

THE ROYAL SOCIETY FOR THE PREVENTION OF ACCIDENTS
(a company limited by guarantee)

Report and Financial Statements

Year ended 31 March 2016

Charity No: 207823 for England and Wales
Charity No: SCO39289 for Scotland

Company No: 231435

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Reference and Administrative Details

Legal Status

The Royal Society for the Prevention of Accidents (RoSPA) is a registered charity, No.207823 and a Company registered in England and Wales, No. 231435 and Scotland, SCO39289, limited by guarantee and having no share capital. There were 4,038 members as at 31 March 2016 who are liable to contribute 50p each in the event of the Society being wound up.

Trustees

Mr M Parker CBE - Chairman

Mr R I K Bucknell – Hon Treasurer

Dr D Lloyd

Dr M O'Mahony

Mr P Brown

Professor Y Doyle

Mrs J McNulty

Dr J Redhead

Mrs H Kondel

President

Lord McKenzie of Luton

Senior Management Team

Chief Executive	Mr T Mullarkey MBE
Deputy Chief Executive	Mr E Taylor
Finance Director & Company Secretary	Mr M Penny
Director of Operations	Ms F Richardson

Registered Office

RoSPA House, 28 Calthorpe Road, Edgbaston, Birmingham, B15 1RP

Auditors

BDO LLP, Two Snowhill, Birmingham, B4 6GA

Bankers

Lloyds Bank plc, 142 Edgbaston Park Road, Birmingham, B15 2TY

Solicitors

Veale Wasborough Visards, Second Floor, 3 Brindley Place, Birmingham, B1 2JB

Fund Managers

Rathbone Investment Management Limited, Port of Liverpool Building, Pier Head, Liverpool, L3 1NW

Structure, Governance and Management

Governance and Internal Control

RoSPA is governed by its Memorandum and Articles of Association and has members, who may be individuals or corporate bodies. RoSPA also has Honorary Members, appointed at the discretion of RoSPA's Board of trustees (known as the "Board"). RoSPA holds its AGM in November each year.

Trustees

As set out in the Articles of Association, RoSPA is governed by the Board. The trustees, of whom there are currently 9, are individually elected annually. The normal term of office is 3 years, although exceptionally trustees may serve for up to 9 years, at the discretion of the Board. Trustees are appointed at, and by, RoSPA's Annual General Meeting.

The requirement for new trustees arises on the retirement or resignation of existing trustees or where the Nominations Committee (see next section) identifies the need for new skills.

In selecting new trustees the Board seeks to achieve a range of skills and experience appropriate to the mission and objectives of the Society as the UK's leading safety charity.

Trustees may be recruited from, or on the recommendation of, organisations that encompass particular skills sets or professional skills. However, appointment of a trustee is based on the quality and skills of the individual and not simply by nomination of a particular organisation.

An interview process will take place before an individual is recommended to the Board as a prospective new trustee. On appointment, a new trustee will be given an induction pack and have induction meetings with RoSPA's senior managers. Trustees are encouraged to attend RoSPA events. On appointment, and during their term of office, training needs are identified and addressed.

Trustees at all times operate under the powers and duties given to them by the Memorandum and Articles of Association and under the various statutes relating to Trustees and Charities.

The trustees normally meet four times a year as the Board. The Board governs the charity and delegates specific responsibilities to sub-committees comprising the Nominations Committee (NomCom), the Remuneration Committee (RemCom), the Audit Committee and the Pensions Sub-Committee. These committees are all made up of trustees with senior members of RoSPA staff in attendance to support the decision-making processes.

All committees operate under specific terms of reference and their decisions are ratified by the Board.

Management Committees and the decision-making process

The Board (of Trustees)

RoSPA's Board of Trustees are Directors of RoSPA for the purposes of the Companies Act. The Board governs the charity and delegates certain powers to the following entity and committees:

- *RoSPA Enterprises Ltd (REL)*

REL is a registered company, wholly owned by RoSPA. The Board of REL reports to the Board of RoSPA. REL optimises RoSPA's income from commercial business opportunities, oversees the production of RoSPA's annual business plans, recommends and develops new commercial activities and monitors business performance. It also makes decisions to invest or divest and adjust strategic direction to maximise sustainable contribution.

- *Nominations Committee (NomCom)*

The RoSPA Nominations Committee monitors and reviews the skills mix of the Board, identifies areas for improvement and makes recommendations to the Board on matters relating to the recruitment of new trustees.

- *Remuneration Committee (RemCom)*

RemCom determines, within the policy approved by the Board, the remuneration of the Chief Executive, other Executive Committee members and the overall level of staff pay.

- *Audit Committee*

The Audit Committee reviews and reports to the Board on any financial statements produced for statutory and regulatory purposes, reviews the reports and findings of the external auditors and reviews the processes governing risk management and internal control within RoSPA.

- *Pensions Sub-Committee*

The Pensions Committee, established in November 2013, reviews and reports to the Board on all matters relating to RoSPA's Retirement and Death Benefits Plan; a closed-ended final salary scheme, including but not restricted to funding and valuation issues with the objective of reducing the scheme's funding deficit of circa £5 Million.

Objectives and Activities

RoSPA's Mission and Vision are its reason for being and are fundamental to all that it does. Our focus is very much on making a practical difference to people's lives:

RoSPA's Mission:
To save lives and reduce injuries

RoSPA's Vision:
To lead the way in accident prevention

How RoSPA delivers its Mission and Vision adapts over time to reflect the safety issues and challenges facing people in an ever changing world. Increasingly RoSPA seeks to demonstrate the effectiveness and value of the work that RoSPA does. RoSPA seeks to effect positive change through its work as a promoter of key safety issues and as a provider of relevant services. The Society collects data, carries out research, develops policies, informs, educates, audits and provides expert consultancy in each of the following areas:

- At work
- At leisure
- On the road
- In the home
- By influencing and informing
- By developing risk education

Public Benefit

A comprehensive review of RoSPA's activities during the year ended 31 March 2016 is presented below. Through these initiatives, RoSPA continued to focus on achieving its mission and vision and the trustees are satisfied that the Charity continues to meet the required public benefit test: there is a clear public benefit and RoSPA's activities are designed and implemented to meet it.

For further information and a more detailed review of achievements and performance, see also RoSPA's Annual Review for the year ended 31 March 2016.

Strategic Report

The trustees, who are also directors of the Charity for the purposes of the Companies Act 2006, present their Strategic Report and the audited Financial Statements for the year ended 31 March 2016.

The trustees have adopted the provisions of the Statement of Recommended Practice 'Accounting and Reporting by Charities' applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015).

The Strategic Report of the trustees comprises the following sections:

- Achievements and Performance
- Financial Review of RoSPA 2015/16
- Plans for Future Periods
- Principal Risks and Uncertainties

Achievements and Performance

During 2015/16, RoSPA continued to advocate for the prevention of accidents, particularly those involving under-5s, to be addressed at a national level.

Jointly with the Royal College of Emergency Medicine (RCEM), RoSPA published Action on Accidents – a report that called for the establishment of a national under-5s accident prevention programme focusing on home safety. Launched at the House of Lords, the report stated that a £20m-per-year investment in such a programme across the UK would reduce the pressure faced by A&E departments as well as helping families avoid the devastation caused by accidents. In Scotland, RoSPA and the RCEM called specifically for a £2m-per-year programme. Scotland's Big Book of Accident Prevention, which followed a similar publication for England a few years previously, was also unveiled, showcasing existing accident prevention activities and urging further investment.

The third Family Safety Week – themed "Saving little lives" – was sponsored by Confused.com and saw a nationwide focus on under-5s' home safety.

On a practical level within home safety, RoSPA's LifeForce scheme saw volunteers invited into the homes of disadvantaged families with children under five, vulnerable adults and people aged over 65 across Birmingham to offer safety advice and arrange practical assistance, for example through supplying home safety equipment. Through the training and work experience the scheme offered, some volunteers were helped into paid employment as a result of taking part in LifeForce.

RoSPA's Take Action Today, Put Them Away campaign, focused on keeping young children safe from household cleaning products, was expanded to cover Newcastle, Nottingham and Hampshire, while in Northern Ireland RoSPA was part of a campaign to raise awareness of the risks posed by button batteries. On looped blind cords, RoSPA worked with the UK's four Chief Medical Officers and other organisations to produce a report calling for better data collection on deaths and near-misses and urging continued public awareness activities. Nappy sacks and hair straighteners were other subjects covered in RoSPA's home safety activities, and in Scotland, thousands of copies of The

Birthday Party – a home safety storybook for young children – were made available free of charge.

Enabling work to be taken forward on older people's safety, RoSPA successfully applied for a grant from the Department of Health for a three-year falls prevention programme called Stand Up, Stay Up.

Young drivers continued to be a key road safety campaigns focus, and RoSPA also called for an increase in targeted roads policing after a rise in deaths on Britain's roads. RoSPA joined other organisations to produce a guide for senior decision-makers in local authorities, outlining how to make the most cost-effective use of decreasing road safety funding, and a guide was also produced, commissioned by Public Health England, to help schools promote safe active travel for children to and from school. Funded by the Department for Transport, a new website – www.olderdrivers.org.uk – was launched to help older people drive safely for longer. On fleet safety, RoSPA streamlined its practices to improve the customer experience.

On occupational health and safety, RoSPA's National Occupational Safety and Health Committee (NOSHC) initiated an enquiry into the training and development opportunities made available to apprentices, who are likely to be more at risk than experienced workers. NOSHC also published a guide to help employers learn from accidents. A rise in workplace deaths, following steady improvements over the previous five years, prompted RoSPA to urge employers not to take their eye off the ball when it came to health and safety.

Complementing the annual RoSPA Health and Safety Awards for organisations, RoSPA's Guardian Angel Awards scheme made presentations to deserving individuals whose commitment to safety and accident prevention were displayed through personal initiative, diligence and enthusiasm.

Fundraising and campaigns awareness-raising highlights from the year included a team from RoSPA joining up with Wales YFC to tackle the Three Peaks Challenge, a RoSPA stall at the Royal Welsh Show and a RoSPA supporter in London living one hour ahead of the rest of the country for a week to raise awareness of the Lighter Evenings campaign.

More details about RoSPA's achievements and performance can be found in the RoSPA Annual Review 2015/16, which is available on the Society's website (www.rospa.com).

Financial Review of RoSPA 2015/16

The Society's Key Performance Indicators are the trading surplus or deficit and the balance of unrestricted funds. The Society produced a trading surplus of £68k (2015: deficit £155k) for the year. This included £240k of contributions to the legacy final salary pension scheme.

The £68k surplus was represented by an increase in unrestricted funds of £1,107k and a reduction of (£1,039k) in restricted funds. After accounting for an unrealised loss on investments before expenses of £15k (2015: £122k gain), an actuarial gain on the final salary pension scheme of £64k, (2015: £911k loss) there was a net surplus for the year of £81k, (2015: (£855k) deficit).

RoSPA has net liabilities of £608k as at 31 March 2016 (31 March 2015: £689k liabilities). Nevertheless, given the long term nature of the pension liability and with cash and debtors of £2,980k and investments of £3,353k, as of the balance sheet date, the Board remains of the view that RoSPA is a going concern.

The Group continued to maintain a healthy bank balance; at the year end, cash balances totalled £1,542k (2015: £1,896k) after the injection of £1,000k into investments. Turnover decreased by 5% to £8,470k (2015: £8,953k), due to a decrease in restricted funding.

In overview, 26% of the Society's income for the year came from Grants, Sponsorship and Membership with the remainder coming from chargeable activities. These activities are in line with the charitable objectives of the Society and include training in safety, implementation of safety audit procedures, awards for best practice and the hosting of events to assist in the implementation of new legislation and other key initiatives.

RoSPA's wholly owned trading subsidiary, RoSPA Enterprises Ltd (REL), continued to trade successfully during the period, providing training and consultancy, advertising and sponsored activities such as the RoSPA Occupational Health & Safety Awards Scheme. For the year ended 31st March 2016 REL made a covenanted payment to the Charity, included in the results discussed above, of £528k, representing all of its taxable profits (2015: £551k).

Further information about the extensive range of activities and services provided through REL are included in the Annual Review and on the RoSPA website (www.rospace.com).

Pension Scheme

Continued focus was given during the year to RoSPA's final salary pension scheme. We wrote to deferred members of the scheme reminding them of their right to transfer out or take early retirement ahead of legislative changes to personal pensions in April 2016.

Despite being closed to new members and new accrual since 2001 the deficit remains significant; £5,914k at year end, (2015: £5,975k). Nevertheless, RoSPA has no external debt other than trade creditors and has been successful at strengthening its balance sheet over recent years to provide a strong covenant for this long term liability. Funding has been agreed until June 2017, supplemented by an agreement to make additional contributions insofar as the Society exceeds its annual financial targets, with a view to clearing the funding deficit over the medium term.

Reserves

The trustees continue to recognise the need to hold sufficient free reserves to protect the continuation of RoSPA's core activities. These reserves should allow the organisation to plan ahead with a reasonable degree of confidence in the event of income shortfalls due to economic or market downturns and to undertake effective long-term strategic planning.

Free reserves available for use by RoSPA comprise those that are readily realisable, less funds subject to restricted uses or designated for particular purposes and fixed assets. At 31st March 2016 these comprised a total of £2,870k (March 2015: £2,580k), an increase of £290k for the year.

The ongoing target level for RoSPA's free reserves should approximately equate to six months of fixed operating costs or £2,500k, reflecting the variability of commercial returns and the fact that RoSPA's income is predominantly self-generated via its training and associated activities. Hence we are currently operating at our target level of free reserves. Restricted reserves at 31st March 2016 were £369k (March 2015: £526k) as analysed in Note 2 to these accounts.

Investment Portfolio

The investment portfolio managed by Rathbone Investment Management Ltd, London, received a contribution of £1,000k. Net of this contribution the fund declined by £75k including £24k expenses and £80k dividends withdrawn during the period to leave a balance of £3,353k. The movement excluding the funding contribution represents a 3% decrease over the period.

The Investment Policy continues to target three objectives:

- a) The maintenance/enhancement of invested funds – Rathbone are seeking to deliver CPI+4% over the investment cycle;
- b) a reasonable balance between capital growth and income; and
- c) the avoidance of undue risk.

The Policy also seeks to achieve a sound financial return while not investing in assets which could be detrimental to the aims and objectives of the Society.

Plans for Future Periods

In policy terms, RoSPA will continue to develop the key safety messages and issues programmes it currently pursues, with the goal of cutting accident rates across all areas. This will continue to involve working with governmental and other organisations to develop effective strategies for reducing accidents and avoiding the lost opportunities and adverse societal impacts they cause.

In terms of its business activities, RoSPA will continue to focus on managing its affairs professionally and efficiently and on providing high quality training and consultancy to its clients, supported by leading edge seminars and congresses developing discussion and information exchange on emerging issues.

RoSPA's aim is to ease access to knowledge and good practice through face-to-face contact and via information systems, which are increasingly used by business where staff time is at a premium.

An existing project, commenced in 2013/14, to replace RoSPA's client relationship management (CRM) and finance systems with more modern and efficient business systems has gone live in 2016 and is targeted to both improve the quality of internal management information and improve online access to RoSPA's databases for its clients and other stakeholders.

Principal Risks and Uncertainties

Identification and Management of Risks

The Board assesses business risks and implements risk management strategies. The trustees are pleased to report that the Charity's internal financial controls conform to guidelines issued by the Charity Commission. In addition, the trustees have considered the guidance for directors of public listed companies contained within the Turnbull and Higgs reports.

A Risk Register has been prepared to help manage the risk process. It contains all risks identified, and is subject to regular review. A formal review of the risk management processes is undertaken on an annual basis.

The key controls used by the charity include:-

- Formal agenda for all Board and Committee activity.
- Detailed terms of reference for all Committees.
- A commitment to selecting suitable nominated trustees and where applicable, to provide risk training.
- A process for strategic planning, budget setting and management accounting.
- Established organisational structure with clear lines of reporting.
- Written policies, clear authorisation and approval levels.
- Clear allocation of all significant risks to named individuals.

Through the established risk management processes, the Board is satisfied that, while systems can only provide reasonable rather than absolute assurance, the major risks encompassing the final salary pension deficit, the major systems replacement project and related issues, have been identified and appropriately managed as necessary.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Strategic Report, Annual Report and the financial statements in accordance with the Companies Act 2006 and for being satisfied that the financial statements give a true and fair view. The trustees are also responsible for preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that show and explain the charity's transactions, disclose with reasonable accuracy at any time the financial position of the charity, and to enable them to ensure that the financial statements comply with the Companies Act 2006.

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

Financial statements are published on the charitable company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charitable company's website is the responsibility of the trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Auditors

All of RoSPA's current trustees have taken all the steps that they ought to have taken to make themselves aware of any information needed by the company's auditors for the purposes of their audit and to establish that the auditors are aware of that information. The trustees are not aware of any relevant audit information of which the auditors are unaware.

The Board of Trustees approved this report on 9 September 2016.



Mr M Parker CBE
Chairman

Independent Auditor's Report

To the Members and Trustees of the Royal Society for the Prevention of Accidents
(RoSPA)

We have audited the financial statements of RoSPA for the year ended 31 March 2016 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's Trustees and members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charity's Trustees and members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's Trustees and members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the APB's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 31 March 2016 and of the group's incoming resources and application of resources, including 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report which includes the strategic report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- the parent charitable company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records or returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



Kyla Bellingall, Senior Statutory Auditor
For and on behalf of BDO LLP, Statutory Auditor
Birmingham
United Kingdom

Date: 30 September 2016

BDO LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Consolidated Statement of Financial Activities (incorporating an Income and Expenditure Account) for the 12 months ended 31 March 2016

	Note	2016	2016	2016	2015	2015	2015
		£	£	£	£	£	£
		<u>Unrestricted</u>	<u>Restricted</u>	<u>Total Funds</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total Funds</u>
Income and endowments from:							
Donations and legacies							
Charitable activities							
At Work		5,181,591	107,836	5,289,427	5,207,224	96,250	5,303,474
At Leisure		352,348	45,000	397,348	272,099	70,750	342,849
On the Road		1,661,790	421,487	2,083,277	1,713,802	450,169	2,163,971
In the Home		(16,729)	407,106	390,377	39,502	732,913	772,415
By influencing and informing		185,756	11,616	197,372	175,360	103,155	278,515
Investments	3	85,093	-	85,093	85,328	-	85,328
Other		27,414	-	27,414	6,390	-	6,390
Total income	2	7,477,263	993,045	8,470,308	7,499,705	1,453,237	8,952,942
Expenditure on:							
Raising Funds							
Investment Management Costs		23,936	-	23,936	14,794	-	14,794
Charitable activities							
At Work		4,472,210	144,906	4,617,116	4,830,184	121,548	4,951,732
At Leisure		79,977	365,116	445,093	75,216	371,022	446,238
On the Road		1,347,934	675,190	2,023,124	1,333,700	647,734	1,981,434
In the Home		(157,961)	843,572	685,611	44,227	919,254	963,481
By influencing and informing		604,433	2,965	607,398	621,415	129,229	750,644
Total expenditure	4	6,370,529	2,031,749	8,402,278	6,919,536	2,188,787	9,108,323
Net income/(expenditure) pre investment gains and losses		1,106,734	(1,038,704)	68,030	580,169	(735,550)	(155,381)
Net gains/(losses) on investments		(50,831)	-	(50,831)	186,632	-	186,632
Net income/(expenditure)		1,055,903	(1,038,704)	17,199	766,801	(735,550)	31,251
Transfers between funds	2	(881,817)	881,817	-	(758,686)	758,686	-
Other recognised gains/(losses)		174,086	(156,887)	17,199	8,115	23,136	31,251
Surplus on revaluation of Heritage Assets	6	-	-	-	25,000	-	25,000
Actuarial (Loss) Gain		64,000	-	64,000	(911,000)	-	(911,000)
Net movement in funds		238,086	(156,887)	81,199	(877,885)	23,136	(854,749)
Fund Balances brought forward at 1 April 2015	2	(1,215,388)	526,180	(689,208)	(337,503)	503,044	165,541
Fund Balances carried forward at 31 March 2016	2	(977,302)	369,293	(608,009)	(1,215,388)	526,180	(689,208)

All of the above results are derived from continuing activities. All gains and losses in the year are included above. The notes on pages 16 to 30 form part of these financial statements.

Consolidated and Charity Balance Sheets as at 31 March 2016

	Note	Group 2016	Group 2015	Charity 2016	Charity 2015
		£	£	£	£
Fixed Assets					
Tangible assets	5	2,066,877	2,179,729	2,066,877	2,179,729
Heritage Assets	6	100,000	100,000	100,000	100,000
Investment	9	3,352,742	2,427,509	3,352,744	2,427,511
		5,519,619	4,707,238	5,519,621	4,707,240
Current Assets					
Debtors	8	1,437,695	2,612,250	1,237,133	2,257,404
Cash at Bank and in Hand		1,542,022	1,896,328	1,539,832	1,889,881
		2,979,717	4,508,578	2,776,965	4,147,285
Creditors: amounts falling due within one year	10	(3,193,346)	(3,930,024)	(3,101,922)	(3,741,286)
Net Current Assets		(213,629)	578,554	(324,957)	405,999
Total Assets less Current Liabilities		5,305,992	5,285,792	5,194,664	5,113,239
Pension Liability	16	(5,914,000)	(5,975,000)	(5,914,000)	(5,975,000)
Net (Liabilities)/Assets		(608,009)	(689,208)	(719,336)	(861,761)
Funds :					
Unrestricted Funds excluding the Pension Liability		4,936,698	4,759,612	4,936,698	4,759,612
Pension Liability	16	(5,914,000)	(5,975,000)	(5,914,000)	(5,975,000)
Unrestricted Funds	2	(977,302)	(1,215,388)	(977,302)	(1,215,388)
Restricted Funds	2	369,293	526,180	257,966	353,627
Total Funds	2	(608,009)	(689,208)	(719,336)	(861,761)

The financial statements on pages 13 to 30 were approved by the trustees on 9 September 2016 and signed on their behalf by:



Mr M Parker CBE
Chairman

The notes on pages 16 to 30 form part of these financial statements.

Consolidated Cash Flow Statement for the 12 months ended 31 March 2016

	Note	2016 £	2015 £
Net cash provided by (used in) operating activities	11	<u>572,309</u>	<u>(477,411)</u>
Cash flows from investing activities			
Dividends, interest, rents from investments		85,093	85,328
Payments to acquire tangible fixed assets	5	(11,708)	(20,777)
Purchase of investment assets		<u>(1,000,000)</u>	-
Net cash provided by (used in) investing activities		<u>(926,616)</u>	64,551
<i>Change in cash and cash equivalents in the reporting period</i>		<u>(354,306)</u>	<u>(412,860)</u>
Cash and cash equivalents at the beginning of the reporting period		1,896,328	2,309,188
Cash and cash equivalents at the end of the reporting period		1,542,022	1,896,328
Decrease in funds		<u>(354,306)</u>	<u>(412,860)</u>

The notes on pages 16 to 30 form part of these financial statements.

Notes forming part of the financial statements for the year ended 31 March 2016

1. Accounting policies

a) Basis of preparation

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of freehold land and buildings and the inclusion of investments at market value. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)).

The statement of financial activities (SOFA) and balance sheet consolidate the financial statements of the charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

b) Reconciliation with previous Generally Accepted Accounting Practice

No restatement of items has been required in making the transition to FRS102.

c) Fund accounting

Unrestricted Funds are funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. This includes funds received under supply contracts which may be restricted as to their purpose but cannot be classed as such due to their legal status.

Restricted Funds are funds which are to be used in accordance with specific restrictions imposed by donors. The cost of administering such funds is charged against each specific fund. The aim and use of each restricted fund is set out in note 2 to the financial statements. Restricted Funds include funds for distribution. These are funds passed through the society to forward to other charities or to benevolent causes, and do not represent activity of the Society itself. Distribution funds are not included in the calculation for irrecoverable VAT. The funds assets are held entirely as cash at bank and in hand.

Funds that partially sponsor an activity or event are charged with cost equal to the sponsorship value.

Overhead costs are charged to grant-funded activities, whether or not they are specifically referenced by the grant provider. Allocation is by head count, except helpdesk, press office and website costs which are allocated by activity level.

Where the funding does not cover the costs a balance is transferred from unrestricted funds to cover any deficit. For the year ended 31 March 2016 the value of this transfer was £882k.

d) Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Subscriptions are receivable on varying dates throughout the year and are apportioned on a time basis; the proportion received in advance being carried forward in the balance sheet.

Where funding is provided by way of grants and sponsorship, the monies are separately accounted for as Restricted Funds and applied to the projects specified by their providers. Grant income is accounted for on a receivable basis.

Income is deferred to future periods from the period when it is received to the period to which it relates. This includes income for membership, training courses and events.

e) Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where possible, costs have been allocated directly to the activity to which they relate. However, there are also shared support costs that enable the charity's charitable, income generating and governance activities to be undertaken. These costs have been allocated to the Charity's activities using appropriate cost drivers as follows:

1. Staff Numbers for administration, IT, Human Resources, Accountancy, WP, Edgbaston, Calthorpe Road and facilities costs.
2. Press Office, Information Centre and Website on number of enquiries and level of activity.

f) Tangible fixed assets and depreciation

Tangible fixed assets are stated at historical cost less accumulated depreciation. Depreciation is provided on all tangible fixed assets except freehold land at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:

Freehold buildings	over 50 years
Short leasehold properties	over term of lease
Office equipment	over 6-7 years
Computer equipment	over 4 years

Purchases are recognised as fixed assets only if the economic life of the purchase can reasonably be expected to be at least as long as the depreciation period, and purchase cost exceeds £500.

On the initial adoption of FRS-15 'Tangible Fixed Assets' the Society had taken advantage of the transitional arrangements of the standard, to retain the existing book values (including those of its unimpaired tangible fixed assets, which were previously stated in the valuation) as at that date.

g) Investments

The investments are stated at their market value at the year end and any gains or losses are taken to the statement of financial activities. The investment policy is determined by the Board, and is reviewed every three years.

h) Pension costs

The difference between the fair value of the assets held in the charity's defined benefit pension scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the charity's balance sheet as a pension scheme liability. The carrying value of any resulting pension scheme asset is restricted to the extent that the charity is able to recover the surplus either through reduced contributions or through refunds from the scheme.

Changes in the deferred benefit pension asset or liability arising from factors other than cash contribution by the charity are charged to the SOFA in accordance with FRS17 on retirement benefits.

i) Finance and operating leases

Rentals applicable to operating leases are charged in the SOFA over the period in which the cost is incurred. There are currently no assets purchased under finance leases.

j) Lessors

Rents receivable are spread from the inception of the lease to the break points evenly over that period.

k) Foreign exchange

Foreign currency transactions are translated into sterling at the rates ruling when they occurred. Foreign currency monetary assets and liabilities are translated at the rates ruling at the balance sheet dates. Any differences are taken to the statement of financial activities.

l) Contingent liability

There is a potential clawback for all grant monies and restricted funds where they are not spent in accordance with the terms and conditions of the grant offer letter or contract.

m) Central and Governance Costs

Central and governance costs include direct and related support costs of trustees meetings, AGM, preparation of statutory report and accounts including internal and external audit and any legal costs associated with the charity's constitutional structure.

n) Heritage Assets

The charity's collection of artwork and posters is reported in the Balance Sheet at valuation. Valuations are made by professional valuers. It is the charity's policy to maintain its collection of artwork and posters in good condition and any maintenance costs incurred to preserve such are charged to the Statement of Financial Activities when incurred. The artwork and posters are deemed to have indefinite lives and the Trustees do not therefore consider it appropriate to charge depreciation.

o) Sources of estimation uncertainty

i To determine whether leases entered into by the company either as a lessor or a lessee are operating leases or finance leases (see note 12) depends on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.

'ii To determine whether there are indicators of impairment of the company's tangible assets the factors taken into consideration include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit. Tangible fixed assets (see note 5) are depreciated over their useful lives. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

'iii To determine the provision against trade debtors (see note 8) they are assessed at each reporting date for recoverability. If there is any evidence of impairment the carrying amount of the debtor is reduced to its recoverable amount. The impairment loss is recognised immediately in the Consolidated Statement of Financial Activities.

2. Statement of funds

	At 1 April	Income	Expenditure	Other recognised	Transfers	At 31 March
	2015			Gains		2016
	£	£	£	£	£	£
Restricted funds:						
Grants and Sponsorships:						
At Work						
Awards and Events Sponsorships	-	104,500	97,319	-	-	7,181
BNFL Scholarship	60,773	-	45,443	-	-	15,330
Other Occupational Sponsorships	4,031	3,336	2,144	-	-	5,223
	64,804	107,836	144,906	-	-	27,734
At Leisure						
Grants England	31,089	45,000	347,095	-	314,061	43,055
NWS Forum Donations	21,630	-	18,021	-	9,831	13,440
	52,719	45,000	365,116	-	323,892	56,495
On the Road						
Grants Scotland	20,787	112,522	138,718	-	27,670	22,261
Grants Wales	5,000	104,000	159,233	-	55,233	5,000
Grants and Sponsorship England	4,067	204,965	377,239	-	172,274	4,067
	29,854	421,487	675,190	-	255,177	31,328
In the Home						
Grants Scotland	43,344	143,625	220,875	-	64,030	30,124
Grants and Sponsorship Northern Ireland	1,901	96,327	177,092	-	81,378	2,514
Grants and Sponsorship England	311,078	167,154	445,605	-	168,981	201,608
	356,323	407,106	843,572	-	314,389	234,246
By influencing and informing						
Grants and Sponsorship England	8,600	-	-	-	-	8,600
Campaigns	13,880	-	2,990	-	-	10,890
ECSA Eurosafe Sponsorship	-	-	25,127	-	25,127	-
Other Sponsorships	-	4,166	4,166	-	-	-
DAPHNE – PIECES	-	7,450	(29,318)	-	(36,768)	-
	22,480	11,616	2,965	-	(11,641)	19,490
Total restricted funds	526,180	993,045	2,031,749	-	881,817	369,293
Unrestricted funds	(1,215,388)	7,477,263	6,394,465	37,105	(881,817)	(977,302)
Total funds	(689,208)	8,470,308	8,426,214	37,105	-	(608,009)

Where the funding on restricted funds does not cover the costs the balance is transferred from unrestricted funds. For the year ended 31 March 2016 the value of this transfer is £881,817 (2015 £758,686).

Grants and Sponsorships

At Work

Awards and Events Sponsorships include support from:

NEBOSH, Springfields Fuels Ltd, GPIC, Allianz, Tesco and NHS National Services Scotland for the Awards Scheme

BNFL Scholarship funded by:

British Nuclear Fuels Ltd to carry out research into safety and accident prevention. The scheme will finance students undertaking advance studies into these areas of knowledge.

Other Occupational Sponsorships include support from:

Safety Groups UK towards costs of administration and website hosting

At Leisure

Water Safety Grant paid by:

The Maritime & Coastguard Agency to support the work of the National Water Safety Forum

On the Road

Road Safety Grants Scotland paid by:

The Scottish Government to fund RoSPA's road safety activities in Scotland.

Road Safety Grants Wales paid by:

The Welsh Assembly Government to support RoSPA's road safety activities in Wales.

Road Safety Grants England paid by:

The Department for Transport to support RoSPA's road safety activities in England.

In the Home

Home Safety Grants and Sponsorship Scotland paid by:

The Scottish Government to support RoSPA's Home Safety activity in Scotland.

Scottish Fire & Rescue Service to support extension of Community Safety Project Officer

Greater Glasgow Health Board for support on liquitab and poisoning campaign and the Child Injury Prevention Conference.

Home Safety Grants and Sponsorship Northern Ireland paid by:

The Department of Health, Social Services & Public Safety and Public Health Agency to support RoSPA's Home Safety activity in Northern Ireland.

Home Safety Grants and Sponsorship England paid by:

The Department for Business, Innovation and Skills to support improving product safety through the supply train, including blind cord awareness, nappy sacks, poisoning and statistical research funding.

Department of Health for the Safer Homes Programme and the Accidental Injury Prevention Handbook.

Carbon Monoxide Safety Project supported by the Gas Safe Charity.

Poisoning Awareness Raising Programme supported by UKCPI.

By Influencing and Informing

Grants and Sponsorship England paid by:

TACTICS 'Tools to Address Childhood Trauma, Injury and Children's Safety'

Project co-funded by the European Commission to provide better information, practical tools and resources to support adoption, implementation and monitoring of evidence based good practices for the prevention of injury to children and youth in Europe.

DAPHNE – PIECES Child Violence Project

Project co-funded by the European Commission to investigate national policies to address child violence and identify good practices for translation across the EU.

RoSPA is committed to working in partnership and is most grateful for the help and support of the Government departments and organisations listed above, without whose assistance much of the Society's work would not be possible.

3. Investment income		2016	2015
		£	£
Interest receivable		5,093	5,328
Dividends receivable from investments, note 9		80,000	80,000
		85,093	85,328

4. Total resources expended

	Staff Costs £	Other Direct Costs £	Allocated Costs £	Total 2016 £	Total 2015 £
Raising Funds:					
Investment Management Costs		23,936		23,936	14,794
At Work	1,605,656	1,819,840	1,191,620	4,617,116	4,951,732
At Leisure	140,660	141,752	162,681	445,093	446,238
On the Road	523,945	917,557	581,622	2,023,124	1,981,434
In the Home	240,650	129,573	315,388	685,611	963,481
By influencing and informing	492,009	234,793	(119,404)	607,398	750,644
Support costs	995,304	(995,304)	-	-	-
Total resources expended	3,998,224	2,272,147	2,131,907	8,402,278	9,108,323

Other direct costs include :

		2016	2015
		£	£
Depreciation		124,560	117,231
Auditors' remuneration:	Audit fee	21,000	20,581
	Audit Services REL	480	475
Operating lease rentals:	Cars	15,005	43,977
	Office Equipment	59,898	58,519
	Property	61,571	36,081

5. Tangible fixed assets	Leasehold property	Office equipment	Computer equipment	Total
	£	£	£	£
Cost				
At 1 April 2015	2,027,783	391,836	351,278	2,770,897
Additions	-	1,162	10,546	11,708
At 31 March 2016	<u>2,027,783</u>	<u>392,998</u>	<u>361,824</u>	<u>2,782,605</u>
Depreciation				
At 1 April 2015	231,217	154,328	205,623	591,168
Charge for Year	47,239	39,162	38,159	124,560
At 31 March 2016	<u>278,456</u>	<u>193,490</u>	<u>243,782</u>	<u>715,728</u>
Net book value				
At 31 March 2016	<u>1,749,327</u>	<u>199,508</u>	<u>118,042</u>	<u>2,066,877</u>
At 1 April 2015	<u>1,796,566</u>	<u>237,508</u>	<u>145,655</u>	<u>2,179,729</u>

6. Heritage Assets

In 2011-12 a substantial archive of artwork and posters were discovered. These were valued in the financial statements as a heritage asset in line with a valuation received by Dr Paul Rennie of the University of Arts London at £75,000. During 2014/15, further artwork and posters were discovered. Consequently, the collection was revalued by Dr Rennie at the new valuation of £100,000.

7. Subsidiary company: RoSPA Enterprises Ltd

The charity owns the whole of the issued ordinary share capital of RoSPA Enterprises Ltd, a company registered in England. The subsidiary is used for non-primary purpose trading activities, namely consultancy and sales of advertising in the Society's journals. In addition corporate sponsorships are also carried out by the subsidiary. All activities have been consolidated on a line by line basis in the SOFA. The total net profit is gifted to the charity.

A summary of the results of the subsidiary is shown below:

	Total 2016 £	Total 2015 £
Turnover	1,369,031	1,409,907
Cost of Sales	773,205	801,010
Gross Profit	595,826	608,897
Administrative Expenses	67,967	58,112
Net Profit	<u>527,859</u>	<u>550,785</u>

The aggregate of the assets, liabilities and funds was:

Assets	272,463	457,047
Liabilities	(272,461)	(457,045)
Funds (representing 2 ordinary shares of £1 each)	<u>2</u>	<u>2</u>

8. Debtors	Group 2016	Group 2015	Charity 2016	Charity 2015
	£	£	£	£
Trade debtors	1,128,511	2,193,743	932,516	1,856,794
Other debtors	22,864	38,525	18,297	20,628
Prepayments	286,320	379,982	286,320	379,982
	1,437,695	2,612,250	1,237,133	2,257,404

9. Investments - Group and Charity

	2016 £	2015 £
Market Value at 1st April	2,427,509	2,255,671
Disposals	(529,822)	(456,960)
Acquisitions at cost	1,439,126	483,964
Management Fee	(23,936)	(14,794)
Unrealised gain (loss)	(15,825)	122,016
Dividends reinvested / Income reinvested	55,690	37,612
Market value at 31st March	3,352,742	2,427,509
Historical cost at 31st March	3,002,829	2,051,629

Investments are held to achieve long term capital growth with income.

An analysis of the market value of investments at 31st March 2016 is as follows:

	2016 £	2015 £
UK Equities	1,136,114	878,064
Overseas Equities	1,318,126	993,183
Fixed Interest	419,684	256,356
Cash	120,144	77,309
Other	358,674	222,597
	3,352,742	2,427,509

The charity owns 100% of the share capital of RoSPA Enterprises Limited a company registered in England and Wales, company no 3021397.

10. Creditors: amounts falling due within one year

	Group 2016 £	Group 2015 £	Charity 2016 £	Charity 2015 £
Trade creditors	72,375	224,136	61,373	206,673
Taxation and social security costs	232,203	373,526	230,616	371,977
Accruals	945,640	1,243,192	797,094	977,712
Amounts owed to subsidiary undertaking	-	-	69,711	95,754
Deferred income	<u>1,943,128</u>	<u>2,089,170</u>	<u>1,943,128</u>	<u>2,089,170</u>
	3,193,346	3,930,024	3,101,922	3,741,286

Deferred income is in respect of membership fees received in advance. Membership fees are recognised in the statement of financial activities in the period to which they relate.

11. Cash flow information for the group

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2016 £	2015 £
Net income/(expenditure) for the reporting period	17,199	31,251
Adjustments for:		
(Gain)/Loss on investments	50,831	(186,632)
Investment Management Costs	23,936	14,794
Society Pension Contributions	(240,000)	(233,000)
Pension Costs born by pension fund	243,000	150,000
Depreciation	124,560	117,231
Dividends, interest, rents on investments	(85,093)	(85,328)
Decrease / (Increase) in debtors	1,174,555	(761,015)
Increase / (Decrease) in creditors	(590,637)	642,924
(Decrease) / Increase in deferred income	(146,042)	(167,636)
Net cash provided by (used in) operating activities	572,309	(477,411)

12. Financial commitments

At 31st March 2016 the group had total future commitments under non-cancellable leases as follows:

	2016		2015	
	Land and Buildings £	Other £	Land and Buildings £	Other £
Payments due:				
Within one year	61,571	193,212	70,652	200,105
Two to five years	241,784	299,979	284,106	207,546
Over five years	180,213	-	248,957	-
	<u>483,568</u>	<u>493,191</u>	<u>603,715</u>	<u>407,651</u>

13. Trustees' remuneration

The Trustees neither received nor waived any emoluments during the year (2014: £Nil).

Out of pocket expenses incurred by Trustees were as follows:

	2016 Number	2015 Number	2016 £	2015 £
Travel	10	10	1,960	1,623

14. Staff costs

	2016 £	2015 £
Wages and salaries	3,535,051	3,660,776
Social security costs	278,971	314,267
Pension costs	184,203	154,592
	<u>3,998,225</u>	<u>4,129,635</u>

The number of employees whose emoluments as defined for taxation purposes amounted to over £70,000 in the year was as follows:

	2016 Number	2015 Number
£70,001 - £80,000	-	1
£80,001 - £90,000	-	-
£90,001 - £100,000	-	-
£100,001 - £110,000	1	-
£110,001 - £120,000	-	2
£120,001 - £130,000	1	-
£130,001 - £140,000	1	1
£140,001 - £150,000	-	-
£150,001 - £160,000	-	-
£160,001 - £170,000	1	1

Five employees earning more than £70,000 in the year participated in recognised pension schemes to which contributions of £41,109 were paid during the year on their behalf. The total employee benefits of the senior management team were £533,146 (2015: £537,703).

The average number of employees, calculated on a full-time equivalent basis, analysed by function was:

	2016 Number	2015 Number
Charitable activities and cost of generating funds	91	91
Management and administration of the charity	18	19
	<u>109</u>	<u>110</u>

15. Status

The Society is a Company registered in England no. 231435, limited by guarantee and having no share capital. There were 4,038 registered members as at 31 March 2016 (2015: 4,084), who are liable to contribute 50p each in the event of the Society being wound up.

The Society is a registered charity no. 207823 in England and Wales and SCO392289 in Scotland and its objects are set out in its Articles of Association. As a charity the Society is exempt from corporation tax.

16. Pension: Defined benefit

The Society operates a defined benefit scheme in the UK – the RoSPA Retirement and Death Benefits Plan. A full actuarial valuation was carried out as at 5 April 2010 and has been updated to 31 March 2016 by a qualified independent actuary.

Society contributions of £240,000 were paid over the year ended 31st March 2016. This includes payments towards expenses of £40,000. The Society expects to contribute £200,000, plus £40,000 in expenses to its defined benefit pension scheme in the next financial year.

The amounts recognised in the balance sheet are as follows:

	31/03/2016	31/03/2015
	£000	£000
Present value of funded obligations	16,025	16,820
Fair value of scheme assets	<u>(10,111)</u>	<u>(10,845)</u>
	5,914	5,975
Present value of unfunded obligations	0	0
Deficit	5,914	5,975
Related deferred tax asset	n/a	n/a
Net liability	5,914	5,975
Amounts in the balance sheet	31/03/2016	31/03/2015
	£000	£000
Liabilities	5,914	5,975
Assets	0	0
Net liability	5,914	5,975

The pension scheme assets include no assets from the Society's own financial instruments.

The pension scheme assets include no property occupied by, or other assets used by, the Society.

The amounts recognised in profit or loss are as follows:

	31/03/2016	31/03/2015
	£000	£000
Current service cost	0	0
Interest on obligation	554	647
Expected return on scheme assets	(357)	(497)
Past service cost	0	0
Losses(gains) on curtailments and settlements	0	0
Expenses	<u>46</u>	<u>54</u>
Total	<u>243</u>	<u>204</u>

Actual return on scheme assets

Changes in the present value of the defined benefit obligation are as follows:

	31/03/2016	31/03/2015
	£000	£000
Opening defined benefit obligation	16,820	15,076
Service Cost	0	0
Past service cost	0	0
Interest cost	554	647
Actuarial losses (gains)	(760)	1,828
Losses (gains) on curtailments	0	0
Liabilities extinguished on settlements	0	0
Liabilities assumed in a business combination	0	0
Exchange differences on foreign schemes	0	0
Contributions by scheme participants	0	0
Benefits paid	<u>(589)</u>	<u>(731)</u>
Closing defined benefit obligation	<u>16,025</u>	<u>16,820</u>

Changes in the fair value of scheme assets are as follows:

	31/03/2016	31/03/2015
	£000	£000
Opening fair value of scheme assets	10,845	9,929
Expected return	357	497
Actuarial (losses)/gains	(696)	917
Assets distributed on settlements	0	0
Contributions by employer	240	233
Assets acquired in a business combination	0	0
Exchange differences on foreign schemes	0	0
Contributions by scheme participants	0	0
Expenses	(46)	0
Benefits paid	(589)	(731)
Closing fair value of scheme assets	10,111	10,845

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	31/03/2016	31/03/2015
	%	%
Bonds	51	50
Diversified Growth Fund	49	49
Cash & Other	0	1

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	31/03/2016	31/03/2015
Discount rate	3.55%	3.35%
Expected return on scheme assets	3.55%	3.35%
Inflation (RPI)	2.75%	2.65%
Inflation (CPI)	1.70%	1.60%
Future revaluation of pensions in deferment	2.25%	2.25%

Mortality - current pensioners

Actuarial tables used	S2PA 105%, CMI-2015 YOB 1.0%	SIPA 105%, CMI-2014 YOB 1.00%
Male life expectancy at age 65 (years from 65)	21.5	21.7
Female life expectancy at age 65 (years from 65)	23.5	23.8

Mortality - future pensioners currently aged 45

Actuarial tables used	S2PA 105%, CMI-2015 YOB 1.0%	SIPA 105%, CMI-2014 YOB 1.00%
Male life expectancy at age 65 (years from 65)	22.9	23.1
Female life expectancy at age 65 (years from 65)	25.1	25.3

Where investments are held in bonds and cash, the expected long term rate of return is taken to be the yields generally prevailing on such assets at the balance sheet date. A higher rate of return is expected from the diversified growth fund, which is based more on realistic future expectations than on returns that have been available historically. The overall expected long term rate of return on assets is then the average of these rates taking into account the underlying asset portfolio of the pension scheme.

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

	2016	2015	2014	2013	2012
	£000	£000	£000	£000	£000
Defined benefit obligation	16,025	16,820	15,076	15,486	13,896
Scheme assets	(10,111)	(10,845)	(9,929)	(10,149)	(9,604)
Deficit (surplus)	5,914	5,975	5,147	5,337	4,292

17. Financial activities of the charity

The financial activities shown in the consolidated statement include those of the charity's wholly owned subsidiary, RoSPA Enterprises Limited.

A summary of the financial activities undertaken by the charity is set out below.

	2016	2015
	£	£
Gross incoming resources	<u>7,629,136</u>	<u>8,093,820</u>
Net Outgoing Resources	<u>(510,661)</u>	<u>(706,166)</u>
Net Movement in Funds	<u>142,425</u>	<u>(854,749)</u>

18. Analysis of net assets between funds

	Tangible Fixed Assets	Net Current Assets	Pension Scheme Funding Deficit	Total
	£	£	£	£
Restricted	0	369,293	0	369,293
Unrestricted	5,519,619	(582,921)	(5,914,000)	(977,302)
	<u>5,519,619</u>	<u>(213,628)</u>	<u>(5,914,000)</u>	<u>(608,009)</u>

19. Financial Instruments

The Group's and Company's financial instruments may be analysed as follows:

	Group 2016 £'000	Group 2015 £'000
Financial assets		
Financial assets measured at fair value through profit or loss	2,670	4,090
Financial liabilities		
Financial liabilities measured at amortised cost	2,015	2,313

Financial assets measured at amortised cost comprise cash and trade debtors.

Financial liabilities measured at amortised cost comprise trade creditors and deferred income.

Information regarding the group's exposure to and management of credit risk, liquidity risk, market risk, cash flow interest rate risk, and foreign exchange risk is included in the Directors' report.