association of Chartered Certified Accountants – Mr H McCash
Mrs V Barrow
Mrs L Carmichael
Catholic Education Service – Mr P Barber
Chartered Accountants Benevolent Association – Ms K Haines
Chartered Institute of Journalists – Mr D Cooper
Chartered Society of Physiotherapy Members Benevolent Fund – Mrs S Begum
Chemists' Community Fund – Ms A Dearden
Mrs S Chen Cooper
Mr J Davison
College of Podiatry – Mrs D Delves
Mrs P Crosthwaite
Mr C H D Everett
Foothold – Miss C Hobden
Free Churches Group – Revd P Rochester
Friends of the Elderly – Mr M Wilson
Futures for Women – Ms J Murray
Mrs B Greenslade
Ms A Gryff
Headmasters' and Headmistresses' Conference – Mr M Buchanan
Help Musicians – Mr J Ainscough
ICE Benevolent Fund – Mrs K L Barnett
Institute and Faculty of Actuaries – Mr S Mann
Institute of Mechanical Engineers – Ms A Broadhead
Institution of Structural Engineers Benevolent Fund – Mr M Powell
Mrs L Keenan
Mrs A Legge
Mrs A Lewis
Lionheart – Ms D Goodchild
Mrs C Mackenzie
Mary Feilding Guild – Ms M McGloin
Medical Women's Federation – Dr A Mowat

National Education Union – Ms A Brown
Officers' Association – Mr N Hare
Royal Aeronautical Society – Mr B Burrige
Royal College of Midwives' Benevolent Fund – Mrs C Tiernan
Royal College of Nursing – Mr L Allett
Royal College of Physicians – Mr I Bullock
Royal Medical Benevolent Fund – Mr S Crone
Royal Naval Officers Charity – Commander M Goldthorpe
Royal Society of Musicians of Great Britain – Ms C Penton-Smith
Seafarers UK – Ms C Gallop
Society of Authors – Ms S Baxter
Solicitors' Benevolent Association – Mr N Gallagher
Dr M G Springham
Teaching Staff Trust – Ms Judith Smith
The Chartered Secretaries' Charitable Trust – Mr R C Grigg
The Edridge Fund of Napo – Ms C Dunkley
The Guild of Aid
The Law Society – Ms D Topolski
The Members' Benevolent Trust – Dr C Church
Vetlife – Mr G Little
Mrs R Whitehorn



REPORT FROM THE CHAIR OF THE BOARD, MR J AISHER

This has been another year of good progress for the charity, with the Executive Committee addressing a number of longer term considerations as well as helping to ensure that the team are properly resourced in the more immediate term to respond to the increasing demand on our funds. Such has been that demand, partly resulting from a change to our application process, that we took the difficult decision to pause the processing of new applications whilst we deal with the build up of those already in the system. Although this has come on top of the additional work required to meet new GDPR standards last year, we nevertheless look forward to returning to "business as usual" shortly after our AGM. We will then be in a position better to assess our office requirements and consider the possibility of relocation. At the time of writing, our business continuity plans are being tested by the virus pandemic and as a result we will have a clearer view on the balance of home-working versus office work and whether there are further efficiencies to be gained. We continue to develop links with other small charities and I am grateful for the experience and advice that fellow Executive and Committee members contribute in this and many other respects. The positive response to our recent search for new trustees gives us confidence that we will be able to meet the not insignificant demands of proper governance and effectively support the charity's worthwhile contribution to society for many years to come.

THE BEGINNING

Professionals Aid Council

Founded as the Professional Classes War Relief Council in 1914, at the outset of the First World War, the aim of the charity was to assist in relieving distress for professionals and those of other highly educated classes and their dependents, for whom such help was not otherwise available. There was also provision made for education and training as well as general relief. Then, as now, there were many occupational funds offering advice and financial aid to their members. The Professional Classes Aid Council differed in that it had a more "open" policy and was able to assist individuals and families from various professional backgrounds. The same applies today, we are able to assist applicants from a wide variety of professional backgrounds who hold a degree or equivalent qualification, rather than being restricted to a particular profession.

The Guild of Aid

The Guild of Aid for Gentlepeople was established by Hearth and Home magazine in 1904 to assist men and women of a good educational background and who were in poverty through no fault of their own. Successful beneficiaries were assisted with monetary support but also through specific gifts such as clothing and bedding. In a time before the inception of the welfare state, such assistance was vital to the relief of poverty. In 2010, the objects of the Guild of Aid were updated to make them more relevant to the current climate. In 2016 the Guild of Aid transferred its funds and activity to the Professionals Aid Council and is now dormant.

CURRENT WORK – THE PROFESSIONALS AID GUILD (PAG)

After a long history of mutual cooperation and after the Guild of Aid transferred its funds and activity to the Professionals Aid Council, the name was changed to Professionals Aid Guild (PAG). PAG continues to help professionals and graduates throughout the UK. The charity can make a real difference to those affected by redundancy, illness, disability, family breakdown or poverty in retirement, and for some individuals, it may be the only organisation that can help at a time financial hardship. PAG is able to help in a number of ways, for example:

- a one-off grant to assist with living expenses
- a contribution towards essential household furniture
- help with the cost of school uniforms, stationery or travel costs
- grants for university students towards fees, books or dissertation costs
- a contribution towards care home fees, in partnership with other charities.

Whilst grants are often quite small, they frequently make a substantial difference to the beneficiaries. In late 2019, we updated our processes by removing the online enquiry form, and instead allowing beneficiaries and applicants to access the application form direct on the website. The aim of this was to make our system more efficient for applicants, and to assist in lowering the timescale of processing applications. We therefore anticipate the level of enquiries will decrease in future years.

ANNUAL GENERAL MEETING 2019

The Chair of the Board, Mr Johnny Aisher, opened the meeting by welcoming everyone to the AGM. He highlighted that whilst the charity has been around for over one hundred years, it was only our second AGM as the Professionals Aid Guild. He continued by mentioning that discussions over governance arrangements had become increasingly important to ensure that we don't just survive but that we thrive as an organisation. There had also been additional work with an emphasis on GDPR and data protection. The introduction of our new website was a significant progression, and was beneficial in informing and assisting our applicants and beneficiaries, which was demonstrated through the increased level of enquiries which had come through the website. Mr Aisher expressed his thanks to all of those who were involved in the activities of PAG, specifically the trustees and those who served on the committees, staff and supporters. He then introduced the speaker Dawn Jackson from Turn2Us, one of the UK's leading grants search engines and benevolent fund.

PAG ANNUAL REVIEW 2019

In 2019, the number of enquiries for assistance increased by approximately 86% on the previous year. Some of the factors contributing towards this include:

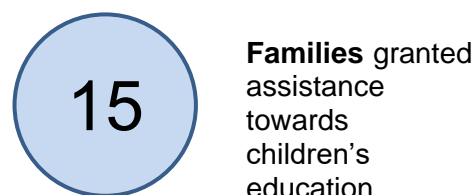
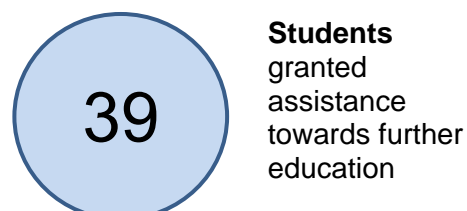
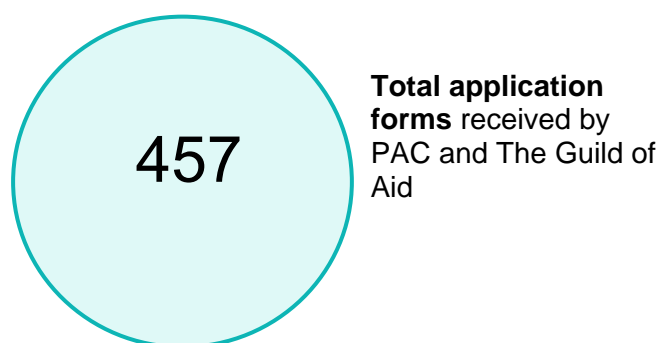
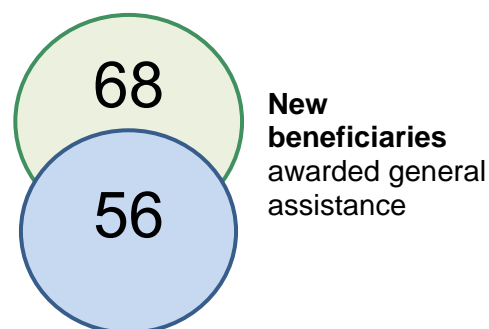
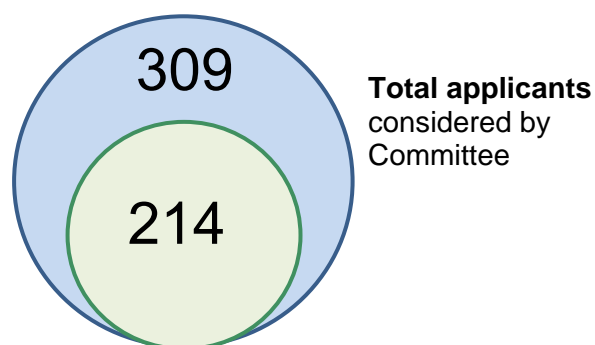
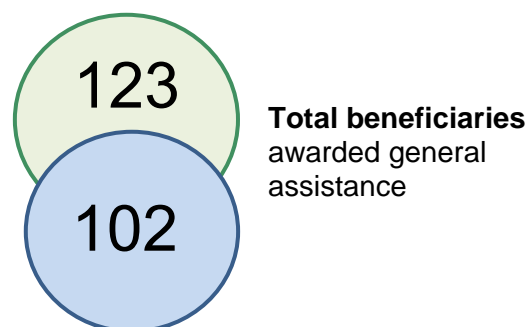
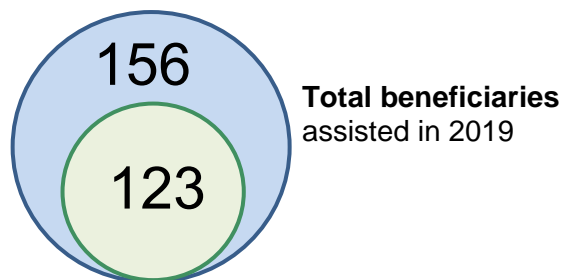
- the economic climate, redundancies and increased cost of living
- PAG website listed on a greater number of 'search engines'
- the benefit cap and the reduction of these caps in 2016.
- more extensive marketing of the charity to other organisations
- the rise in university fees, with more students chasing fewer resources
- closer co-operation with other funds, who refer applicants to PAG for support
- increased growth in referrals from other benevolent funds
- other charities limiting support to a fixed period
- wider use of the internet by applicants.

One of PAG's major strengths is its ability to network with a number of similar funds to achieve a better result for the beneficiary. Many of our beneficiaries are in regular contact with the charity and on pages 8 – 9 we give a brief account of how the support from PAG has directly assisted some of those individuals.

THE PROFESSIONALS AID GUILD 2019

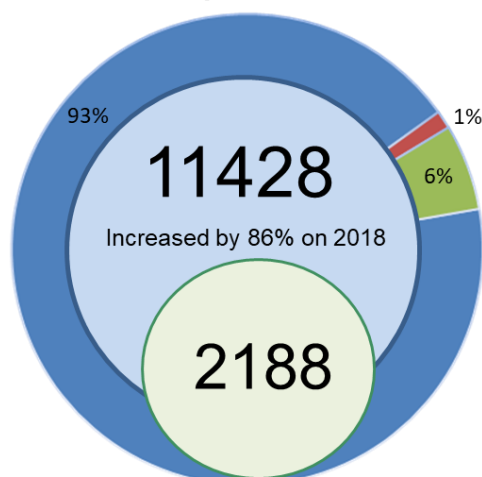
In 2019 PAG provided assistance, advice, financial support and information to a range of professionals in need.

● PAC ● THE GUILD OF AID FUND



Total enquiries received:

■ Website/ email
■ Post
■ Telephone



Total amount awarded in 2019:

£229,892*

* figure includes amounts awarded both for general assistance and education

Amount awarded per beneficiary (mean average):

General assistance - £933

Further Education - £359

Children Education - £400

In 2019, the Professionals Aid Guild helped a number of beneficiaries in a variety of ways:

Mrs A separated from her partner after financial, emotional and physical abuse. She has a young daughter. She filed for bankruptcy when her ex-partner refused to pay contributions, and then was evicted from her home. She now works part time, but is struggling to manage financially. She was granted a one-off gift from PAC and the Guild of Aid.

Mrs A wrote "I've just received your offer in the post and wanted to send you the biggest thank you ever! You've changed our lives and I'm quite simply in shock. I can't even begin to explain how much this means to myself and my daughter. No amount of thank you's could even begin to cover just how thankful we are. I've been in tears for the last hour over how generous you've been and how much of a positive impact this will have on our lives. Thank you, from the bottom of our hearts."

Mrs B is a writer and translator; she is trying to build up a home business, but is in receipt of Universal Credit at present as she does not earn enough yet. She is separated from her husband who had debt problems and she now lives apart from him with her 14 year old son in rented accommodation. Mrs B was awarded a monthly grant from PAC and a monthly grant from the Guild of Aid.

Mrs B wrote "I just wanted to say thank you for all the support of my hard times... Your support is really important to me as I am a single mum trying to build a new life for me and my son. I receive the grant regularly into my bank account and it helps me to pay my rent and also the housing costs, again thank you so much I greatly appreciate your support."

Mrs C was working as a staff nurse before moving with her family of 4 children to take up a place at medical school. She had hoped to get work in holidays, but had to have major surgery for a tumour near her heart, which prevented this. She was granted a one-off monetary gift towards her children's school uniform.

Mrs C wrote "I am very grateful and thankful for our generosity to my children. Your kindness has brightened my day and you will never realise what positive impact you have had on my mental health thanking you is not enough but I pray that God will bless each and every one of you. Your gift is well appreciated."

Ms D was studying for a MA in Printed Textiles for Fashion and Interiors and was struggling to support herself on her student loan and part-time temporary job. She anticipated extra expenses for her Graduation Show. She was granted a one-off monetary gift towards her final show for her MA.

Ms D wrote "Thank you so much for your letter in response to my application for the further education grant. I can't express myself enough how grateful I am. It came in perfect time and it will help me a lot in my final show. I will always remember how your charity has helped me in my professional education, and hopefully soon I will be in position to help other students."

The Case committee has been helping Mr & Mrs E since 2012. Mrs E was diagnosed with an inoperable brain tumour. She suffers with headaches, which affect her concentration and vision. She underwent surgery which has largely stabilised the tumour but her prospects of getting better have decreased, her mobility has suffered and she is only getting worse. They were granted a one-off monetary gift from PAC and from the Guild of Aid.

Mr E wrote "I needed to write and thank you for your kind grant which has made such a difference to us. We have finally been able to get on top of our rental and heating debts that have caused us so much fear. Many thanks."

Mr F has been in prison for 15 years and is due for release in 2020. He attends university on day release from prison. He has earned his OU BSc & MA in Criminology whilst in prison and is currently studying for his PhD. He hopes to be released after his 1st term and earn money from tutoring whilst completing the course. He was granted a one-off monetary gift for food, travel, books and equipment while attending university on day release from prison for his first term.

Mr F wrote "I would like to thank you for conveying the fantastic news that the education committee granted me an award. It is very much welcomed and appreciated and I would be very grateful if you pass along my gratitude to the committee. The grant will make a huge difference to my studies and as I say I truly am thankful. Also thank you for all your efforts on my behalf- it means a lot to have your support".

Miss G is a single mother, who is struggling to find employment. She has mounting debts and has sold all her available possessions to try to feed her 9 year old son who suffers from Coeliac disease and needs special food. She is now relying on Universal Credit and food banks. She was awarded a one-off gift from PAC and the Guild of Aid.

Miss G wrote "Thank you for the outcome of my application, you will never know how much the charity and you have helped me. I will be forever grateful for your help. Thank you once again; it is people and charities like yours that restore a person's faith in life"

Miss H, a single parent, had worked in the social care field for more than fifteen years, but had difficulty in obtaining senior positions as she did not have a social work qualification. The PAG Education Committee granted a one-off monetary gift towards tuition fees and living expenses for the 2nd year of her BA in Social Work.

Miss H wrote "I wanted to say thank you to both you and the Committee for awarding me funding to complete my Social Work degree. I have now graduated and following interviews with local boroughs, I have started work with my local council as a newly qualified social Worker. I really appreciate all of your hard work, and the financial assistance awarded, which allowed me to fulfill my dreams and aspirations!"

WITH GRATEFUL THANKS

Throughout the year, a number of individuals and organisations have supported the work of the Professionals Aid Guild.

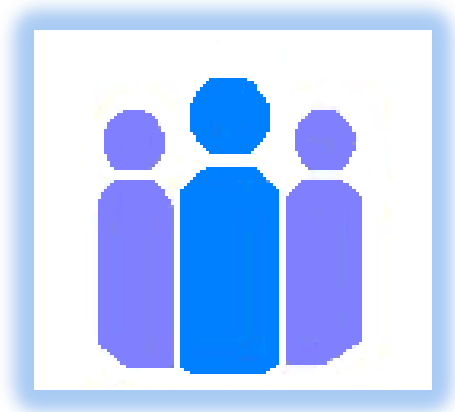
We would like to express our gratitude to them
and to committee members and staff.

“The smallest act of kindness is worth more than the grandest intention”

Oscar Wilde

“We make a living by what we get... but we make a life by what we give”

Winston Churchill



In 2019, PAG spent over £229,000 in supporting beneficiaries. You can help PAG to continue this work through a donation, legacy or Gift Aid - see our website www.professionalsaid.org.uk for full details or contact the charity at admin@professionalsaid.org.uk

PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

Company no. 00174262

Registered Charity no. 207292

PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)

FOR THE YEAR ENDED 31 DECEMBER 2019

REFERENCE AND ADMINISTRATIVE DETAILS

REGISTERED OFFICE

10 St Christopher's Place
London
W1U 1HZ

Company no. 00174262
Registered Charity no. 207292

BANKERS

Santander Commercial Bank
Bootle
Merseyside
G1R 0AA

INVESTMENT ADVISORS

Rathbone Investment Management Ltd
8 Finsbury Circus
London
EC2M 7AZ

AUDITORS

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

SOLICITORS

RadcliffesLeBrasseur
85 Fleet Street
London
EC4Y 1AE

PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)

DIRECTORS' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2019

The Board presents the report and financial statements of the Professionals Aid Council (PAC) for the year ended 31 December 2019. The Statements appear in the format required by the Statement of Recommended Practice for Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102) - Charities SORP FRS102 (effective 1 January 2015). The Report and Statements also comply with the Companies Act 2006 as the Professionals Aid Council is a Company limited by guarantee and has no share capital (No. 00174262). It is a Registered Charity (No. 207292). PAC is governed by its Articles of Association.

STRUCTURE, GOVERNANCE AND MANAGEMENT

PAC is a membership organisation whose members are collectively known as the Council. The Members of the Council are as listed in the Annual Review obtainable from the registered office.

EXECUTIVE COMMITTEE AND DIRECTORS

PAC's strategic activities are managed by the Executive Committee, whose members are the directors of the charitable company and act as the trustees for the charitable activities of the charitable company, and which may empower other Committees to act. Members of the Executive Committee are elected from members of Council. Members of the Executive Committee serve for a term of three years and may be appointed to serve for further terms. The Executive Committee meets four times during the year and may hold additional meetings if necessary.

In fulfilling their activities the Executive Committee are assisted by the staff team, headed by the Chief Executive Officer (CEO). A scheme of delegation is in place and day-to-day responsibility for management of the organisation is delegated to the CEO and in her absence, the Grants and Information Manager.

Members of the Executive Committee are all volunteers, those serving for the year were:

Mr J Aisher	Chairman
Mrs A Lewis	Deputy Chairman (resigned 27/06/2019)
Mrs R Whitehorn	Deputy Chairman (appointed 27/06/2019)
Dr M G Springham, BSc, FCA	Honorary Treasurer
Mrs L Carmichael	
Mr C H D Everett, CBE	
Mrs L Keenan	
Mrs A Legge	

Staff in attendance:

Miss D Trevers	Chief Executive Officer
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The Executive Committee empowers other Committees to act. Each Committee has its own Terms of Reference. Investment matters are dealt with by the Investment Committee which meets four times per year and its reports are presented to the subsequent Executive Committee meeting. Welfare matters are dealt with by the Case Committee and the Education Committee. The Chairmen present the respective Committee reports to the Executive Committee meetings.

All Committee members are volunteers and attend meetings regularly throughout the year. Trustees commit a combined total of approximately 678 hours per annum to administer the charity; other volunteers devote a combined total of approximately 432 hours each year to the work of the Professionals Aid Council.

PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

INVESTMENT COMMITTEE

Members of the Investment Committee met four times during the year to oversee the management of the investments to ensure that funds are available to maintain the charity and provide financial support to beneficiaries.

Those Committee members serving for the year were:

Dr M G Springham, BSc, FCA	Chairman
Mr J Aisher	
Mr C H D Everett, CBE	
Mrs L Keenan	
Mrs A Legge	
Mrs A Lewis	(resigned 27/06/2019)

CASE COMMITTEE

Members of the Case Committee met eight times during the year. Members decide upon requests for financial assistance and where applicants are not eligible for help from PAC, every effort is made to refer them to alternative sources of help. Where applicants are eligible for support, the Committee members agree on the help to be awarded, which is in the form of either a monthly grant or a one-off gift. Ongoing monthly grants ceased to be awarded from July 2019 and were replaced by one-off grants for all.

PAC also provides support to children from low income families. This is done primarily by offering one-off grants towards school uniform expenses, books and equipment, or meeting the cost of essential school trips, or a combination of these.

Case Committee members serving for the year were:

Mrs L Carmichael	Chairman
Mrs R Whitehorn	Deputy Chairman
Mrs A Lewis	(resigned 27/06/2019)
Mrs V Barrow	
Mrs P Crosthwaite	
Mrs A Legge	
Ms A Gryff	(resigned 23/05/2019)

EDUCATION COMMITTEE

Members of the Education Committee met four times during the year. Members decide on requests for financial help from students and families to support certain educational costs.

The Committee supports Further Education students by offering grants to those applicants who have expected funding which has broken down since starting essential courses. The Committee usually assists students towards the completion of their course. However, they sometimes help throughout the course if the family is receiving help from PAC. The Education Committee can contribute towards course fees, course expenses, dissertation costs etc.

EDUCATION COMMITTEE

Education Committee members serving for the year were:

Mrs A Lewis	Chairman (resigned 27/06/2019)
Mrs A Legge	Chairman (appointed 06/06/2019)
Mrs B Greenslade	Deputy Chairman
Mrs S C Cooper	
Mr J A Davison	(resigned 05/09/2019)
Mrs L Carmichael	(appointed 05/09/2019)
Mrs C MacKenzie	(appointed 05/09/2019)

SELECTION OF DIRECTORS AND INDUCTION TRAINING

Induction and training of new committee members is implemented by the CEO through informal meetings and the provision of relevant documents including PAC's Articles of Association and the Charity Commission publication 'The Essential Trustee'. Opportunities exist for new members to meet with staff members to familiarise themselves with the day to day operation of the charity. Committee members are kept informed, by email and at meetings, of new relevant information and legislation, and of opportunities for further training,

RISK MANAGEMENT

During the year the Executive Committee reviewed the major strategic, business and operational risks that the charity faces. The Executive Committee has assessed the key risks which may impact on the charity and is ensuring that systems and procedures exist to minimise these risks. The Executive Committee reviews risks on an annual basis, to ensure that risk management is kept up to date.

RESERVES POLICY AND PERFORMANCE

The Executive Committee regularly reviews the charity's reserves policy. The level of reserves held is influenced by the annual budget, grant commitments, economic factors and investment returns. The policy is to maintain sufficient reserves, including Guild funds as restricted, to cover anticipated net expenditure for a 15 year period and this equates to approximately £4.5 million. At 31 December 2019, the total funds were approximately £5.5 million. These funds were held mainly as investments in order to guarantee a sustainable continuation of the charity's work. These funds should allow the charity to continue its current activities and ensure a sound financial basis for the future, but see the post balance sheet events referred to in the Financial Review section.

INVESTMENT POLICY

The investment objectives are to achieve long-term capital appreciation at least sufficient to offset the impact of inflation, to generate a reasonable income yield and to ensure that an appropriate level of accessible funds is maintained.

Discretionary investment powers, subject to certain conditions, have been granted to PAC's stockbrokers, Rathbone Investment Management Ltd. The Investment Committee meets four times a year with its stockbrokers and the performance and policy are reviewed annually.

OBJECTIVES, STRATEGIES, ACHIEVEMENTS AND FUTURE DEVELOPMENTS

OBJECTIVES AND ACTIVITIES

The Professionals Aid Council is a charity, founded in 1914 to help members of the various professions and their dependants, for whom such help was not otherwise available. More than one hundred years later, PAC continues to offer advice and financial support to individuals and families in need.

The Professionals Aid Council also sets aside a budget for educational purposes and this is aimed at helping children and students. PAC also has an additional fund, "The Guild of Aid", the objects of which are: the relief of poverty in those of good educational background.

These aims remained the same in 2019.

PUBLIC BENEFIT

The Executive Committee confirms that it has complied with the duty in section 17 of the Charities Act 2011 to have due regard to Public Benefit Guidance published by the Charity Commission in determining the activities undertaken by the charity. The Executive Committee confirms that in planning the activities of the Professionals Aid Council it has given careful consideration to how the charity has fulfilled its charitable objectives. The Aims and Achievements sections of this report clearly set out the activities which the charity undertakes for the public benefit.

The policy of the Professionals Aid Council is to support residents of the United Kingdom from a professional background who are in genuine need, irrespective of age. Where appropriate, applicants are referred to other occupational funds.

Benefits are in the form of one-off grants, and/or gifts towards day-to-day living expenses, and/or specific immediate needs.

PAC does not exclude or give priority to applicants on the basis of their gender, nationality, religious or ethnic background.

PAC welcomes applications from professionals living in the United Kingdom. The charity advertises on its own website and other charity websites and search engines. PAC makes presentations on its charity work at appropriate events.

STRATEGIES

General Advice and Financial Help

General Funds including Annual Grant Funds and Restricted Funds including the Guild funds: PAC provides support to applicants by offering advice as appropriate. This may be by referring individuals to occupational or other benevolent funds or to other agencies that can meet their needs more appropriately.

Applicants whose needs are not met by their own trade or professional fund, or do not have one to call on and who meet the criteria for PAC, will have their request considered by the Case Committee.

The Case Committee decides the level of assistance to be awarded. This could be a one-off grant, gift or a combination of these payable to the applicant. PAC also works with other funds and pays grants and/or gifts for an applicant via other organisations.

Educational Advice and Financial Help

Education Funds: PAC supports children from low income families who come within scope of the fund, mainly by the provision of one-off grants. The Committees will sometimes consider helping towards school uniform expenses or meeting the cost of essential school trips, or a combination of these.

The Education Committee also supports students by providing information and advice. This may include referring applicants to appropriate sources of help, including other funds. The Education Committee normally assists students towards the completion of their course by offering grants to those students whose expected funding has broken down since starting their course. However they sometimes help students throughout their course if the family is receiving help from PAC. The Education Committee can contribute towards fees, course expenses, dissertation costs, etc.

It is the opinion of the trustees/directors that visiting applicants and beneficiaries is not practical given the fact that beneficiaries are located throughout the United Kingdom.

ACHIEVEMENTS

During the year PAC received 11428 (2018: 6130) initial enquiries for financial help for general assistance and for costs towards education. There were 108 new beneficiaries, the charity continued to assist 48 existing beneficiaries, total beneficiaries 156 (2018: 146). In addition, PAC dealt with a substantial number of re-applications, requests for further help from beneficiaries, and enquiries that resulted in referrals to other funds or organisations.

	Enquiries	New Applicants	New Beneficiaries
General Fund (including Annual Grant Funds and Restricted Funds and Guild of Aid Funds)	8393	148	56
Further Education	2732	61	39
Children's Education	303	30	13
	<u> </u>	<u> </u>	<u> </u>
Total	11428	239	108
	<u> </u>	<u> </u>	<u> </u>

The total amount awarded during the year was £229,892 (General assistance £209,895, Education £19,997).

During the year, help was awarded as follows:

The Case Committee gave monthly grants to 51 beneficiaries. Monthly grants were awarded until July 2019 when the Case Committee ceased awarding this type of grant to be replaced by one-off grants. Other beneficiaries received one-off grants, which included help towards the purchase of clothing, beds, cookers, household items, travel and central heating.

These grants significantly improved the quality of life for PAC's beneficiaries.

The Education Committee awarded grants and gifts towards children's education to 15 families and one-off grants to 39 Higher/Further Education students.

FUNDRAISING

The charity does not carry out any fundraising with the public. No complaints were received with regard to fundraising activities in the year.

FUTURE DEVELOPMENTS

The charity intends to continue offering support and financial assistance to eligible individuals in need.

PAC seeks beneficiaries by advertising appropriately in the media, on its website and by circulating information about the charity to organisations and at appropriate events.

RELATED CHARITY AND MERGER

PAC is associated with The Guild of Aid (the Guild), with which it used to share office accommodation and expenses, including staff costs. The Guild is a Friendly Society and Exempt Charity (No. FS 31/BEN) and its principal aims are similar to those of PAC. The Guild's registered address is 10 St Christopher's Place, London W1U 1HZ.

Following an extended review process, agreement was reached with the Guild to merge the operations of the Guild into those of PAC with effect from 31 October 2016. Although the Guild has very similar objectives to PAC, its funds are being kept separate as restricted funds for the time being as the objectives do differ slightly. PAC now carries out the charitable activities of the Guild which is now dormant.

FINANCIAL REVIEW

The charity had net surplus in the year of £587,229 after net realised and unrealised gains on investments in the year of £702,983. A deficit is expected in 2020 unless there are significant investment gains.

During the year PAC received income from various sources totalling £286,749 (2018: £183,150). Expenditure during the year was £402,503 (2018: £411,515), comprising Charitable Activities of £372,741 (2018: £381,788), General Advice and Financial Help £340,318 (2018: £350,195), Education Advice and Financial Help £32,423 (2018: £31,593), and Raising Funds (cost of generating donations and legacies and Investment Manager's fees) £29,762 (2018: £29,727). The charity's net expenditure was £115,754 (2018: £228,365), before taking into account net gains on investments of £702,983 (2018: £407,838 losses).

The assets are available and adequate to fulfil the obligations of the charity, with net current assets of £238,324 (2018: £85,402) and fixed assets (including investments) of £5,254,554 (2018: £4,820,247). It should be noted that, in accordance with the requirements of Charities SORP FRS102, investments are quoted at fair value at the balance sheet date and their value may fluctuate.

The investments valuation on 31 March 2020 showed a valuation totalling £4,315,264. The substantial reduction in value is attributable to the widespread retrenchment in the stock market due to the pandemic of coronavirus, Covid 19. The trustees believe that the company is still a going concern, that there is no basis for changing the fundamental nature of our activities at this stage, but the trustees will continue to review the situation. Our reserves policy requires us to maintain approximately £4.5 million and the current position is not far from the policy.

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors who served on the Executive Committee during the year are shown in the preceding section headed 'Executive Committee and Directors'.

The directors (who are also trustees of the Professionals Aid Council for the purposes of charity law) are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)

DIRECTORS' REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP FRS102;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as we are aware:

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

AUDITORS

A resolution to reappoint Haysmacintyre LLP as auditors will be proposed at the next Annual General Meeting.

By order of the Executive Committee

D Trevers
Company Secretary
2 April 2020

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF

PROFESSIONALS AID COUNCIL

(A Company Limited by Guarantee not having a Share Capital)

Opinion

We have audited the financial statements of Professionals Aid Council for the year ended 31 December 2019 which comprise the statement of Financial Activities, 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 charitable company's affairs as at 31 December 2019 and of the charitable company's net movement in funds, including the 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.

Responsibilities of Directors for the financial statements

As explained more fully in the Directors' responsibilities statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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.

Conclusions relating to going concern

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF
PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)

Other information

The directors are responsible for the other information. The other information comprises the information included in the Directors' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Directors' Report (which incorporates the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to the small companies' exemption from the requirement to prepare a strategic report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Murtaza Jessa
Senior Statutory Auditor
for and on behalf of Haysmacintyre LLP
Chartered Accountants and Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

22 May 2020

PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)

STATEMENT OF FINANCIAL ACTIVITIES (including an Income and Expenditure Account)

FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	<u>Unrestricted funds</u>		<u>Restricted funds</u>		<u>Total Funds 2019</u>	<u>Total Funds 2018</u>
		<u>General Funds</u>	<u>Annual Grant Funds</u>	<u>Guild Fund</u>	<u>Other funds</u>		
		£	£	£	£	£	£
INCOME FROM:							
Donations and legacies:	1(b)						
Donations and Gifts		3,571	-	319	-	3,890	4,108
Legacies		13,310	-	89,516	-	102,826	50
Other Trading Activities:							
Investments	1(g)/2	63,137	3,490	113,406	-	180,033	178,992
Total income		<u>80,018</u>	<u>3,490</u>	<u>203,241</u>	<u>-</u>	<u>286,749</u>	<u>183,150</u>
EXPENDITURE ON:							
Raising Funds							
Cost of generating donations and legacies	3	6,559	-	-	-	6,559	6,855
Investment managers' fees		9,805	549	12,849	-	23,203	22,872
Charitable Activities:	4						
General advice and financial help		139,932	5,659	194,727	-	340,318	350,195
Educational advice and financial help		32,423	-	-	-	32,423	31,593
Total expenditure		<u>188,719</u>	<u>6,208</u>	<u>207,576</u>	<u>-</u>	<u>402,503</u>	<u>411,515</u>
Net expenditure before investment gains/(losses)	6	(108,701)	(2,718)	(4,335)	-	(115,754)	(228,365)
Net gains/(losses) on investments							
Realised (losses)/gains		(5,409)	25	39,130	-	33,746	(18,953)
Unrealised gains/(losses) on revaluation	9	267,824	15,976	385,437	-	669,237	(388,885)
Net income before transfers		<u>153,714</u>	<u>13,283</u>	<u>420,232</u>	<u>-</u>	<u>587,229</u>	<u>(636,203)</u>
Transfers of funds		(572)	2,185	-	(1,613)	-	-
Net movement in funds		<u>153,142</u>	<u>15,468</u>	<u>420,232</u>	<u>(1,613)</u>	<u>587,229</u>	<u>(636,203)</u>
Reconciliation of Funds:							
Funds as at 1 January 2019		1,997,269	107,898	2,794,507	5,975	4,905,649	5,541,852
Funds at 31 December 2019	13	<u>2,150,411</u>	<u>123,366</u>	<u>3,214,739</u>	<u>4,362</u>	<u>5,492,878</u>	<u>4,905,649</u>

All amounts relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

The 2018 comparative Statement of Financial Activities is shown in note 16.

PROFESSIONALS AID COUNCIL (Company registered no. 00174262)
(A Company Limited by Guarantee not having a Share Capital)

BALANCE SHEET

AS AT 31 DECEMBER 2019

	Notes	£	2019 £	£	2018 £
FIXED ASSETS					
Tangible assets	8		5,618		9,095
Investments	9		5,248,936		4,811,152
			<u>5,254,554</u>		<u>4,820,247</u>
CURRENT ASSETS					
Debtors	10	3,949		6,864	
Cash at bank and in hand		158,110		62,940	
Short term deposits		147,395		80,115	
		<u>309,454</u>		<u>149,919</u>	
CREDITORS					
Amounts falling due within one year	11	(71,130)		(64,517)	
NET CURRENT ASSETS					
			<u>238,324</u>		<u>85,402</u>
NET ASSETS					
			<u><u>5,492,878</u></u>		<u><u>4,905,649</u></u>
FUNDS					
Unrestricted funds:					
General Funds	12&13		2,150,411		1,997,269
Annual Grant Funds	12&13		123,366		107,898
Restricted funds					
Guild Funds	12&13		4,362		5,975
			<u>3,214,739</u>		<u>2,794,507</u>
			<u><u>5,492,878</u></u>		<u><u>4,905,649</u></u>

The financial statements were approved and authorised for issue by the Executive Committee on 2 April 2020 and were signed below on its behalf by:

J Aisher
Chairman

M G Springham
Honorary Treasurer

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

1. ACCOUNTING POLICIES

(a) Basis of Accounting

These accounts are prepared under the historic cost convention. The accounts have been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effective 1 January 2015 (Charities SORP FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Professionals Aid Council (PAC) is a public benefit entity under FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). As a smaller charity, exemption has been taken not to produce a statement of cash flows.

The directors consider there are no material uncertainties about PAC's ability to continue as a going concern. In the directors' opinion, the main financial uncertainties facing PAC are the uncertainty of investment return and the volatility of equity markets affecting the carrying value of investments.

(b) Income

Income is included in the Statement of Financial Activities when the charity has entitlement to the income, it is probable that the income will be received and the amount of income can be measured reliably. The following specific policies are applied to specific categories of income:

- Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.
- Legacies are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measureable with a degree of reasonable accuracy with the title of the asset having been transferred to the charity.
- Investment income is credited to income when it is receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

(c) Expenditure

Liabilities are recognised as expenditure as soon as there is legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of obligation can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

Expenditure is recognised on an accruals basis as a liability is incurred, inclusive of VAT, which cannot be recovered.

Charitable activities comprise mainly the provision of grants given out in respect of general advice and financial help and educational advice and financial help. Grants payable are payments made to third parties in the furtherance of the charitable objects of the charity. In the case of an unconditional grant offer this is accrued once the recipient has been notified of the grant award. The notification gives the recipient a reasonable expectation that they will receive the grant. Grants awards that are subject to the recipient fulfilling performance conditions are only accrued when the recipient has been notified of the grant and any remaining unfulfilled condition attaching to that grant is outside the control of the charity.

Support costs have been allocated to charitable activities. Governance activities comprise organisational administration and compliance with constitutional and statutory requirements. Costs include direct costs of external audit, legal fees and other professional advice.

(d) Depreciation and Fixed Assets

Depreciation is calculated to write off the cost of leasehold improvements, office furniture, software and equipment over its estimated useful life. In the case of owned equipment, furniture and software this is at the rate of 25% of cost. Leased items are depreciated over the initial lease term. For leasehold improvements it is at the rate of 10% of the reducing balance. Purchases of items costing less than £200 are expensed in the year of purchase.

(e) Finance leases

Assets obtained under finance leases are capitalised as tangible fixed assets. These assets are depreciated over the shorter of the lease term and their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charges allocated to future periods. The finance element of the rental payment is charged to the Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligations outstanding in each period.

(f) Investment gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening market value (purchase date if later). Unrealised gains and losses are calculated as the difference between the market value at the year end and the opening market value (or purchased date if later).

(g) Investments

Investments are a form of basic financial instrument. They are initially recognised at their transaction value and subsequently valued at their fair value at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

(h) 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 date.

(i) Significant judgements and sources of estimation uncertainty

The preparation of financial statements in compliance with FRS102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Charity's accounting policies. The key judgements that have been applied by management relate to:

- Accrued expenses, where bills have not been received before the accounts were finalised;
- Specifically, the anticipated charges for external repairs, which are under the control of the freeholder of the offices premises, are periodically recharged to the charity.

(j) Debtors

Other debtors are recognised at the settlement amount due less provision for doubtful amounts. They comprise prepayments, accrued income and repayable grants. The repayable grants were made to certain individuals on the understanding they would be repaid when a condition was met in the future, for example, sale of the beneficiary's house. These repayable grants are not recognised at full value and instead are fully amortised, because of the uncertainty of recovery of the debt at an unknown future date.

(k) Cash at hand and in bank

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

(l) 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.

(m) Pension Scheme

The company uses NEST for those staff for whom pension contributions are made through auto-enrolment.

(n) Fund Accounting

The charitable company's unrestricted funds consist of those funds which may be used to meet any of the charity's objectives. These consist of a General Fund and an Annual Grant Fund. The charitable company administers funds on behalf of other parties and under a scheme approved by the Charity Commissioners. These funds are therefore regarded as restricted. The fund arising from the transfer of net assets from the Guild is also regarded as restricted.

(o) Cash Flow Statement

The Trustees have taken advantage of the provision set out in the Charities SORP (FRS102) Update Bulletin 1 in which smaller charities are no longer required to prepare a cash flow statement, and therefore no cash flow statement is included within the financial statements.

PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

2. INVESTMENT INCOME				2019	2018
				£	£
Bank interest				307	295
Dividends and interest from securities				179,726	178,697
				<u>180,033</u>	<u>178,992</u>
3. COST OF GENERATING DONATIONS AND LEGACIES				2019	2018
				£	£
Staff costs				4,932	5,058
Office expenses				1,627	1,797
				<u>6,559</u>	<u>6,855</u>
4. CHARITABLE ACTIVITIES					
2019	General Fund	Annual Grant Fund	Guild Fund	Educ-ation Fund	Total Funds 2019
	£	£	£	£	£
Grants to Individuals	86,305	3,490	120,100	19,997	229,892
Staff costs*	35,180	1,423	48,957	8,152	93,712
Office expenses	11,995	485	16,692	2,779	31,951
Governance costs	6,452	261	8,978	1,495	17,186
Total Charitable Expenditure	<u>139,932</u>	<u>5,659</u>	<u>194,727</u>	<u>32,423</u>	<u>372,741</u>
2018	General Fund	Annual Grant Fund	Guild Fund	Educ-ation Fund	Total Funds 2018
	£	£	£	£	£
Grants to Individuals	91,269	3,392	120,776	19,435	234,872
Staff costs*	37,341	1,388	49,415	7,952	96,096
Office expenses	13,659	508	18,075	2,909	35,151
Governance costs	6,089	226	8,057	1,297	15,669
Total Charitable Expenditure	<u>148,358</u>	<u>5,514</u>	<u>196,323</u>	<u>31,593</u>	<u>381,788</u>

*Staff costs include time spent on the extensive enquiry and research work needed to support individual applicants and beneficiaries.

PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

5. GOVERNANCE COSTS included in charitable activities	2019 £	2018 £
Audit	9,240	8,400
Accountancy fees	6,912	5,963
Legal costs	216	372
Directors' expenses	58	53
Trustee indemnity insurance	760	882
	<u>17,186</u>	<u>15,670</u>

6. NET EXPENDITURE is stated after charging:	2019 £	2018 £
Auditors remuneration	9,240	8,400
Depreciation	3,477	3,589
Bank interest and similar charges	469	547
	<u></u>	<u></u>

7. TOTAL STAFF COSTS

Average staff numbers during 2019 were 3 (2018: 3).

Directors received no remuneration in the year (2018: nil). Two directors were reimbursed expenses of £58 (2018: £53). No employees earned over £60,000 in the year (2018: nil). Total employment benefits of Key Management Personnel amounted to £79,251 (2018: £76,080).

Total staff costs were:

	2019 £	2018 £
Salaries	90,686	94,247
Social security costs	5,965	5,683
Pension costs	1,993	1,225
	<u>98,644</u>	<u>101,155</u>

PROFESSIONALS AID COUNCIL
(A Company Limited by Guarantee not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

8. TANGIBLE FIXED ASSETS	Leasehold improvements	Office furniture, equipment and software	Total
	£	£	£
Cost			
At 1 January 2019	19,015	30,609	49,624
Additions	-	-	-
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December 2019	19,015	30,609	49,624
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 January 2019	16,998	23,531	40,529
Charge for the year	202	3,275	3,477
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December 2019	17,200	26,806	44,006
	<hr/>	<hr/>	<hr/>
Net Book Value			
At 31 December 2019	1,815	3,803	5,618
	<hr/>	<hr/>	<hr/>
At 1 January 2019	2,017	7,078	9,095
	<hr/>	<hr/>	<hr/>

The above fixed assets are all used for direct charitable purposes.

The freehold property, 10 St. Christopher's Place, London W1U 1HZ, was sold by the charitable company on 18 October 1978. The charitable company retains a leasehold interest in the property for a term of 125 years free of rent.

PROFESSIONALS AID COUNCIL

(A Company Limited by Guarantee not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

9. FIXED ASSET INVESTMENTS	General Funds £	Annual Grant Funds £	Guild Fund £	Total 2019 £
2019				
Analysis of movements in the year				
Market value at 1 January 2019	1,965,578	99,538	2,746,036	4,811,152
Additions	68,626	3,973	244,152	316,751
Disposals	(271,476)	(437)	(276,291)	(548,204)
Net gains on revaluation at 31 December 2019	267,824	15,976	385,437	669,237
Market value at 31 December 2019	2,030,552	119,050	3,099,334	5,248,936
Historic cost at 31 December 2019	1,423,492	76,933	2,155,528	3,655,953
The investments at fair value comprise:				
UK Government stock and other interest bearing investments	69,389	-	442,499	511,888
Quoted equity investments	1,961,163	119,050	2,656,835	4,737,048
Market value at 31 December 2019	2,030,552	119,050	3,099,334	5,248,936
2018				2018
Analysis of movements in the year				
Market value at 1 January 2018	2,245,476	116,420	2,985,142	5,347,038
Additions	170,747	-	433,079	603,826
Disposals	(283,007)	(7,513)	(460,307)	(750,827)
Net losses on revaluation at 31 December 2018	(167,638)	(9,369)	(211,878)	(388,885)
Market value at 31 December 2018	1,965,578	99,538	2,746,036	4,811,152
Historic cost at 31 December 2018	1,599,354	73,348	2,122,767	3,795,469
The investments at fair value comprise:				
UK Government stock and other interest bearing investments	125,132	-	411,284	536,416
Quoted equity investments	1,840,446	99,538	2,334,752	4,274,736
Market value at 31 December 2018	1,965,578	99,538	2,746,036	4,811,152

At 31 December 2019, 10% (2018: 11%) was invested in Government and Corporate bonds (1% relates to United Kingdom Government stock and 9% to other Corporate and other bonds) and 90% (2018: 89%) in equities (55% relates to United Kingdom equities and 35% to foreign equities). Net realised and unrealised gains in the year were 14.0%, compared with a rise of 14.2% in the FTSE All Share Index.

Dividends and interest from securities totalled £179,726, a yield of 3.6%, which is satisfactory.

PROFESSIONALS AID COUNCIL

(A Company Limited by Guarantee not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

10. DEBTORS

	2019	2018
	£	£
Prepayments and accrued income	3,949	6,894
	<u>3,949</u>	<u>6,894</u>

11. CREDITORS:

	2019	2018
	£	£
Amounts falling due within one year:		
Tax and social security payable	2,301	2,553
Owed to the Guild of Aid	250	250
Accruals	21,475	19,282
Trade creditors	812	1,315
Allocated and unpaid grants	46,292	41,117
	<u>71,130</u>	<u>64,517</u>

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds	Annual Grant Funds	Guild Restricted Funds	Other Restricted Funds	Total Funds 2019
	£	£	£	£	£
Fund balances at 31 December 2019 represented by:					
Tangible fixed assets	5,618	-	-	-	5,618
Fixed asset investments	2,026,190	119,050	3,099,334	4,362	5,248,936
Net current assets	118,603	4,316	115,405	-	238,324
Total net assets	<u>2,150,411</u>	<u>123,366</u>	<u>3,214,739</u>	<u>4,362</u>	<u>5,492,878</u>
Fund balances at 31 December 2018 represented by:					2018
Tangible fixed assets	9,095	-	-	-	9,095
Fixed asset investments	1,959,603	99,538	2,746,036	5,975	4,811,152
Net current assets	28,571	8,360	48,471	-	85,402
Total net assets	<u>1,997,269</u>	<u>107,898</u>	<u>2,794,507</u>	<u>5,975</u>	<u>4,905,649</u>

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

13. MOVEMENT IN FUNDS

	At 1 January 2019 £	Income £	Expen- diture £	Investment Gains/ (Losses) £	Transfers £	At 31 December 2019 £
Restricted funds	5,975	-	-	-	(1,613)	4,362
- Guild	2,794,507	203,241	(207,576)	424,567	-	3,214,739
Unrestricted funds						
- General	1,997,269	80,018	(188,719)	262,415	(572)	2,150,411
- Annual grant funds	107,898	3,490	(6,208)	16,001	2,185	123,366
Total funds	4,905,649	286,749	(402,503)	702,983	-	5,492,878
	<u>2018</u>					<u>2018</u>
Restricted funds	5,975	-	-	-	-	5,975
- Guild	3,125,485	112,057	(208,792)	(222,023)	(12,220)	2,794,507
Unrestricted funds						
- General	2,292,314	67,701	(196,686)	(176,168)	10,108	1,997,269
- Annual grant funds	118,078	3,392	(6,037)	(9,647)	2,112	107,898
Total funds	5,541,852	183,150	(411,515)	(407,838)	-	4,905,649

The purposes of the restricted funds are to distribute funds contributed by other charities in accordance with their wishes. The transfer of £1,613 corresponds to release to general funds of restricted funds which have been used for their restricted purposes. The transfer of £2,176 largely covers the excess of expenditure (other than investment management fees) over income for the Annual Grant Funds.

At 31 October 2016 the Guild merged into PAC and it thereafter ceased operations and transferred all its assets, liabilities and reserves to PAC. The activities formerly carried out by the Guild have been carried out by PAC since the beginning of November 2016 and are dealt with in the Guild Fund, a restricted fund.

14. FINANCIAL INSTRUMENTS

	2019 £	2018 £
Financial assets measured by fair value	5,248,936	4,811,152
Financial liabilities measured by amortised cost	47,104	42,432

Financial assets measured at fair value include investments

Financial liabilities include trade and other creditors including unpaid grants

15. RELATED PARTY TRANSACTIONS

One director has donated £50 (2018: £50) to the Guild Fund. There were no other related party transactions in this or the previous year.

PROFESSIONALS AID COUNCIL

(A Company Limited by Guarantee not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2019

16. STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2018

	<u>Unrestricted funds</u>		<u>Restricted funds</u>		<u>Total Funds 2018</u>
	<u>General Funds</u>	<u>Annual Grant Funds</u>	<u>Guild Fund</u>	<u>Other Funds</u>	
	£	£	£	£	£
INCOME FROM:					
Donations and legacies:					
Donations and Gifts	3,738	-	370	-	4,108
Legacies	-	-	50	-	50
Other Trading Activities:					
Investments	63,963	3,392	111,637	-	178,992
Total income	<u>67,701</u>	<u>3,392</u>	<u>112,057</u>	<u>-</u>	<u>183,150</u>
EXPENDITURE ON:					
Raising Funds					
Cost of generating donations and legacies	6,855	-	-	-	6,855
Investment managers' fees	9,880	523	12,469	-	22,872
Charitable Activities:					
General advice and financial help	148,358	5,514	196,323	-	350,195
Educational advice and financial help	31,593	-	-	-	31,593
Total expenditure	<u>196,686</u>	<u>6,037</u>	<u>208,792</u>	<u>-</u>	<u>411,515</u>
Net expenditure before investment losses	(128,985)	(2,645)	(96,735)	-	(228,365)
Net losses on investments					
Realised losses	(8,530)	(278)	(10,145)	-	(18,953)
Unrealised losses on revaluation	(167,638)	(9,369)	(211,878)	-	(388,885)
Net expenditure before transfers	<u>(305,153)</u>	<u>(12,292)</u>	<u>(318,758)</u>	<u>-</u>	<u>(636,203)</u>
Transfers of funds	10,108	2,112	(12,220)	-	-
Net movement in funds	<u>(295,045)</u>	<u>(10,180)</u>	<u>(330,978)</u>	<u>-</u>	<u>(636,203)</u>
Reconciliation of Funds:					
Funds as at 1 January 2018	2,292,314	118,078	3,125,485	5,975	5,541,852
Funds at 31 December 2018	<u>1,997,269</u>	<u>107,898</u>	<u>2,794,507</u>	<u>5,975</u>	<u>4,905,649</u>

