

Annual Return (AR30) form

Section 1 – About this form

An Annual Return must be completed by all societies registered under the Co-operative and Community Benefit Societies Act 2014 ('the Act') (including any societies previously registered under the Industrial and Provident Societies Act 1965) or the Co-operative and Community Benefit Societies Act (Northern Ireland) 1969 ('the Act') (including any societies previously registered under the Industrial and Provident Societies Act 1969). The Annual Return must include:

- this form;
- a set of the society's accounts; and
- where required, an audit report or report on the accounts.

A society must submit the Annual Return within 7 months of the end of the society's financial year. Failure to submit on time is a prosecutable offence.

Please note that this form, including any details provided on the form, will be made available to the public through the Mutuels Public Register <https://mutuals.fca.org.uk>.

For guidance on our registration function for societies under the Co-operative and Community Benefit Societies Act 2014, which includes guidance on the requirement to submit an Annual Return, please see here: <https://www.fca.org.uk/publication/finalised-guidance/fg15-12.pdf>

Section 2 – About this application

Society name	Self Help Community Housing Limited
Register number	21283R
Registered address	12 King Square Avenue, Stokes Croft, Bristol,
Postcode	BS2 8HU

2.1 What date did the financial year covered by these accounts end?

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Section 3 – People

3.1 Please provide the names of the people who were directors of the society during the financial year this return covers. Some societies use the term 'committee member' or 'trustee' instead of 'director'. For ease of reference, we use 'director' throughout this form.

Name of director	Month and year of birth	
Shaun Fitzpatrick	March	1952
Joe Gordon	June	1963
Barry Wallen	August	1959
Louise Lerway	June	1971
Helen Razdan	June	1968
David Gronback	November	1966

Continue on to a separate sheet if necessary.

3.2 All directors must be 16 or older. Please confirm this is this case:

All directors are aged 16 or over

3.3 Societies are within the scope of the Company Directors Disqualification Act 1986 (CDDA). Please confirm that no director is disqualified under that Act:

No director is disqualified

3.4 Please state any close links which any of the directors has with any society, company or authority. 'Close links' includes any directorships or senior positions held by directors of the society in other organisations.

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3.5 Please provide the name of the person who was secretary at the end of the financial year this return covers. Societies must have a secretary.

Name of secretary	Month and year of birth	
David Gronback	November	1966

Section 4 – Financial information

4.1 Please confirm that:

- accounts are being submitted with this form
- the accounts comply with relevant statutory and accounting requirements
- the accounts are signed by two members and the secretary (3 signatures in total)

4.2 Based on the accounts, please provide the information requested below for the financial year covered by this return.

Number of members	11
Turnover	783,289
Assets	5,156,285
Number of employees (if any)	11
Share capital	11
Highest rate of interest paid on shares (if any)	n/a

4.3 What Standard Industrial Classification code best describes the society's main business? Where more than one code applies, please select the code that you feel best describes the society's main business activity. You will find a full list of codes here: <http://resources.companieshouse.gov.uk/sic/>

68201 – Renting and operating of Housing Association real estate
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Section 5 – Audit

Societies are required to appoint an auditor to audited unless they are small or have disapplied this requirement. For further guidance see chapter 7 of our guidance: <https://www.fca.org.uk/publication/finalised-guidance/fg15-12.pdf>

5.1 Please select the audit option the society has complied with:

- | | |
|----------------------------------|-------------------------------------|
| Full professional audit | <input checked="" type="checkbox"/> |
| Auditor's report on the accounts | <input type="checkbox"/> |
| Lay audit | <input type="checkbox"/> |
| No audit | <input type="checkbox"/> |

5.2 Please confirm the audit option used by the society is compliant with the society's own rules and the Act

We have complied with the audit requirements

5.3 Please confirm any audit report (where required) is being submitted with this Annual Return

Yes

Not applicable

The information below impacts the level of audit required of the society's accounts. Please provide answers to the following questions.

5.4 Is this society accepted by HM Revenue and Customs (HMRC) as a charity for tax purposes?

Yes

No

5.5 If the society is registered with the Office of the Scottish Charity Regulator (OSCR) please provide your OSCR registration number.

Not applicable

OSCR number:	
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5.6 Is the society a housing association?

No Go to **section 6**

Yes Go to question **5.7**

5.7 Please confirm which housing regulator you are registered with, and provide the registration number they have given you:

		Registration number
Homes and Communities Agency	<input type="checkbox"/>	
Scottish Housing Regulator	<input type="checkbox"/>	
The Welsh Ministers	<input type="checkbox"/>	
Department for Communities (Northern Ireland)	<input type="checkbox"/>	

Section 6 – Subsidiaries

6.1 Is the society a subsidiary of another society?

Yes

No

6.2 Does the society have one or more subsidiaries? (As defined in sections 100 and 101 of the Act)

Yes Continue to question 6.3

No Continue to Section 7

6.3 If the society has subsidiaries, please provide the names of them below (or attach an additional sheet)

Registration Number	Name

6.4 Please provide below (or on a separate sheet) the names of subsidiaries not dealt with in group accounts (if any) and reasons for exclusions: (the society must have written authority from us to exclude a subsidiary from group accounts)

Registration Number	Name	Reason for exclusion

Section 7– Condition for registration

All societies are registered meeting one of two conditions for registration. These are that the society is either:

- a bona fide co-operative society ('co-operative society'); **or**
- are conducting business for the benefit of the community ('community benefit society').

A society must answer the questions set out in either Section 7A or Section 7B of this form, depending on which condition of registration it meets.

If you are not sure which condition for registration applies to the society please see chapters 4 and 5 of our guidance:

<https://www.fca.org.uk/publication/finalised-guidance/fg15-12.pdf>

Section 7A - Co-operative societies

Co-operative societies must answer the following questions in relation to the financial year covered by this return.

7A.1 What is the business of the society? For example, did you provide housing, manufacture goods, develop IT systems etc.

7A.2 Please describe the members' common economic, social and cultural needs and aspirations. In answering this question, please make sure it is clear what needs and aspirations members had in common.

7A.3 How did the society's business meet those needs and aspirations?

You have described the society's business answer to question 7A.1, and in question 7A.2 you have described the common needs and aspirations of members. Please now describe how during the year that business met those common needs and aspirations.

7A.4 How did members democratically control the society? For example, did the members elect a board at an annual general meeting; did all members collectively run the society.

7A.5 What did the society do with any surplus or profit? For instance, did you pay a dividend to members (and if so, on what basis); did money get reinvested in the business; put into reserves; used for some other purpose?

Section 7B - Community benefit societies

Community benefit societies must answer the following questions in relation to the financial year covered by this return.

7B.1 What is the business of the society? For example, did you provide social housing, run an amateur sports club etc.

Providing housing and support to the homeless in the Bristol area.

7B.2 Please describe the benefits to the community the society delivered? Here we are looking to see *what* the benefits to the community were. Community can be said to be the community at large. For example, did you relieve poverty or homelessness through the provision of social housing.

Self Help works around substance misuse, debt management and budgeting issues, meaningful engagement, mental ill health, health issues etc. The society worked with people to ensure that they secured longer term accommodation once they left Self Help's service.

7B.3 Please describe how the society's business delivered these benefits? The business of the society must be conducted for the benefit of the community. Please describe *how* the society's business (as described in answer to question 7B.1) provided benefit to the community.

All clients have a support worker who works in partnership with them to produce support plans and address the issues which led to homelessness. This can include areas noted on 7B.2.

7B.4 Did the society work with a specific community, and if so, please describe it here? For instance, were the society's activities confined to a specific location; or to a specific group of people? Please note that in serving the

needs of any defined community, the society should not inhibit the benefit to the community at large.

n/a

7B.5 What did the society do with any surplus or profit? For instance, did you donate the money; did money get reinvested in the business; put into reserves; used for some other purpose?

All surpluses are used to continue our work. Any surplus is set aside for future use to be able to operate with anticipated cuts to homeless funding.

7B.6 Please state any significant commercial arrangements that the society has, or had, with any other organisation that could create, or be perceived as creating, a conflict of interest. Please tell us how you ensured that any such conflict of interest did not prevent the society from acting for the benefit of the community.

n/a

Section 8– Declaration

The secretary of the society must complete this section.

Name	David Gronback
My signature below confirms that the information in this form is accurate to the best of my knowledge	
Signature 	
Position	Company Secretary
Date	25th October 2019

Section 9 – Submitting this form

Please submit a signed, scanned version of this form along with your accounts and any auditor's report by email to: mutualsanrtns@fca.org.uk.

Or you can post the form to:

Mutual Societies
Financial Conduct Authority
12 Endeavour Square
London
E20 1JN

This form is available on the Mutuals Society Portal:

<https://societyportal.fca.org.uk>

Registered as a Limited Company in England and Wales No. 1920623. Registered office as above.

Self Help Community Housing Association Limited
Financial Statements
Year Ended 31 March 2019

Financial Conduct Agency registration number: 21283R

Self Help Community Housing Association Limited

Financial Statements

Year Ended 31 March 2019

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Self Help Community Housing Association Limited
Association Information

Year Ended 31 March 2019

Financial Conduct Agency Registration Number: 21283R

Members of the Board

S Fitzpatrick- Chair
J Gordon – Treasurer
B Wallen
L Lerway
H Razdan
D Gronback- Secretary

Secretary

H Razdan

Registered Office

12 King Square Avenue
Stokes Croft
Bristol
BS2 8HU

Auditor

Haines Watts Bristol Limited
Bath House
6-8 Bath Street
Bristol
BS1 6HL

Solicitor

Henriques Griffiths
18 Portland Square
Bristol
BS2 8SJ

Bankers

National Westminster Bank Plc
778 Fishponds Road
Fishponds
Bristol
BS16 3TX

Self Help Community Housing Association Limited
Board Report
Year Ended 31 March 2019

The board present their report with the financial statements of the company for the year ended 31 March 2019.

Principal Activities

The Association was formed for the benefit of the community with the objective of providing housing and assistance for homeless people and others in necessitous circumstances due to poverty, ill-health or other unmet needs.

The Association does not trade for profit and nothing is paid or transferred by way of profit to shareholders of the association.

Ensuring our work delivers our aims

We review our aims, objectives and activities on a regular basis. This review looks at what we have achieved and the outcomes of our work in the previous 12 months. The review looks at the success of each key activity and the benefits they have brought to the people we are set up to help.

The review also helps us to ensure that our aims, objectives and activities remain focussed on our stated purpose.

The focus of our work

Our main objectives for the year continued to be the provision of accommodation and support to homeless people. The intention is to ensure stability in their lives and a move onto a settled accommodation. We achieved this objective by:

- Providing support services as a partner in Pathway 1 – Men's Pathway.
- Working in partnership with other agencies including Places for People, Salvation Army, Llvewest, Ellm Housing Association and Second Step & Alderman Stevens Charity.
- The acquisition and renovation of empty or wasted homes for use by homeless people.

How our activities provide community benefit

All our activities focus on providing supported accommodation to homeless people so as to prevent a return to homelessness and are undertaken to further our social purpose.

We also contribute to the regeneration of neighbourhoods by investing in properties that would be otherwise empty. During the year we took an empty Bristol City Council property into management and refurbished it to a high standard. The property will provide 3 units of much needed supported accommodation in the city for homeless men.

Who used and benefited from our service

We receive funding for our support service from Bristol City Council via our partner the Salvation Army under Pathway 1. The service is to provide low level support and accommodation for homeless men. The service is contracted to provide 68 units of accommodation. During the year we provided this service to 76 people at any time.

We also provide accommodation for homeless families who are referred via Bristol City Council's homeless team. Families are often coming out of emergency accommodation and we offer 6 month assured shorthold tenancies. Families stay with us until they can secure permanent move on accommodation generally after 2 years.

During the year we worked with 152 residents and we created 72 new tenancies.

Providing support services

It's been another busy and successful year for the team. For services that provide support each resident is allocated a support worker and together they work to produce a support Plan. We work with a wide range of needs groups including women fleeing domestic abuse, people with substance misuse problems and mental health issues and young people just starting out in life with few life skills.

High quality training is vital for our staff and during the year we covered working with difficult and aggressive behaviour, adult safeguarding, HIV, professional boundaries, mental health awareness, drugs/ alcohol & equality and diversity training.

Each resident has a support plan specific to their needs and is reviewed on a regular ongoing basis.
Housing Management Services

Due to increasing levels of current and former arrears we have introduced the role of Rents Officer to help maximise income.

We have reviewed our rent arrears policy and procedure.

Self Help Community Housing Association Limited
Board Report
Year Ended 31 March 2019

Improving our Systems

During the year we upgraded our server. We also introduced fully remote IT infrastructure for PC and telephones. Our next step will be to look at mobile working for staff. We ensure that we had considered the Implications of EU Data Protection Regulation (GDPR) which was introduced in 2018. This regulation required organisations to:

- Give clear notification of each purpose for which they may use data
- Notify the data subject with whom they need to share data
- Get explicit consent to process data
- Evidence how consent was introduced
- Allow data subjects to be forgotten
- Remove the subject access fee and respond to requests within 30 days
- Put measures in place so that system respect the privacy of individuals

Move-on

We work with our residents to secure appropriate move on accommodation once they have developed enough independence to leave our service. The majority of our residents move on in a planned way to either local authority or housing association accommodation.

We now have access to a Move-on Navigator through Pathway 1 who will help clients to access move on accommodation and look at barriers to move on including debts.

Over 92% of our move on was a planned departure. This is an excellent result, and among the very best in the local sector

Case studies

We feel it useful to provide a few case studies to illustrate some of the work we do. Although we are funded to provide low support to people invariably we work with people with very high support needs. We are funded approx. £50 per week per client to provide support services to clients. We feel that we achieve a huge amount of social return for this funding.

Jamie

Jamie had been in our service since October 2017. He had moved from a high level support service at level 2 services via the Pathway. He had a long history of abandoning and sabotaging accommodation.

In May 2018 he was involved in a serious incident in a shared house. He was assaulted by another resident in the home and seriously injured. This followed a number of weeks where tensions between them had been rising. Staff had attempted to mediate, use external mediation and use warnings which seemed to have calmed the situation down. Jamie had engaged in services for at least 6 weeks prior to this due to his father's death and did not want to discuss this.

This assault resulted in Jamie being transferred to a property in another part of Bristol. Despite attempts by staff to get him moved up the pathway to higher support Jamie's living conditions and self-neglect became more evident. He had a diagnosis of HIV but was using heavy amounts of butane gas and storing his own urine in his room.

On moving to his new property Jamie greed to regular property inspections and to engage further. Despite efforts to engage Jamie in the service he did not and was admitted to hospital in October 2018 due to not taking his medication. His support worker met with him in hospital and agreed a way forward to try and avoid notice being served due to non-engagement after a series of warnings were sent.

After his discharge Jamie continued to not engage, abuse butane and store urine in his property. Due to concerns around his self-neglect he was referred to safeguarding and a social worker was meant to be appointed though this never materialised.

He had issues relating to his father's death and not wanting to discuss this.

We were granted possession by the courts in March 2019. Jamie was in hospital again when the possession expired. After a number of months of collaboration with our pathway partners we secured Jamie a move to a 24 hour supported service at level 1.

Although on the face of it, this doesn't look too successful, the fact that (given the complex issues) we were able to avoid a return to rough sleeping for Jamie was a significant achievement.

**Self Help Community Housing Association Limited
Board Report
Year Ended 31 March 2019**

Kenny

Kenny came to our service in October 2017 from a hostel. He initially moved to a shared house in Bedminster. Within the week he and the other resident were making serious accusations against one another. It was decided to move Kenny to a self-contained unit.

Kenny was a Somalian refugee and had a long history of mental health issues. He was prescribed medication and engaged with Bristol Wellbeing Therapies around his issues which he seemed to greatly benefit from. His substantial alcohol abuse had cost him accommodation in the past but after a number of months involvement with mental health services he was abstinent for at least 4 months.

In February 2019, having been referred to the priority move-on scheme in November, Self Help staff appealed to BCC for Kenny to be given a direct offer in light of the need for self-contained accommodation. Kenny was successful in gaining a self-contained BCC flat in St George which he was supported to move into with over £400 of grants.

Danny

Moved into shared accommodation in February 2016 and left in April 2019. Danny moved to our service after suffering with PTSD due to violent attacks when involved in drugs and alcohol heavily. He had a long history of heroin and crack cocaine use but was abstinent when he came to us.

He had often suffered with paranoid thoughts and had hallucinations, due to not sleeping well and having spells of 48-72 hours of no sleep on a regular basis.

Initially he was scripted when he came to our service and there was a lot of collaboration with his shared care worker. In June 2017 he threatened surgery staff at his GP and received a 1 year ban across the city. He had to attend GP on Tuesdays at the BRI with security guards in the Violent and Aggressive Patients Clinic.

In October 2017 Danny stopped engaging after his mother died and was facing eviction for non-engagement. He did re-engage but had stopped taking antidepressants and was using substances again resulting in evident weight loss. Despite support he did not engage with bereavement counselling feeling he was not in the right place for this at this point.

In March 2018 he was attacked with an iron bar while trying to defend a friend leading to an increase in panic attacks. Danny continued to engage with our service, however, and was supported to re-engage with mental health services and get back on a subutex prescription. After a substantial period of engagement and regularly addressing his mental health and drugs use a Priority Move on Scheme referral was made in July 2018.

Poor budgeting skills meant he did not have the deposit needed for a Registered Provider new build in central Bristol. However, move-on funds were found via collaboration with services in the pathway

Accommodation

We offer furnished tenancies in all our properties to help people in the transition from homelessness to house. We provide accommodation through a variety of ways including leasing properties through charitable partnerships, Management agreements with providers registered with the Tenant Standards Authority - Places for People and through properties we own directly. During the year we successfully brought into management an additional 14 units of accommodation in shared housing and funded this work through our reserves.

Unfortunately, we had to hand back 14 units of self-contained accommodation to Alderman Stevens Trust who are looking to re-develop their site in Old Market. It was a good time to reflect on the work done here and we are proud that the units which were previously empty had been brought back into use and used to house over 200 Homeless people since 2004.

We had originally secured funding over £150,000 of funding at the time to completely refurbish the empty sheltered housing scheme.

At the beginning of 2008 we purchased 18 properties from Bristol City Council that we had previously held management agreements on. This stock had been subject to years of underinvestment due to the short term funding available at the time and we as the managing agents were not empowered or funded to perform anything more than day to day repairs. Now over 10 years later we own 8 of these properties outright with no mortgage security in place and own a further 2 properties outright.

We converted 2 properties that were previously used for family accommodation into 8 supported bed spaces of high quality accommodation.

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We also bought into use 4 previously unused rooms in existing properties.

Loan Finance Santander

Santander released us from all our loan covenants and allowed us to release a further 6 properties from our mortgage. This will allow us to look at further developing the organisation and increasing our units in management.

Principal Funding Services

Our main income is contract income through Pathway 1 and management agreements and rent and service charges from accommodation. We also fundraise for residents for money to help our tenants in their quest to make a home. In the year we secured over £6,000 worth of grants for people.

Investment Policy

Aside from retaining a prudent amount in reserves each year funds are invested in provision of accommodation. Overall return on investments was poor during the year due to drops in interest rates and the Board will review investment policies in the new financial year.

Reserves Policy

The Board has reviewed the Association's requirements for reserves in light of the main risks to the Organisation. It has an established policy where the unrestricted funds not committed or invested in tangible assets should be the equivalent to 6 months running costs in general reserves. The Board have agreed that reserves are required to meeting the working capital of the Association and they are confident that they would be able to continue its activities in the short term.

Structure, Governance and Management

Organisational Structure

The Association has a Board which meet on an 8 weekly basis and are responsible for strategic direction and policy.

The day to day operations of the Association are delegated to CEO and other staff. The staff team consists of 12 and they have a wide variety of experience and qualifications and overall a commitment to preventing homelessness.

Governing Document

Self Help Community Housing Association was formed in 1973-4 by a group of homeless people concerned about the number of empty and wasted properties in the city and the high levels of homelessness that existed.

We are: -

- A Housing Association with Charitable aims.
- A Company Limited by Guarantee.
- A Community Benefit Company with Charitable status.
- A provider of Housing and Support services for homeless client groups.
- Regulated by the Financial Conduct Authority.

Recruitment and Appointment of the Board

The Management Board is the governing body and is legally responsible for the Association. It makes the key strategic decisions and monitors operational performance to ensure that its decisions are implemented effectively. It operates to the NHF Model rules 2005 and is working towards adopting the NHF Code of Governance where practical for an Association of its size and resources.

In the event of the Association being wound up members would be required to contribute an amount not exceeding £1.00.

Under the NHF Model Rules 2005 the responsibilities of the board are clearly outlined and include:

- define and ensure compliance with the values and objectives of the association and ensure these are set out in each annual report;
- establish policies and plans to achieve those objectives;
- approve each year's accounts prior to publication and approve each year's budget;
- establish and oversee a framework of delegation and systems of control;
- agree policies and make decisions on all matters that create significant financial risk to the association or which affect material issues of principle;

Self Help Community Housing Association Limited
Board Report
Year Ended 31 March 2019

- monitor the association's performance in relation to these plans, budget, controls and decisions;
- appoint (and if necessary remove) the chief executive (if any);
- satisfy itself that the association's affairs are conducted in accordance with generally accepted standards of performance and propriety;
- take appropriate advice

Composition of the board

- The Board shall consist of five board members, or of such greater number not exceeding Twelve (including co-optees).

No one can become or remain a board member at any time if

- they are disqualified from acting as a director of a company for any reason; or
- they have been convicted of an indictable offence within the last five years; or
- they are not a shareholder (unless they are a co-optee or employee of the association or any other body whose accounts must be consolidated with those of the association)

Election to the board Under the Model Rules

At every annual general meeting not less than one third of the board members shall retire from office. Board members forming the retiring third shall be those who have been longest in office since they were last elected or re-elected to the Board. If the choice is between people who became board members on the same day those to retire shall be chosen by lot if not agreed. Anybody appointed to fill a casual vacancy under rule D10 during the year and who retires for that reason shall not count towards the one third to retire. If at an annual general meeting, the candidates for election as board members do not exceed the number of vacancies on the board the chair shall declare those candidates to have been duly elected. If the number of candidates exceed the number of vacancies the meeting shall elect the board members by ballot in such a manner as the chair directs.

All members of the Board give their time voluntarily and receive no benefits from the Association except any expenses reclaimed from the Association and these are set out in the accounts. The exception to this is the CEO and the Special Projects Manager who are Board members and are paid staff.

The Board aim to have a board in place that represents a diverse group of people and have a wide range of skills. Current expertise on the Board includes homelessness, supported housing, asset management, business planning, legal matters and development. In an effort to maintain a broad mix of skills, prospective members complete a detailed application form and are interviewed by the CEO/ Chair and references sought.

Board members are free to come into the office at any time to see our work in action and to familiarise themselves with our staff. We arrange Strategic Planning Days to map out future direction and training is offered where relevant. Board members are kept up to date with major issues that affect the Association through regular communications between staff and the Board.

Risk Management

The Board have conducted a review of all the major risks faced to which the Association is exposed. This is reviewed at least annually and more frequently when required. Where appropriate, systems and procedures have been established to mitigate risk, internal control risks are minimised by adherence to Financial Standing Orders and other procedures.

Representation and Membership

Representing the Association is a vital part of the Association's work as it ensures we have a say in the issues that affect our tenants and our services. We are involved in a wide variety of groups that allow us to share good practice with other agencies in the City.

We are also members of the National Housing Federation, Homeless Link and the NCVO.

Self Help Community Housing Association Limited
Board Report
Year Ended 31 March 2019

Financial Results

Cash flow

This year has seen a reduction in net cash largely due to investment in our housing assets and our IT infrastructure. IT investment has ensured that the Association can take advantage of the efficiency and flexibility offered by the latest technologies. It is now able to respond to the increasing need to access, store and protect data securely and to utilise the efficiencies and effectiveness provided by mobile working.

Operational Performance

An operational deficit occurred in the year largely due to lost income (voids and bad debts) and higher than expected repair costs. In response the Association has created a new post for the next financial year focussed specifically on rent collection and recovery to ensure that we maximise income collection. This will free up capacity for the rest of the housing team to ensure that income lost as a result of the reletting process is reduced. Increased maintenance costs where in part due to higher than anticipated remedial works performed as part of our routine servicing and inspection programme and unusual level of response and void repairs in the year.

Bad Debts

There was a significant increase in former tenant arrears (£48,183) in the year. This was in part attributable to staffing issues in our housing management department when for significant periods the team was operating at only 50% which undermined performance in respect of Housing Benefit liaison and rent account management. This situation has now been resolved with all posts filled including a Rents Officer dedicated to rent account management and the collection of former tenant arrears.

43% of the former tenant arrears total (£21k) was as a direct result of changes to our bad debt provision which was changed in the year from 80% to 100%. This step was taken to bring the Association in line with industry standards and better reflects the likelihood of recouping rent arrears once the resident has moved to different housing provider. It is also noteworthy that significant proportion of the bad debts are due to delayed Housing Benefit claims that have been submitted but will be paid to the Association after the year end.

The Year Ahead

As ever as we reflect on the year and look to the year ahead there are many challenges. We will be developing a business plan for the next 5 years. We have been in existence for over 45 years and the issues of homelessness shows no sign of disappearing.

As a small organisation we can only achieve so much but we are proud of the work we do and the result that our residents achieve in moving toward more stable accommodation.

Over the next 12 months we will look at replacing some of our stock with more appropriate accommodation and look at how we can develop our levels of accommodation and improve the standards of the accommodation we provide. The majority of our housing for single people is in shared housing and this can be very challenging to manage.

We will continue to invest in high quality training for our staff and look at how we can retain staff. We will explore how we can utilise technology more and help us to provide greater efficiencies.

We will continue to contribute to the work of Pathway 1 in providing nearly 400 units of accommodation each night in the City.

We have plans for the re-development of an empty property we own with the intention to provide much needed accommodation within the City.

**Self Help Community Housing Association Limited
Board Report
Year Ended 31 March 2019**

Statement of the Board's responsibilities

The Board are required by Industrial and Provident Society Law to prepare financial statements for each financial year, which give a true and fair view of the financial activities of the association and of its financial position at the end of that year. In preparing those financial statements the Board are required to:

- o select suitable accounting policies and then apply them consistently;
- o make judgements and accounting estimates that are reasonable and prudent;
- o state whether applicable accounting standards have been followed;
- o Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Association will continue in business.

The Board are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Co-operative and Community Benefit Societies Act 2014. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to disclosure of information to Auditors

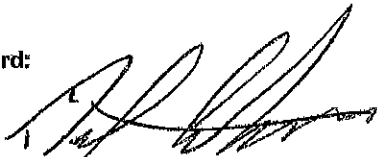
So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Auditors

The auditors, Haines Watts Bristol Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

On behalf of the Board:

David Gronback



Date:

26th September 2019

Self Help Community Housing Association Limited
Independent Auditor's Report To The Members of Self Help Community Housing
Association Limited
Year Ended 31 March 2019

Opinion

We have audited the financial statements of Self Help Community Housing Association Limited (the 'association') for the year ended 31 March 2019 which comprise the statement of comprehensive income, the balance sheet, the statement of changes in equity, the 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 Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31 March 2019 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 Co-operative and Community Benefit Societies Act 2014, the Housing and Regeneration Act 2008 and the Accounting Direction for private registered providers of social housing in England 2015.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The board is responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and 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.

**Self Help Community Housing Association Limited
Independent Auditor's Report To The Members of Self Help Community Housing
Association Limited
Year Ended 31 March 2019**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Co-operative and Community Benefit Societies Act 2014 requires us to report to you if, in our opinion:

- the association has not kept proper books of account, and not maintained a satisfactory system of control over its transactions, in accordance with the requirements of the legislation; or
- the revenue account, any other accounts to which our report relates, and the balance sheet are not in agreement with the association's books of account; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the board

As explained more fully in the board's responsibilities statement set out on page 10, the board is 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 board 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 board is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board either intends to liquidate the association 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.

Use of report

This report is made solely to the association's members, as a body, in accordance with section 87 of the Co-operative and Community Benefit Societies Act 2014. Our audit work has been undertaken so that we might state to the association'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 association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.



Geoffrey Speirs BSc FCA (Senior Statutory Auditor)
For and on behalf of Haines Watts Bristol Limited, Statutory Auditors
Chartered Accountants and Statutory Auditor
Bath House
6-8 Bath Street
Bristol
BS1 6HL

Date: 26th September 2019.


Self Help Community Housing Association Limited
Statement of Comprehensive Income (Including Income and Expenditure Account)
Year Ended 31 March 2019


	Note	2019 £	2018 £
Turnover	2	783,289	759,888
Administrative Expenditure	2	842,233	739,829
Other Operating Income		-	-
		<hr/>	<hr/>
Operating surplus/(Deficit)		(58,944)	20,059
Interest receivable	4	448	117
Interest and financing costs	4	(45,414)	(46,685)
		<hr/>	<hr/>
Surplus /Deficit for Year	5	(103,910)	(26,509)
		<hr/>	<hr/>
Total comprehensive income for the year		(103,910)	(26,509)
		<hr/>	<hr/>

Self Help Community Housing Association Limited (Registered Number 21283R)
Balance Sheet
Year Ended 31 March 2019

	Note	2019 £	2018 £
Fixed assets			
Tangible fixed assets	10	4,739,773	4,750,366
Current assets			
Debtors	11	79,356	112,481
Cash at bank and in hand		337,156	391,686
		416,512	504,167
Creditors amounts falling due within one year	12	(176,023)	(135,325)
Net current assets		240,489	368,842
Total assets less current liabilities		4,980,262	5,119,208
Creditors: Amounts falling due after one year	13	(661,165)	(696,201)
Net assets		4,319,097	4,423,007
Capital and Reserves			
Called up share capital	15	11	11
Income and expenditure reserve	16	835,834	896,300
Revaluation reserve	16	3,301,425	3,301,425
Designated reserves	16	181,827	225,271
		4,319,097	4,423,007

Approved by the Board and signed on its behalf by:


 DAVID GRONBACK
 BOARD MEMBER 10/02/2020

S Fitzpatrick
 Chair 

David Gronback
 Company Secretary 

Date: 26th September 2019.

The accompanying notes form part of these financial statements.

Self Help Community Housing Association Limited
Statement of Changes in Equity
Year Ended 31 March 2019

	Called-up share capital £	Income and expenditure reserve £	Revaluation reserve £	Designated reserve £	Total £
At 1 April 2017	11	823,426	3,396,549	229,030	4,423,007
Deficit for the Year	-	(26,509)	-	-	(26,509)
Revaluation of tangible fixed assets	=	95,124	(95,124)	=	-
Total comprehensive income	-	68,615	(95,124)	-	(26,509)
Major Repairs Reserve Adjustment	-	4,259		(4,259)	-
At 31 March 2018	11	896,300	3,301,425	225,271	4,423,007
Deficit for the Year	-	(103,910)	-	-	(103,910)
Major Repairs Adjustment	-	43,444	-	(43,444)	-
At 31 March 2019	11	835,834	3,301,425	181,827	4,319,097

The accompanying notes form part of the financial statements

Self Help Community Housing Association Limited
Statement of Cash Flows
Year Ended 31 March 2019

	Note	2019 £	2018 £
Cash flow from operating activities	17	98,061	143,726
		<hr/>	<hr/>
Net cash flow from operating activities		98,061	143,726
		<hr/>	<hr/>
Cash flow from investing activities			
Payments to acquire tangible fixed assets per note 10		(31,229)	(6,262)
Property Development		(43,444)	
Interest received		448	117
		<hr/>	<hr/>
Net cash flow from investing activities		(74,225)	(6,145)
		<hr/>	<hr/>
Cash flow from financing activities			
Repayment of long term loans		(32,952)	(43,724)
Shares repaid		-	-
Interest paid		(45,414)	(46,685)
		<hr/>	<hr/>
Net cash flow from financing activities		(78,366)	(90,409)
		<hr/>	<hr/>
Net increase / (decrease) In cash and cash equivalents		(54,530)	47,172
Cash and cash equivalents at beginning of year		391,686	344,514
		<hr/>	<hr/>
Cash and cash equivalents at end of year		337,156	391,686
		<hr/> <hr/>	<hr/> <hr/>

The accompanying notes form part of the financial statements

Self Help Community Housing Association Limited
Notes to the Financial Statements
Year Ended 31 March 2019

1. Summary of Significant Accounting Policies

(a) General information and basis of preparation

Self Help Community Housing Association is a provider of social housing in the United Kingdom. The address of the registered office is given in the association information on page 3 of these financial statements.

The association constitutes a public benefit entity as defined by FRS 102.

The financial statements have been prepared in accordance with applicable accounting standards including Financial Reporting Standard 102 *The Financial Reporting Standard Applicable in the UK and Republic of Ireland* (FRS 102) and the Statement of Recommended Practice for Social Housing Providers 2014. The financial statements are also prepared under the requirements of the Housing and Regeneration Act 2008 and the Cooperative and Community Benefit Societies Act 2014. The financial statements have been prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Tangible fixed assets

Tangible fixed assets (including social housing properties) are stated at valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended such as the cost of acquiring land and buildings, developments costs, interest charges on loans during the development period and expenditure on improvements. Expenditure on improvements will only be capitalised when it results in incremental future benefits such as increasing rental income, reducing maintenance costs or resulting in a significant extension of the useful economic life of the property.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Housing properties, houses	Over 50 years
Property plant and machinery	25% per annum on cost
Property improvements	5%, 10% or 15% per annum on cost
Office Equipment	25% per annum on cost
Motor vehicles	25% per annum on cost
Computer Equipment	20% - 100% per annum on cost

Housing properties under construction are not depreciated until they are in use.

Major components of housing properties, such as kitchens and bathrooms, have been accounted for and depreciated separately from the connected housing property, over their expected useful economic lives and are included in property plant and equipment, and are depreciated as follows

Structure	Over 80 Years
Roof	Over 50 Years
Kitchen	Over 10 Years
Bathroom	Over 10 Years
Boiler	Over 10 Years
Windows	Over 20 Years

The useful economic lives of all tangible fixed assets are reviewed annually.

Self Help Community Housing Association Limited
Notes to the Financial Statements
Year Ended 31 March 2019

(c) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the statement of comprehensive income in administrative expenses.

(d) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method. If an arrangement constitutes a financing transaction it is measured at present value.

(e) Impairment

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date.

If such indication exists, the recoverable amount is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in expenditure through the statement of comprehensive income.

(f) Provisions

Provisions are recognised when the association has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(g) Leases

Rentals payable and receivable under operating leases are charged to the statement of comprehensive income on a straight line basis over the period of the lease.

(h) Turnover and other income

Turnover is measured at the fair value of the consideration received or receivable net of VAT and trade discounts. The policies adopted for the recognition of turnover are as follows:

Turnover represents rental and service charges income receivable in the year net of rent and service charge losses from voids, revenue grants from the government (local authorities) and the Homes and Communities Agency.

(i) Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the year end.

(j) Repairs and equipment reserve

The Association has designated reserves for future major repairs of properties leased and owned by the Association and equipment and repairs expenditure.

(k) Revaluation reserve

This reserve represents the amount by which the value of properties owned by the Association exceed their historical cost.

(l) Pension contributions

The Association participates in a defined contribution money purchase pension scheme. The Association contributes 7.5% of employees' gross salary into the employee's private personal pension scheme or the group pension scheme.

Self Help Community Housing Association Limited
Notes to the Financial Statements
Year Ended 31 March 2019

2 Particulars of Turnover and Administrative Expenditure from Social Housing Lettings

	2019	2018
	£	£
Turnover		
Rent receivable net of identifiable service charges	387,177	406,744
Service charge income	282,482	183,968
Other grants	183,920	202,063
Less Void Costs	<u>(70,290)</u>	<u>(32,887)</u>
Turnover from social housing lettings	<u>783,289</u>	<u>759,888</u>
Other Operating Income	-	-
Administrative expenditure		
Management	372,437	371,833
Service charge costs	184,688	151,048
Routine maintenance	133,192	110,840
Bad debts	66,650	24,155
Depreciation of housing properties	80,395	78,983
Loss on disposal of fixed assets	4,871	2,970
Administrative expenditure on social housing lettings	<u>842,233</u>	<u>739,829</u>
Operating surplus/ (deficit) on social housing lettings	<u>(58,944)</u>	<u>20,059</u>

3 Accommodation Owned and in Management

	2019	2018
Supported housing	74	77
General needs housing	2	2
	<u>76</u>	<u>79</u>

Self Help Community Housing Association Limited
Notes to the Financial Statements
Year Ended 31 March 2019

4 Interest and Other Finance Income and Charge

Interest receivable and similar income

2019	2018
£	£

Bank interest receivable

448	117
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Interest payable and similar charges

2019	2018
£	£

Bank loan

45,414	46,685
--------	--------

5 Surplus/ (Deficit) for Year

Surplus/ (Deficit) for Year is stated after charging

2019	2018
£	£

Auditor's remuneration

6,482	6,446
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Depreciation of tangible fixed assets

80,395	78,893
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Operating lease rentals

<u>16,562</u>	<u>16,562</u>
---------------	---------------

6 Board and Key Management Personnel Remuneration

The total remuneration for key management personnel amounted to £75,803 (2018 £74,499).

During the year total pensions of £5,685 (2018 £5,575) were payable to directors.

No remuneration was received by non-executive Board members.

The highest paid director received £38,907 (2018 £38,332) remuneration (excluding pension contributions).

The chief executive is an ordinary member of the scheme. No enhanced or special terms apply. During the period the total amount contributed to the individual pension arrangement was £ 2,918 (2018 - £2,868).

The other salaried director is also an ordinary member of the scheme. No enhanced or special terms apply. During the period the amount contributed to the individual pension arrangement was £2,767 (2018 - £2,706).

Self Help Community Housing Association Limited
Notes to the Financial Statements
Year Ended 31 March 2019

7 Staff Costs

The aggregate remuneration of such employees was as follows:

	2019	2018
	£	£
Wages and salaries	267,348	239,900
Social security	21,036	19,203
Other pension costs	12,542	11,792
	<u>300,926</u>	<u>270,895</u>

The average number of employees, including members of the executive team, calculated on a full time equivalent was 11 employees (2018- 10).

There are no employees who received more than £60,000 as their employee package.

8 Tax

Because of its charitable status, the Association is exempt from Income tax on its income from investments and corporation tax on revenue account surplus, provided that both are applied for charitable purposes.

9 Operating Leases

Operating leases primarily relate to properties used for supported housing.

Total future minimum lease payments receivable under non-cancellable operating leases are as follows:

	2019	2018
	£	£
Not later than one year	4,378	16,562
Later than one and not later than five years	-	-
	<u>4,378</u>	<u>16,562</u>

Self Help Community Housing Association Limited
Notes to the Financial Statements
Year Ended 31 March 2019

10 Tangible Fixed Assets – Housing Properties

	Housing Properties	Property plant and machinery	Total
	£	£	£
Cost or Valuation: At 1 April 2018	4,820,949	94,207	4,915,156
Additions	43,444	31,229	74,673
Disposals	(5,500)	-	(5,500)
Revaluation of property			-
	<hr/>	<hr/>	<hr/>
At 31 March 2019	4,858,893	125,436	4,984,329
	<hr/>	<hr/>	<hr/>
Depreciation: At 1 April 2018	74,103	90,687	164,790
Charge for year	75,225	5,170	80,395
Eliminated on disposal	(629)	-	(629)
	<hr/>	<hr/>	<hr/>
At 31 March 2019	148,699	95,857	244,556
	<hr/>	<hr/>	<hr/>
Net book value: At 31 March 2019	4,710,194	29,579	4,739,773
	<hr/>	<hr/>	<hr/>
At 31 March 2018	4,746,846	3,520	4,750,366
	<hr/>	<hr/>	<hr/>

If freehold property had not been revalued it would have been included at the following historical cost:

	2019 £	2018 £
Cost	1,870,857	1,796,882
Aggregate depreciation	393,379	347,941
	<hr/>	<hr/>

Freehold land and buildings were subject to independent, professional valuation at 31 March 2017. The valuation as undertaken by Alder King on a part desk-top and part inspection basis. The methods and significant assumptions used to ascertain the fair value of £4,825,000 are as follows:

a) That there is good and unencumbered title to the property, free from onerous covenants, easements, restrictions or other encumbrances or outgoings, (made in the absence of having had sight of the title deeds);

b) That the information provided by the Authorities is correct and complete and that a local search would not reveal any matters that would have an adverse effect upon the value of the property, nor liability to the client or its customer in respect of land contamination;

(c) That the property and any alterations or extensions thereto complies in all respects with current legislation affecting the property and its use, or intended use.

Self Help Community Housing Association Limited
Notes to the Financial Statements
Year Ended 31 March 2019

11 Debtors

	2019	2018
	£	£
Trade debtors (gross social housing rent arrears)	39,882	68,841
Other debtors	39,474	43,640
	<u>79,356</u>	<u>112,481</u>

12 Creditors: amounts falling due within one year

	2019	2018
	£	£
Bank loan	34,882	32,798
Trade creditors	43,224	22,118
Other creditors	97,917	80,409
	<u>176,023</u>	<u>135,325</u>

13 Creditors: amounts falling due after more than one year

	2019	2018
	£	£
Bank loan	661,165	696,201
	<u>661,165</u>	<u>696,201</u>

The bank loan includes aggregate amounts of £510,208 (2018 - £543,461) which fall due after five years and which are payable by instalments.

Bank loans totalling £696,047 (2018 - £728,999) are secured on 10 of the Association's properties.

	2019	2018
	£	£
Analysis of loan repayments		
Within one year on demand	34,882	32,798
Between one and two years	34,161	34,717
Between two and five years	116,796	118,023
After five years	510,208	543,461
	<u>696,047</u>	<u>728,999</u>

Self Help Community Housing Association Limited
Notes to the Financial Statements
Year Ended 31 March 2019

14 Contingent Liabilities -- Awaiting conf from TPT

The Association participates in The Pensions Trust's Growth Plan (The Plan). The Plan is a multi-employer pension plan. Contributions to the plan up to September 2001 were converted into defined amounts of pensions payable. After this date and prior to 1 October 2013 contributions were invested in personal fund which have a capital guarantee -- Series 3. Funds invested after 1 October 2013 are invested in a defined contribution/ money purchase scheme, no capital guarantee applies to any of these funds -- Series 4.

The Trustee of the Plan commissions an actuarial report every three years. The Plan's actuary's preliminary results at 30 September 2016 revealed a shortfall of assets compared with the value of The Plan's liabilities, equivalent to a funding level of 85.8%. The potential liability will crystallise if the Association withdraws from The Plan. At 30 September 2018 the estimated liability for the Association was £48,834 (September 2017 - £54,377)

15 Share Capital

Ordinary shares of £ 1 each

	Number	£
Allotted called up and fully paid At 1 April 2018	11	11
Surrendered during the year	-	-
	<hr/>	<hr/>
At 31 March 2019	11	11
	<hr/>	<hr/>

16 Reserves

	General reserve £	Revaluation reserve £	Designated reserve £	Total £
At 1 April 2018	896,300	3,301,425	225,271	4,422,996
Deficit for the year	(103,910)	-	-	(103,910)
Major repairs reserve adjustment	43,444	-	(43,444)	-
Revaluation	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
At 31 March 2019	836,834	3,301,425	181,827	4,319,086
	<hr/>	<hr/>	<hr/>	<hr/>

Designated Reserves Comprise:

	At 01.04.18 £	Transfers from £	Transfers to £	At 31.03.2019 £
Major Repairs Reserve	225,271	(43,444)	-	181,827
	<hr/>	<hr/>	<hr/>	<hr/>

Self Help Community Housing Association Limited
Notes to the Financial Statements
Year Ended 31 March 2019

16 Reserves (cont.)

The Board of Management have decided that the Association should hold a minimum of six months' running costs as general reserves. At this level the Board of Management feel that the Association would be able to continue its current activities over the short term, in the event of a drop in funding.

A transfer has been made from the major repairs reserve to account for the capital additions to Freehold Property during the year of £43,444 (2018 £4,259)

17 Reconciliation of Surplus/ (Deficit) to Cash Flow from Operating Activities

	2019 £	2018 £
Surplus/(deficit)	(103,910)	(26,509)
Depreciation and impairment of tangible fixed assets	80,395	78,983
Loss on disposal of fixed assets	4,871	2,970
(Increase)/Decrease in trade and other debtors	33,125	43,681
Increase/ (Decrease) in trade and other creditors	38,614	(1,967)
Interest Received	(448)	(117)
Interest Paid	45,414	46,685
	<u>98,061</u>	<u>143,726</u>

18 Pensions and Other Post-Retirement Benefits

a) Defined contribution pension plans

The association operates a defined contribution pension plan for its employees. The amount recognised as an expense in the period was £12,601 (2018 - £11,792).