



Royal Air Force
Benevolent Fund
CELEBRATING 100 YEARS

1919
2019

ANNUAL REPORT

2019



Trustees' report and accounts for the year ended 31 December 2019

PRINCIPALS, TRUSTEES AND SENIOR MANAGEMENT TEAM

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Air Chief Marshal Sir Stephen Hillier KCB CBE DFC ADC MA RAF

Air Chief Marshal Sir Richard Johns GCB KCVO CBE FRAeS

Air Chief Marshal Sir Roger Palin KCB OBE MA FRAeS FIPD

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The Viscount Trenchard of Wolfeton DL

Honorary Treasurer

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Air Chief Marshal Sir Stephen Hillier KCB CBE DFC ADC MA RAF (retired 26 July 2019)

Air Chief Marshal Mike Wigston CBE ADC

Air Marshal Andrew Turner CB CBE MA MSc BA FRAeS CCM RAF (from 23 May 2019)

Air Vice-Marshal John Cliffe CB OBE

Air Vice-Marshal Simon Dougherty MBE MSc MBBS FRCP FFOM DAvMed DObstRCOG FCMi FRAeS (until 1 June 2020)

Air Commodore Ro Atherton

Ms Frances Brindle MSc BSc (Hons)

Mr David Cheyne MA (Cantab)

Wing Commander Marie-Noelle Orzel OBE QVRM MSc PGDE RGN RSCN (from 1 June 2020)

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Mr Lawrie Haynes DEng BA (Hons) FCILTR FRSA

Honorary Treasurer

Dr Stephen Critchley MA (Hons) DPhil FCA

Members

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Ms Frances Brindle MSc BSc (Hons)

Mr David Cheyne MA (Cantab)

Mr Graeme Craig

Wing Commander Sarah Davis MBA MSc FCIPD (from 1 June 2020)

Air Vice-Marshal Simon Dougherty MBE MSc MBBS FRCP FFOM DAvMed DObstRCOG FCMi FRAeS (until 1 June 2020)

Air Commodore Simon Harper OBE MA RAF (retired 11 June 2019)

Mr Richard Ingham

Wing Commander Marie-Noelle Orzel OBE QVRM MSc PGDE RGN RSCN

Mr Graeme Shankland

Air Vice-Marshal Elaine West CBE

SENIOR MANAGEMENT TEAM

Controller

Air Vice-Marshal The Honourable David Murray CVO OBE (until 20 April 2020)

Air Vice-Marshal Chris Elliot CBE (from 20 April 2020)

Chief of Staff/Director of Governance

Air Commodore Paul Higgins MA BA (Hons) FCILT FCMi

Director of Finance

Ms Victoria Fakehinde BSc (Hons) ACMA CGMA

Director of Fundraising and Communications

Mr John Trampleasure (until 1 May 2020)

Mr Mike Straney (from 4 May 2020)

Director of Welfare and Policy

Air Commodore Paul Hughesdon MA FIoD

CENTENARY CAMPAIGN ADVISORY BOARD

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Mr Bernard Brown

Lord Charles Bruce DL

Ms Jane Burrows

Mr Malcolm Crayford OBE

Ms Clair Hassard

Ms Melissa John

Mr Andrew Martin

Dr Michael Oliver OBE DL

Air Marshal Peter Ruddock CB CBE

Mr Richard Shirley

The Viscount Trenchard of Wolfeton DL

Air Chief Marshal Mike Wigston CBE ADC

Royal Air Force Benevolent Fund Principal and Registered Office
67 Portland Place, London W1B 1AR

Cover photo: Jacob Newson meets Second World War veteran, and former Spitfire pilot, Allan Scott DFM at a special event in Oxfordshire, organised by Aces High. Jacob raised £6K for the Fund in 2019

CONTENTS

TRUSTEES' REPORT

Forewords	4
Aims, objectives and values	6
In 2019 we spent	7
Progress against our 2019 strategic aims and 2020 plans	8
1919–2019: A century of the RAF Benevolent Fund	10
Our six key aims	12
Supporter promise	25
Fundraising	26
Financial highlights	28
Financial overview	30
Strategic risk management	33
Governance	35

INDEPENDENT AUDITOR'S REPORT 38

FINANCIAL STATEMENTS 40

MARKING 100 YEARS OF THE RAF BENEVOLENT FUND



Lawrie Haynes, Chair, Royal Air Force Benevolent Fund with veteran Emyln Barwick at Princess Marina House

In 2019 we celebrated our centenary by launching an ambitious new campaign to find the veterans who need our help – and it has been a resounding success.

As we approached the end of our first century, we felt exceptionally proud of our achievements. Side by side, shoulder to shoulder, we had been with the RAF Family every step of the way for 100 years. But, ever ambitious, we wanted to mark our centenary not just with celebrations, but by doing what really matters: helping more people than ever before.

Through our research we estimated there were approximately 300,000 RAF Family members out there whose lives our support could improve. The challenge was they weren't aware we could help them, or were too proud to ask. We needed to change that – and our bold 'Join the Search. Change a Life' campaign was the answer. Launched in June 2019, it has an audacious goal: to double our reach from helping 53,000 people in 2018 to 100,000 by 2021, by asking the public to help us find veterans who have fallen 'off the radar' but urgently need our support.

2019 saw us make tremendous strides towards this aim. Alongside superb centenary celebrations, we supported an amazing 71,700 RAF Family members – a quarter more than in 2018 and exceeding our yearly target. We improved the lives of many more veterans, supporting them to the tune of £21.0M – a 39% increase on 2018 – with everything from grants to help with living costs, care home fees and mobility equipment, to wellbeing breaks and initiatives to combat loneliness. And we also maintained our close

relationship with currently serving RAF personnel, spending £7.2M to meet their needs – including mental wellbeing and supporting families – a 24% rise compared to 2018.

We simply could not have achieved all this without the incredible support of those who responded magnificently to our campaign. Thank you so much. I would also like to thank our hard-working staff for their immense efforts this year, our dedicated trustees for their time and expertise and our amazing donors and fundraisers for contributing so generously. I would particularly like to express my gratitude to our outgoing Controller, David Murray, for his remarkable achievements during his tenure at the Fund and welcome our new Controller, Chris Elliot.

It is down to all of you that we can be there for the RAF Family during their toughest times, whatever life may send their way. The global Covid-19 crisis makes 2020 a tough year for the Fund and for the world. But we will continue to be the RAF Family's oldest friend – loyal, generous and always there – come what may.

Lawrie Haynes
Chair, Royal Air Force Benevolent Fund

STANDING SIDE BY SIDE WITH THE RAF FAMILY IN 2020 AND BEYOND



Air Vice-Marshal Chris Elliot CBE, Controller, Royal Air Force Benevolent Fund

2020 will be a challenging year. But we have bold plans to build on our 2019 successes, and help the RAF Family members who need us most.

The first airman we ever helped needed his boots resoled so he could work when he was discharged. From supporting him in 1919 to spending £28.2M helping 71,700 members of the RAF Family today, we have come a long way. However, our principles haven't changed. We are always there for veterans, serving personnel and their families in their time of need – whatever life throws at them.

That includes the Covid-19 pandemic, which has made life tough not only for the RAF Family, but the whole world. We are working extremely hard to be there for everyone who needs us during these difficult times, swiftly expanding and reconfiguring our services to meet the new challenges we are all facing.

Combatting isolation has long been a key focus for us, and is even more so now. Around three quarters of the RAF Family are over 65, and many of them were experiencing loneliness before the pandemic. Shielding and self-isolation on top has made life very difficult. We are making sure there is always someone for veterans to talk to, expanding our Telephone Friendship Groups, calling more veterans regularly to check in, and making our Community Engagement Workers available on the phone.

For RAF Family members in need of financial help, we have also made it possible to apply for grants without face-to-face contact. For RAF children, we have made £2.5K available for each RAF station

to provide an activity and wellbeing pack. And to support mental wellbeing, veterans, serving personnel and their families can still access our Listening and Counselling Service. Additionally, serving personnel and their partners can access the Headspace mindfulness app.

We are fighting back in every way we can, and always looking for new ways to stand shoulder to shoulder with the RAF Family during this most difficult time. We are also still striving to keep our long-term goals of helping ever more people, and raising the funds to do so, on track. We are incredibly grateful to those who continue to support us in this tough climate.

In 2020 I am honoured to become part of an organisation I have long admired, which makes such a huge impact on lives. I look forward to working with the talented team here to overcome the challenges ahead, help every member of the RAF Family who needs us, and make the Fund stronger than ever for its next 100 years.

Air Vice-Marshal Chris Elliot CBE
Controller, Royal Air Force Benevolent Fund

AIMS, OBJECTIVES AND VALUES

OUR VISION

No member of the RAF Family will ever face adversity alone.

OUR PURPOSE

To understand and support each and every member of the RAF Family, whenever they need us.

OUR OBJECTIVES AND ACTIVITIES

The Royal Air Force Benevolent Fund supports current and former members of the RAF, and their partners and families, providing practical, emotional and financial support. We are committed to getting them through the toughest times, whatever life may send their way.

We are unique in providing a range of support for serving RAF personnel and their dependants, from help with relationship difficulties to support with retraining, injury, disability, illness and bereavement.

For former RAF members and their partners, we offer financial grants to aid day-to-day living and cover one-off unexpected costs like replacing a broken boiler, right through to renovating homes to help people live independently. We can provide respite care, bereavement support or arrange telephone groups to help those isolated or lonely.

We also maintain the RAF Memorial on the Victoria Embankment and the Bomber Command Memorial in Green Park, London.

PUBLIC BENEFIT STATEMENT

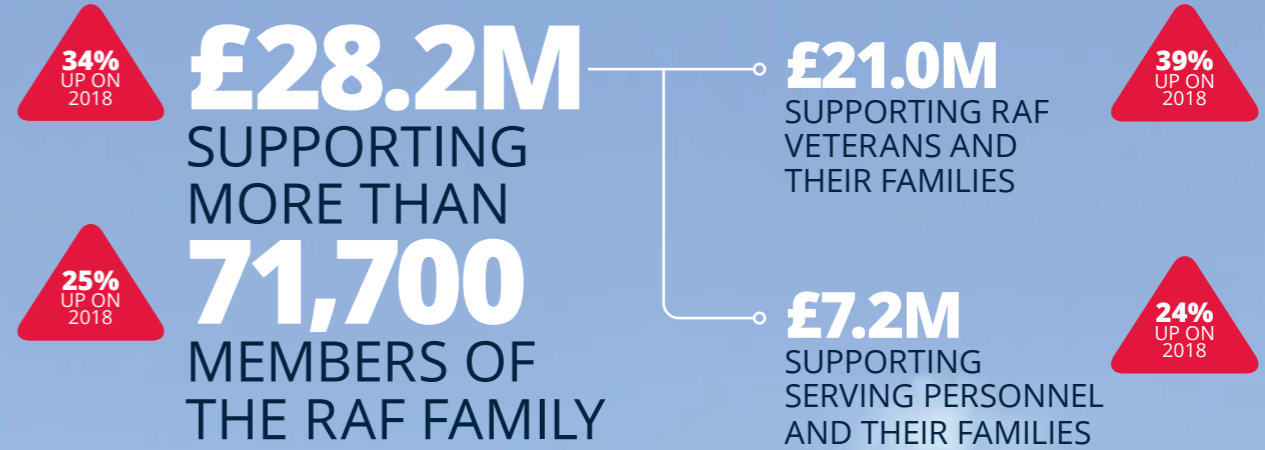
When reviewing the Fund's aims and objectives and in planning future activities and policies, the Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and to its supplementary guidance on public benefit and fee charging.

All of our services are either free or heavily subsidised. Where we invite a contribution, for example towards the costs of a respite break or occupying a residential property, we always take beneficiaries' means into account to ensure the amount we request is appropriate. No member of the RAF Family should be prevented from accessing our services because they cannot afford the full cost.

The Fund also provides a public benefit as it promotes efficiency in the RAF, by underpinning a spirit of pride and mutual loyalty, and by so doing contributes to the defence of the United Kingdom and its interests. Through our External Grants programme, we also enable other charities to maximise their public benefit, where applicable to and in support of the RAF Family.

Please note that in 2019 the way we count the total number of people we help changed in some areas of our welfare services. We now count both the person who applied for help and members of their household, to demonstrate the impact of the Fund's support more fully. Previously we only counted the applicant in those areas. The 2019 figures also include the number of people who made enquiries and received information/advice from the Fund. However, this new method only accounts for a small proportion (4,500) of the increase in people helped in 2019. Comparing like for like as far as possible, we have still helped 25% more people in 2019 compared to 2018.

IN 2019 WE SPENT



ADDITIONALLY, WE SPENT **£1.9M** TO BUY AND ADAPT PROPERTIES FOR RAF FAMILY MEMBERS IN NEED, AND PROVIDED **£135K** IN NEW LOANS TO VETERANS AND SERVING PERSONNEL

96% RATED OUR SERVICE AS EITHER 'EXCELLENT' OR 'VERY GOOD'

96% SAID OUR SUPPORT IMPROVED THEIR QUALITY OF LIFE



PROGRESS AGAINST OUR 2019 STRATEGIC AIMS AND 2020 PLANS

STRATEGIC AIM

To reach and support more RAF Family members in need

HIGHLIGHTS AND PROGRESS MADE

In June 2019, we launched a multi-channel campaign to celebrate our 100-year anniversary and to encourage more members of the RAF Family to come to us for support. The first six months of our centenary campaign were incredibly successful in raising awareness of the Fund and reaching new people. Enquiries about our welfare services increased by over 1,000% compared to the same period in 2018. Public awareness of the Fund jumped 35%, and we saw a 19% increase in our overall media coverage.

2020 OBJECTIVES

- Continue our ambitious multi-channel centenary campaign to increase the number of people we help to 100,000 over three years, while reviewing our impact and adjusting as appropriate
- Review and improve the beneficiary journey to increase ease of access to our services
- Invest in more local reach through closer engagement with stakeholders and caseworkers
- Increase awareness of the Fund's welfare support among the veteran and serving communities.

STRATEGIC AIM

To expand our welfare services in key areas, assessing and responding to the ever-changing needs of both the veteran and serving RAF Family

HIGHLIGHTS AND PROGRESS MADE

We are committed to innovating and expanding the availability of our mental wellbeing, social engagement and employment and transition services. This resulted in some ambitious and forward-leaning work in 2019, including:

- Launching our Community Engagement Worker pilot programme, aiming to reach more RAF Family members in need and reduce social isolation in four counties – Cambridgeshire, Lincolnshire, Norfolk and Suffolk

- Launching our Social Engagement Worker pilot programme, aiming to reduce social isolation among serving personnel and their families at four key units – RAF Honington, Odiham, Leeming and Lossiemouth
- Expanding subscriptions for the mindfulness app Headspace for serving RAF personnel
- Trialling Thrive workshops to increase emotional wellbeing and resilience, reduce isolation and increase the employability of partners of people in the RAF
- Increasing the number of our Telephone Friendship Groups for the veteran community
- Expanding our Listening and Counselling Service
- Launching our pilot project for serving personnel to raise awareness of problem gambling and empower people to access support
- Launching and delivering a National Wellbeing Breaks service for both veterans and serving members of the RAF across the UK
- Introducing a live chat feature on our website to engage with beneficiaries online and signpost them to appropriate services
- Completing research into our Benefits and Advice Service to inform its development.

2020 OBJECTIVES

- Undertake research to inform the refinement of our existing services and develop new initiatives
- Expand our respite and care provision and provide Group Wellbeing Breaks for dementia sufferers
- Combat social isolation and strengthen communities through our Social Engagement and Community Engagement programmes
- Expand the availability of mental wellbeing services, including our Thrive programme for RAF partners, expanding our Headspace initiative, continuing to provide gambling support, as well as support for dispersed families.

STRATEGIC AIM

To increase income across all fundraising channels

HIGHLIGHTS AND PROGRESS MADE

We implemented our fundraising strategy to maximise income from our existing fundraising channels and explored opportunities for new ways to generate income. Despite broader fundraising challenges in the military charity sector, we delivered our new fundraising strategy with strong performance in many areas. In areas where strong returns have not been possible this year, we have ensured the Fund is set up to realise its growth potential from 2020.

We also successfully rolled out refreshed branding assets at RAF stations (driving increased awareness of the Fund's welfare support), grew our social media community and created a Case for Support document to encourage potential donors to give to the Fund.

2020 OBJECTIVES

- Continue to implement our fundraising strategy to maximise income from our existing fundraising channels while diversifying our income streams
- Grow our brand awareness, increasing the understanding of the spectrum of care we offer the RAF Family.

STRATEGIC AIM

To strengthen our governance and support functions so we can better help our beneficiaries

HIGHLIGHTS AND PROGRESS MADE

We improved our telephone, IT and intranet systems to ensure we continue to provide the best service possible.

We also began a project to implement a new finance system. The new system will ensure our processes are able to support the work driven by our strategic plan.

In addition, we started to implement the key recommendations that came out of the 2018 strategic review of our HR function. This will enable our HR function to support the Fund's strategic aims.

Furthermore, we carried out a rigorous internal audit programme in 2019, including reviews of our practices relating to safeguarding, fraud risk management, housing and trust income and loan repayment, and procurement practices. We also looked at our compliance with the new Code of Fundraising Practice (which came into effect in October 2019). All audits indicated we were consistently applying sound systems of internal control. We are actioning recommendations, including improving information security processes with the publication of an Information Security Manual. We have also reviewed and refreshed our Equal Opportunities, Dignity at Work and related policies.

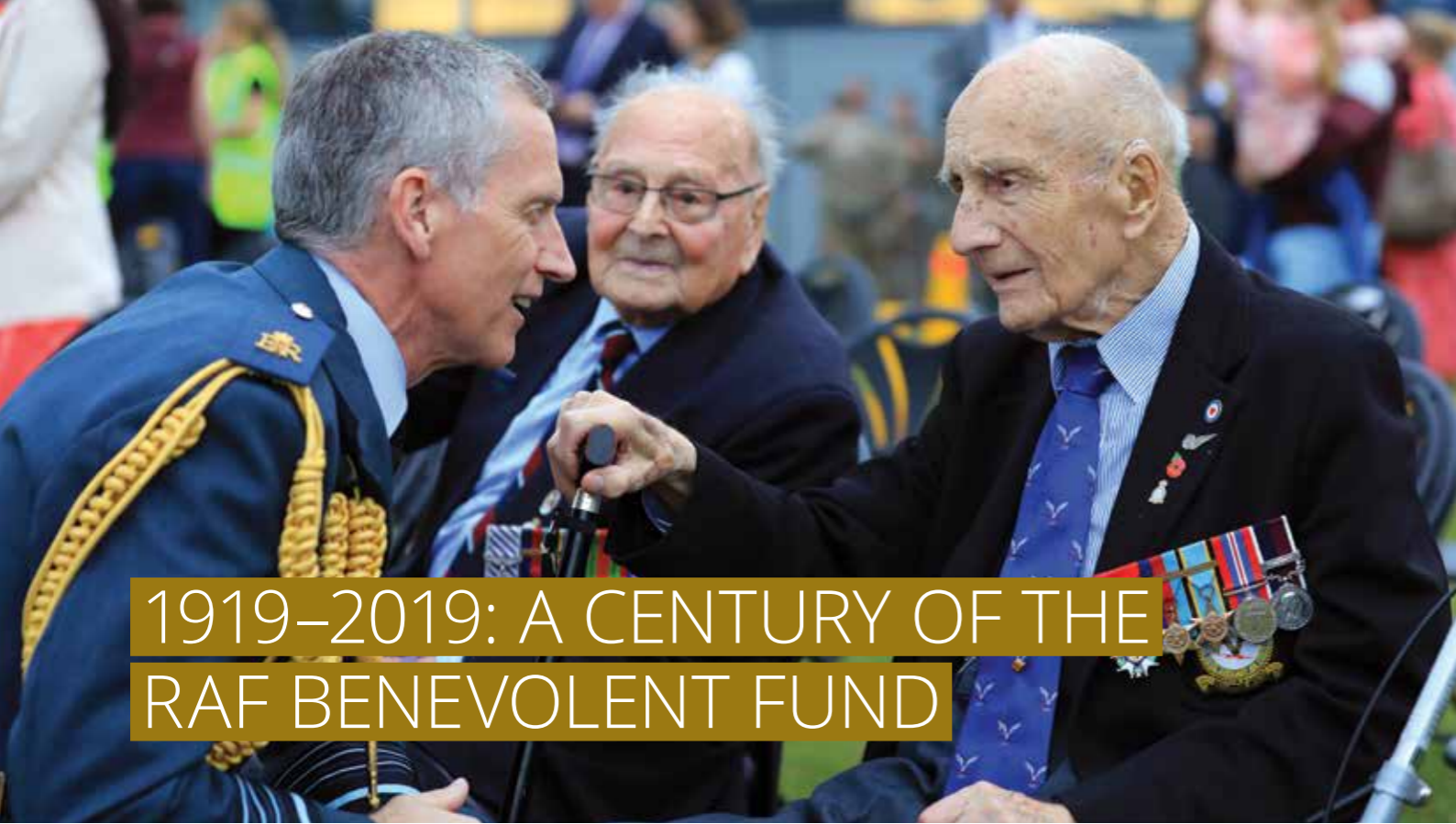
2020 OBJECTIVES

- Ensure that our Board of Trustees is sufficiently diverse with the right balance of skills to respond to the needs of the RAF Family
- Enhance the policies and processes underpinning our robust information compliance, contract management and complaints management frameworks
- Strengthen our HR capability by implementing an HR information system
- Continue to improve our financial systems and processes by launching our new finance system.

THE COVID-19 PANDEMIC

The coronavirus pandemic has affected the whole of UK society, the charity sector and the Fund, meaning our aspirations will be affected by its impact. First and foremost, we are concerned about the members of the RAF Family it will affect. The situation has created a lot of uncertainty but it is likely that our fundraising efforts and ability to reach out to the RAF Family in 2020 and perhaps beyond will be impacted significantly.

Our strong governance and financial management puts us in a robust position to continue our work and to return to the charge when we can. We are very much open for business and are being agile and innovative about how to continue to support those in need. We will continue to update our objectives for 2020 as the year progresses and will review our strategy when the impact of the pandemic becomes clearer. We are the RAF's oldest friend and have provided comfort and support to the serving and veteran members of our Family throughout our first 100 years. We are determined to be doing so when we reach our second centenary.



1919-2019: A CENTURY OF THE RAF BENEVOLENT FUND

Veterans George Dunn and Chick Chandler with Air Chief Marshal Sir Stephen Hillier at our centenary campaign launch

Side by side. Shoulder to shoulder. We have been with the RAF every step of the way for 100 years. In 2019 we marked our centenary with celebrations – and an ambitious campaign to find the veterans who need us most.



CELEBRATING AT ST JAMES'S PALACE

We held a special centenary celebration reception in October at St James's Palace, hosted by His Royal Highness, The Duke of Kent. Two hundred of the Fund's supporters and beneficiaries, plus RAF personnel, joined His Royal Highness, who is the Fund's President, and the Viscount Trenchard of Wolfeton DL, the grandson of our founder, Lord Trenchard.

10 DECADES OF SUPPORT

We also hosted a special afternoon tea which brought together 10 members of the RAF Family, who have all been supported by the Fund, to represent 10 decades of support. Howard Battson, 97, was the oldest beneficiary at the event. He was part of Bomber Command during the Second World War and completed 52 missions. He's recently found companionship through one of our Telephone Friendship Groups. Howard said: "The Fund does so much for me and so much for others. It was brilliant to meet other beneficiaries and hear their stories."



PUTTING THOUSANDS OF VETERANS BACK ON OUR RADAR

We launched our 'Join the Search. Change a Life' centenary campaign in June 2019 at RAF Odiham, with 1,226 members of the RAF Family coming together to form a human radar. Featuring RAF veteran Ron Finch and voiced by Sir David Jason, our advertising campaign encourages the public to help us find the thousands of RAF veterans and their families who may need our support. The campaign continues to be a resounding success, contributing to many more people enquiring about and using our services.

RETURNING TO THE SKY AFTER 72 YEARS

To mark the anniversary of the Battle of Britain, in September 97-year-old Second World War veteran George Dunn took to the skies above England once more, to fly in a Spitfire. Flight Lieutenant Dan Whatmough arranged the flight to thank George for his service and support for the Fund. George helped us find veterans in need through our 'Join the Search. Change a Life' campaign throughout the year.



9,400+
PEOPLE ENQUIRED ABOUT OUR WELFARE SERVICES, AN INCREASE OF **1,065%***

260%*
MORE PEOPLE REFERRED TO OUR LISTENING AND COUNSELLING SERVICE

205%*
MORE PEOPLE REFERRED TO OUR TELEPHONE FRIENDSHIP GROUPS

50%*
MORE PEOPLE ACCESSED OUR RELATIONSHIP SUPPORT SERVICES

£1.2M
GIVEN IN GRANTS TO **650** PEOPLE WHO CAME TO US AFTER SEEING THE CAMPAIGN

**Compared with the same six-month period in 2018*



“It was such a relief when the Fund said they could help. It was so comforting to know they are there. It’s like having family.”



KEY AIM ONE: FINANCIAL ASSISTANCE

WE SUPPORT THE RAF FAMILY THROUGH THEIR TOUGHEST TIMES

From struggling to pay for urgent home repairs to keeping up with care home fees or making pensions stretch far enough, money problems can be a burden on the RAF Family.

Whatever life sends their way, we are a financial safety net for veterans, serving members of the RAF, and their families. Our grants and advice relieve stress, offer peace of mind and allow people to get back on their feet.

WE ACHIEVE THIS THROUGH:

- One-off grants to cover unforeseen costs, like a new boiler or roof repairs
- Regular grants to help pensioners in financial distress
- Support with funeral expenses
- Grants to help people who are isolated take part in social activities
- Our Advice and Advocacy Service.

In 2019, we spent £9.5M on almost 7,000 financial awards. This included giving £780K to help with housing costs, allowing people to stay in their homes, make them safe and comfortable, or find new accommodation. We also spent £574K on regular financial help to pensioners. We gave a further £6.6M to other organisations and RAF stations to support the RAF Family in a range of ways. 92% of RAF personnel pay into our Dependents Fund, which provides a tax-free lump sum to their nominated beneficiary in the event of their death. In 2019, we paid out £333K.

Benefits reforms have made the system difficult to navigate. Our Advice and Advocacy Service helps those struggling to get support. In 2019, we identified over £1.6M in unclaimed benefits, and over £53K in one-off lump sum payments people could claim. A survey found the service was performing well – 82% of users said it was ‘extremely helpful’ or ‘helpful’.

£9.5M
SPENT ON
NEARLY **7,000**
GRANTS

£574K
SPENT ON REGULAR
FINANCIAL ASSISTANCE
TO PENSIONERS TO
PROVIDE DIGNITY IN
RETIREMENT

£780K
SPENT ON GRANTS
TO HELP WITH
HOUSING COSTS

£313K
SPENT ON FUNERAL
EXPENSES

96%
OF VETERANS WE
SUPPORTED WITH
DAY-TO-DAY LIVING
COSTS SAID IT HELPED
MEET THEIR NEED

£1.6M
IDENTIFIED IN
UNCLAIMED BENEFITS
AND **£53K** IN ONE-OFF
LUMP SUM PAYMENTS

◀ SUPPORTING A FAMILY THROUGH ILLNESS

To be told one of your children has a life-limiting, degenerative disease is heart-breaking. To be told twice is beyond comprehension. But this is what Gary Coates, who served as an RAF Hercules Air Engineer for 12 years, and his wife Katherine faced when both their children developed Kufs disease.

Until their late teens Tom and Sarah were looking forward to a bright future. Then life changed. Katherine explained: “Tom developed epileptic seizures in his early 20s and then had further symptoms of dementia and incontinence. For Sarah, the diagnosis was harder to take as she was slightly older, she had a job and had got married.”

Life took another cruel turn when Katherine suffered a stroke and was unable to work. Facing severe financial difficulty, the family asked the Fund for help. “It was such a relief when the Fund said they could help. Initially they became our mortgage provider and bought equipment so we could provide all their care at home. More recently they have provided a grant of £26K towards a purpose-built bedroom extension,” said Katherine.

Tragically, Tom passed away in April 2020. Katherine said: “It’s thanks to the Fund we were able to keep Tom at home when he fell seriously ill. Without the mobility aids they provided we couldn’t have kept him here surrounded by his family.”

KEY AIM TWO: WELLBEING BREAKS

WE PROVIDE MUCH-NEEDED RESPITE AND HOLIDAY BREAKS

When life gets difficult, a break away from home can help enormously. It can make all the difference in being able to carry on and cope.

We provide low-cost wellbeing breaks for members of the RAF Family who are isolated or lonely, or who need a break from stresses such as caring responsibilities, bereavement or having a family member deployed abroad.

WE ACHIEVE THIS THROUGH:

- Subsidised holidays and respite breaks at Princess Marina House, our flagship respite and care centre on the south coast
- Our National Wellbeing Breaks and Disabled Holiday Trust services, offering the RAF Family breaks across the UK and abroad
- Our Respite at Home service
- Our Daily Lunch Club at Princess Marina House.

2019 marked the 50th anniversary of Princess Marina House. More than 1,600 people enjoyed a restorative break there and when surveyed, 99% of guests rated their stay as 'excellent' or 'very good'. The Care Quality Commission formally rated the home and its Respite at Home service as 'outstanding'. We helped another 233 people enjoy wellbeing breaks at other venues across the country, with 92% reporting improved emotional wellbeing. Another 49 people benefited from group breaks.

Our Daily Lunch Club at Princess Marina House continued to grow, with 338 attendees in 2019. More than half said they had stayed in touch with someone they met there, showing the initiative is combatting loneliness. Almost 100 veterans and their families used our Respite at Home service too.

£3.6M
SPENT ON
RESPITE AND
CARE SERVICES
AND WELLBEING
BREAKS



£98K
SPENT ON RESPITE
AT HOME SERVICES

1,600+
PEOPLE STAYED AT
PRINCESS MARINA
HOUSE RECEIVING
RESPITE AND CARE
SUPPORT

99%
OF GUESTS RATED
THEIR STAY AT PRINCESS
MARINA HOUSE AS
'EXCELLENT' OR 'VERY
GOOD'

338
PEOPLE ATTENDED
THE DAILY LUNCH
CLUB AT PRINCESS
MARINA HOUSE

A BREAK AFTER A HARD TIME ►

Flight Sergeant Michelle Crolla, who works as an Engineer at RAF Halton, has always been close to her 22-year-old nephew Callum. So, when he fell ill with kidney failure, he relied on her.

The family went through a rollercoaster of worry. Callum started to deteriorate and needed a heart operation, which sadly went wrong, leaving him very ill. But thankfully, after four weeks in a coma, he started making progress. After four months, he was able to go home.

With Callum out of danger, a grant allowed Michelle and her wife and son to enjoy a week away at Church Farm Haven Holiday Park in West Sussex, reconnecting after such a stressful time.

Michelle said: "I knew what the Fund did, but I never would have thought of it for myself. If you're going through a tough time, get in touch. They can help, even if they can't solve the problem, they can help make it a little easier to bear."

"I knew what the Fund did, but I never would have thought of it for myself."



“We received incredible benefit from the grant. It felt like a huge security blanket.”



KEY AIM THREE: FAMILY AND RELATIONSHIPS

WE MAKE LIFE BETTER FOR FAMILIES, CHILDREN AND YOUNG PEOPLE

Life in the RAF can be hard. Frequently moving between postings, deployments overseas and lots of training away from home inevitably put pressure on relationships. Social isolation, loneliness and marital breakdown are also key issues.

We offer a whole range of support to help families with these challenges, keeping them together, building communities, enhancing morale and wellbeing – and ultimately making RAF personnel happier and more efficient at work.

WE ACHIEVE THIS THROUGH:

- Building Stronger Families, our free online course to help serving personnel and their partners navigate relationships and family life
- Relationship counselling and mediation via our partnership with Relate
- Our Airplay and Ben Clubs, which provide stimulating activities for children and young people on RAF stations
- Creating and improving facilities for children and young people on RAF stations
- Thrive, our pilot workshops for partners of serving RAF personnel to improve their wellbeing, resilience and employability.

In 2019, almost 1,200 RAF Family members received relationship support through our partnership with Relate, including counselling and mediation, and through our Building Stronger Families course. 88% of people who attended counselling reported improved communication with their partner.

Our Airplay and Ben Clubs provided exciting activities for over 2,700 RAF children and young people at a cost of £1.4M. We also awarded £250K to fund facilities for children and young people on RAF stations.

Annual Families' Days at RAF stations are a chance for RAF families to come together for fun, relaxation and to see what their loved ones get up to at work. In 2019 we awarded £44K to fund Families' Days, which over 26,000 people enjoyed.

£250K
AWARDED TO IMPROVE AND CREATE CHILD AND YOUTH FACILITIES ON RAF STATIONS

2,700+
CHILDREN AND YOUNG PEOPLE TOOK PART IN EXCITING, SUPERVISED ACTIVITIES THROUGH OUR AIRPLAY AND BEN CLUBS AT A COST OF **£1.4M**

26,000+
PEOPLE ENJOYED FAMILIES' DAYS WE FUNDED

ALMOST **1,200**
PEOPLE RECEIVED RELATIONSHIP SUPPORT



HELPING A YOUNG GIRL WITH CANCER

Caroline was just seven when she was diagnosed with a stage four tumour in her head, millimetres from her brain. She needed proton beam radiotherapy in the US, and we were there to help fund her family's 10-week stay in America and multiple hospital trips over a nine-month period.

Caroline's dad, Squadron Leader Michael Brown, has been in the RAF for 25 years and is based at RAF Boulmer. While the NHS funded the family's treatment and accommodation, we gave them a grant so they didn't have to struggle while abroad and could ease the strain by taking day trips when Caroline was well enough. It also helped provide additional food when treatment left her struggling to eat normally.

Caroline's mum Lucy said: "We received incredible benefit from the grant. It felt like a huge security blanket. I can't thank the Fund enough." Caroline is now in remission and enjoying being back at school.

KEY AIM FOUR: EMOTIONAL WELLBEING

WE LOOK AFTER THE RAF FAMILY'S MENTAL WELLBEING

Deployment, separation and frequent moves make mental wellbeing one of the biggest challenges facing serving RAF personnel and their families. We also estimate that over 85,000 veterans and their partners feel lonely and many simply don't know where to turn to for help.

We support the RAF Family to improve their mental health and wellbeing, offering them a range of expert services and ways to connect.

WE ACHIEVE THIS THROUGH:

- Funding subscriptions for serving personnel to the mindfulness app Headspace, providing a practical way to deal with stress
- Our Listening and Counselling Service, which supports people struggling with anxiety, low self-esteem, depression and stress
- Our weekly Telephone Friendship Groups, which help older people connect
- Bereavement support.

2019 saw an exceptional 72% growth in spend on our mental wellbeing services, up to £528K. Our Listening and Counselling Service supported over 700 people, a 52% rise on 2018. Our Telephone Friendship Groups also provided new connections to 60 veterans and their partners. Nine out of 10 users surveyed said their overall happiness had improved. Additionally, we funded subscriptions for over 3,000 serving RAF personnel to use the Headspace app.

We also introduced four Community Engagement Workers in 2019, as a pilot scheme. They worked with 284 veterans to introduce them to new activities so they feel less lonely. We also introduced Social Engagement Workers at four RAF stations to help people get involved in social activities and make new friendships.

Other new initiatives included working with the charity GamCare to raise awareness of when gambling can become a problem for serving personnel, and our pilot Thrive workshops to increase the wellbeing, resilience and employability of partners of serving personnel.

£528K
SPENT ON
EMOTIONAL
AND MENTAL
WELLBEING
PROGRAMMES



700+
PEOPLE HELPED BY
OUR LISTENING AND
COUNSELLING SERVICE

90%
OF THOSE IN A
TELEPHONE FRIENDSHIP
GROUP SAID THEIR
OVERALL HAPPINESS HAD
IMPROVED

3,000+
SERVING RAF PERSONNEL
SIGNED UP TO USE
MINDFULNESS APP
HEADSPACE

99%
OF HEADSPACE USERS
WOULD RECOMMEND IT
TO A COLLEAGUE

MAKING FRIENDS ON THE TELEPHONE ►

Reg Lawrence, 87, served in the RAF from 1951 to 1954. He is now a proud member of one of the Fund's Telephone Friendship Groups. At the same time each week, he joins in a call with up to six other members of the RAF Family, facilitated by a trained volunteer, all from the comfort of his own home.

Reg said: "I am alone now, no family, and I just needed someone to talk to. I look forward to my weekly calls and I wouldn't miss them for the world. I get a great deal of satisfaction from them and look forward to the conversation.

"Each one of us has a story to tell. We talk about all kinds of things, from travel and service life, to politics and what's in the news. I would be most disappointed if it ever were to end."

"I look forward to my weekly calls and I wouldn't miss them for the world."



“It was really terrible before the Fund stepped in.”



Image supplied by SSAFA

KEY AIM FIVE: INDEPENDENT LIVING

WE SUPPORT RAF FAMILY MEMBERS TO LIVE INDEPENDENTLY AND WITH DIGNITY

Being in the RAF teaches you to be proud and self-reliant. So losing independence due to disability, injury or advancing years can hit RAF Family members particularly hard. Finding ways to ease this is incredibly important for emotional and mental wellbeing.

We are there to enable people to live full lives independently and happily in their homes for as long as possible. We can also help with care home fees, so RAF Family members can live in a better standard of home, closer to family and have dignity in retirement.

WE ACHIEVE THIS THROUGH:

- Grants for disability, mobility and care equipment
- Financial support for housing adaptations
- Grants to pay for care and help at home
- Payments towards care home costs.

During 2019, we spent £5.6M to provide and adapt homes for people in need, so they had somewhere comfortable and well-equipped to live. 98% of the people we helped said their property repair or adaptation had improved their day-to-day life.

We supported veterans to live independently in several other ways too, contributing £115K towards paying for help and care at home and £16K towards daycare centre fees. We also awarded £2.1M to fund the mobility and disability equipment veterans needed to get out more, feel less isolated, and live their lives as fully as possible. For those who needed it, we contributed £504K towards care home fees, ensuring they could live in the best standard of home possible.

◀ GIVING A VETERAN WITH MS INDEPENDENCE

Even though he was sleeping in his dining room and washing at a downstairs utility room sink, veteran Leroy Francis was still reluctant to ask for help. But when he did, it was life-changing.

Former RAF Sergeant Leroy, who enjoyed a 28-year career as a Weapons Systems Engineer, struggled for months until we stepped in, following a multiple sclerosis (MS) relapse which left him with severe weakness.

Leroy said: “The Fund was amazing. They put in a stairlift, assisted in the conversion of my bathroom into a wet room, and provided a recliner armchair, new double bed and support with my care needs. It has made a huge difference to my life.

“It was really terrible before the Fund stepped in. Their support has given me that independence, that ability to have some kind of normal life and focus on getting myself to where I need to be.”

£5.6M
SPENT TO PROVIDE AND ADAPT HOUSING

£2.1M
AWARDED TO PAY FOR MOBILITY AIDS AND DISABILITY EQUIPMENT

30%
UP ON 2018

£115K
SPENT ON CARE AND HELP AT HOME

£504K
SPENT TO TOP UP CARE HOME FEES

98%
SAID THEIR PROPERTY REPAIR OR ADAPTATION HAD IMPROVED THEIR DAY-TO-DAY LIFE

KEY AIM SIX: TRANSITION

WE MAKE MOVING INTO CIVILIAN LIFE EASIER

Leaving the RAF and transitioning back into life as a civilian is a huge, often stressful, change. From finding a new, fulfilling job to resettling in another area, it can be challenging for many. For those who had to leave the Service suddenly and with no time to plan, following a medical discharge or other unforeseen event, it can be a particular shock.

We provide retraining and employment support to personnel planning to resettle. For those who are sick or injured, we feel a special sense of responsibility, and can provide a range of support to help them lead full and successful lives. We also offer financial support to young people with a parent who died or was injured in service.

WE ACHIEVE THIS THROUGH:

- Grants to pay for retraining
- Grants to help wounded, injured or sick personnel leaving the RAF
- Providing and adapting housing
- Awards to help young people's education following the death or injury in service of a parent.

In 2019, we provided 84 training grants worth £93K to help members of the RAF Family back into employment. We also gave 25 personnel leaving the Service due to injury or illness grants totalling £48K to help with their various, often complex needs.

In addition, we allocated £211K to fund the education of young people following the death or injury in service of their parent, including providing 22 university scholarship awards, helping them succeed after a difficult start in life.

£93K
AWARDED
TO HELP
RAF FAMILY
MEMBERS
RETRAIN

£48K
SPENT ON GRANTS TO
SUPPORT WOUNDED,
INJURED OR SICK
PERSONNEL LEAVING
THE RAF

£211K
SPENT ON EDUCATION
GRANTS TO YOUNG
PEOPLE

5
HOUSES BOUGHT
AND ADAPTED THROUGH
THE FUND'S SUBSIDIARY,
THE RAF BENEVOLENT
FUND HOUSING TRUST
LIMITED

22
UNIVERSITY
SCHOLARSHIPS
AWARDED

A NEW HOUSE FOR A DISABLED VETERAN ►

In 2016, Corporal Rob Bugden, aged just 31, was involved in a parachute accident while on exercise. He is now tetraplegic and has complex care needs.

The Fund was there for Rob from the beginning, as he transitioned into civilian life. We purchased a property suitable for his needs and adapted it to make it his home for life.

Rob said: "Without the Fund, there is no way I would have been able to get everything I needed to live comfortably. Everything in my house was tailored to exactly what I needed.

"Trying to put what the Fund does for the RAF into words is really difficult. The Fund is incredible, whenever we need it. Without it thousands of people would not be able to live their lives like they do. Without it, I would not be able to live independently."

"The Fund is incredible, whenever we need it."



£6.4M AWARDED TO RAF STATIONS

33% UP ON 2018

INCLUDING **£1.5M** TO ACQUIRE NEW PROPERTIES FOR INJURED SERVICEMEN AND WOMEN AND **£545K** TO FUND STATION-WIDE SERVICES



GRANT MAKING

Research guides our welfare strategy, which is itself underpinned by impact frameworks, and the results are measured by evaluation and outcomes.

As part of our work, we provide non-financial services which are not means-tested. We also provide financial support, and give grants to eligible people in times of financial difficulty caused by unexpected life events such as a drop in income or increased expenses.

Where we are able to assist, our grants help with unexpected and unaffordable one-off costs, priority bills and debts (when supported by an independent debt adviser's report), regular and temporary financial assistance, and domestic assistance to help with independent living and to help people who are isolated take part in social activities. We also provide mobility and disability equipment and help with care home top-up fees.

We try to help people in need as much as we can and for some, this will involve but a small grant, support or advice; for others, our support is much greater. Above all, we try to be caring, supportive and compassionate.

Applications for individual grants can be made throughout the year and those from former RAF personnel or their surviving partner are usually completed by a trained caseworker, with any grant usually channelled through the caseworking body.

RAF serving personnel apply through their station HR staff, who have some delegated powers for smaller sums. We always consider the station staff's recommendations as part of our holistic approach to welfare but are not limited by them and quite often provide additional support.

On request, we can also award grants to RAF stations, with the aim of increasing the overall efficiency of the RAF. By providing welfare support to meet RAF community needs, our work increases morale, retention and wellbeing within the serving RAF community, including families.

We contract with quality organisations to deliver targeted assistance to the RAF Family. We also give discretionary grants to other charities that help to fund the support that they give to members of the RAF, provided it is consistent with our impact framework.

The caseworking organisations, but especially the Royal Air Forces Association (RAFA) and SSAFA, are our eyes and ears on the ground and investigate the majority of cases on our behalf. We are hugely grateful to them and their dedicated volunteers for supporting our work. We disbursed £6.3M to the RAF Family through these organisations during 2019.

SUPPORTER PROMISE

We believe in being transparent in how we raise money and spend donations, and the impact this makes on the RAF Family. We take this responsibility very seriously. The Fund is registered with the Fundraising Regulator and is committed to its Code of Fundraising Practice. In all that we do, we aim to meet the highest standards, so that supporters and volunteers are able to give and fundraise for the Fund with confidence and trust that their hard work will make a difference. In line with the Charities Act 2016, our Board of Trustees closely monitors our fundraising activity and performance alongside the fundraising management team.

WE ARE OPEN, HONEST AND TRANSPARENT

We promise to be open, honest and transparent in relation to our fundraising and, as importantly, how accurately we represent the veterans and serving personnel in the materials we produce. We engage them in planning and ensure they have sign-off before the materials are made available to supporters or the public.

WE ARE RESPECTFUL

In our fundraising materials or in conversation, we show respect and we promise never to pressure anyone to make a donation. We are particularly sensitive when engaging with vulnerable people, including those who are elderly. Importantly, we do not and never have shared our supporters' details with any other charity or business. Following the introduction of the General Data Protection Regulation in 2018, we only communicate with supporters who have given us express permission to maintain contact with them. We keep supporters up to date with our work in a way and at times that suit them. If any supporter prefers a reduced level of contact, they only have to let us know and we will respond to their wishes.

WE ARE ACCESSIBLE

We want to make it easy for anyone to get in touch with our fundraising team. Whether they want to update their contact preferences, or ask a question about our work or how we spend their donation, we welcome their phone call, email or letter.

We have a complaints procedure should a supporter be unhappy or have concerns about any of our fundraising activity. This is available on our website or by contacting the fundraising team. We will help supporters to take their complaint to the Fundraising Regulator should they feel we have not responded suitably. We record all complaints we receive in response to our fundraising. In 2019 we received 13 complaints, the same number as in 2018. We were able to resolve these with the supporters concerned without referral to the Fundraising Regulator.

RELATIONSHIPS WITH FUNDRAISING SUPPLIERS

We employ external agencies to add additional expertise or capacity when and where needed. This is more cost effective than trying to do everything ourselves. We appoint these agencies through a competitive tendering process and we carefully ensure they provide the same high standards of service as our in-house team.

FUNDRAISING

Our ability to raise an amazing £15.9M in 2019 to invest in members of the RAF Family in need was entirely due to the generosity and efforts of our wonderful supporters. In 2019, we were able to help more than 71,700 members of the RAF Family thanks to that support.

We are privileged to have an incredible group of supporters, including loyal businesses and their employees, charitable foundations and generous individuals, who give to us and fundraise for us year on year through some unique means.

We were also delighted with the willingness of a group of business leaders, entrepreneurs and philanthropists to pull together as part of our newly established Centenary Campaign Advisory Board. In their first year the Board helped deliver significant contributions in support of our centenary campaign and fundraising efforts. We are proud to have their sustained engagement and guidance for the remainder of the campaign.

SUPPORT FROM THE SERVING RAF

Those who serve in the RAF have always looked after their own. More than 70% of the serving RAF make a monthly gift to the Fund through the Service Day's Pay Giving Scheme. This came to £1.5M in 2019, a testament to how valuable the RAF considers the Fund to be.

INDIVIDUAL SUPPORTERS

Regular gifts from individuals make a significant contribution to our funds each year. In 2019 we received £1.4M from more than 8,500 people (10% higher than in 2018). Over 1,800 new supporters chose to support the Fund with a regular gift (12% higher than our target). We also enjoyed generous support from people who made one-off gifts.

GIFTS IN WILLS

Gifts in Wills is the single largest form of income for the Fund and an area where we expect to see future growth. In 2019, we received £10.1M from people in their Wills, up from £8.5M in 2018. Our commitment that no member of the RAF Family will ever face adversity alone is largely possible because of these gifts.

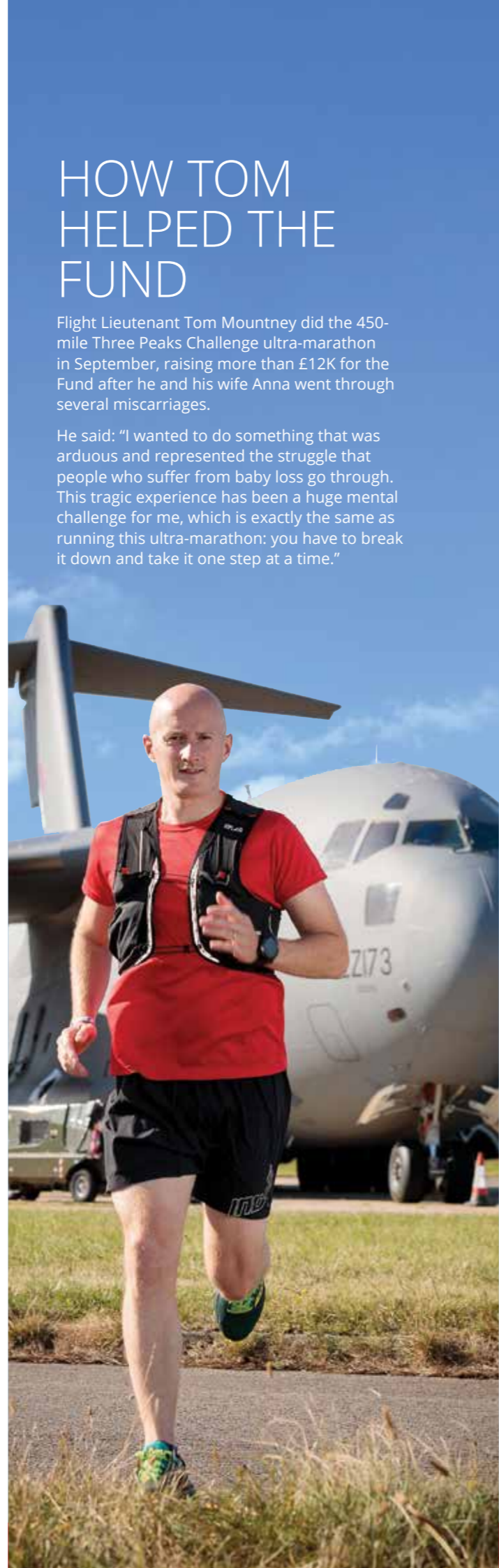
COVID-19 AND FUNDRAISING

Covid-19 is an exceptional event that is expected to have a significant impact on our organisation, as with most other charities, over the next year and beyond. Some of our fundraising activities, events in particular, have been severely impacted already. Legacy income and donations are expected to decrease in 2020, with some contributions subject to delays and others put at risk due to the uncertain economic outlook. We currently estimate that our income in 2020 will be around £4.0M (23%) less than originally planned, though we are reviewing our forecasting as the external conditions develop and are adapting our fundraising activities to minimise impact. Despite these challenging times, we are determined to continue with plans to maintain and develop engagement with our supporters and to press on with our fundraising strategy, which will help us raise the funds we need to support our beneficiaries.

HOW TOM HELPED THE FUND

Flight Lieutenant Tom Mountney did the 450-mile Three Peaks Challenge ultra-marathon in September, raising more than £12K for the Fund after he and his wife Anna went through several miscarriages.

He said: "I wanted to do something that was arduous and represented the struggle that people who suffer from baby loss go through. This tragic experience has been a huge mental challenge for me, which is exactly the same as running this ultra-marathon: you have to break it down and take it one step at a time."



OUR CAROL CONCERT

Iron Maiden lead singer Bruce Dickinson and Stanley Johnson, father of Prime Minister Boris Johnson and son of Flight Lieutenant Wilfred Johnson DFC, joined the congregation at our annual Carol Concert in December at the Central Church of the Royal Air Force, St Clement Danes in London. Our Centenary Carol Concert included readings from Bruce and Stanley, RAF personnel and RAF Benevolent Fund Ambassadors, and musical accompaniment from the RAF Salon Orchestra. The concert raised over £15.4K to support our work.



THE BEAUJOLAIS RUN

We were delighted in 2019 to partner with The Beaujolais Run® to raise money for the Fund. It's an annual motoring and lifestyle event that sees 'Runners take on navigational challenges in France's wine and Champagne regions. Each year the Run has a different theme and 2019's was The Great Escape, paying homage to the RAF personnel involved at POW camp Stalag Luft III. One of the 'Runners was Eirlys Greenough, who took part to thank the Fund for our support after her husband and two children died in a house fire at RAF Akrotiri in 2007.

£15.9M
TOTAL RAISED



£3.3M
RECEIVED IN DONATIONS FROM THE PUBLIC

£1.5M
RECEIVED FROM THE RAF'S SERVICE DAY'S PAY GIVING SCHEME. MORE THAN 70% OF SERVING PERSONNEL CONTRIBUTE

£10.1M
RECEIVED FROM GIFTS IN WILLS

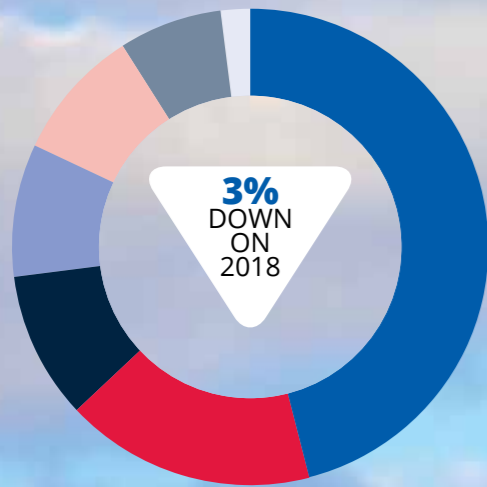


£457K
RECEIVED THROUGH FUNDRAISING EVENTS

£500K
RECEIVED FROM RAF100 APPEAL

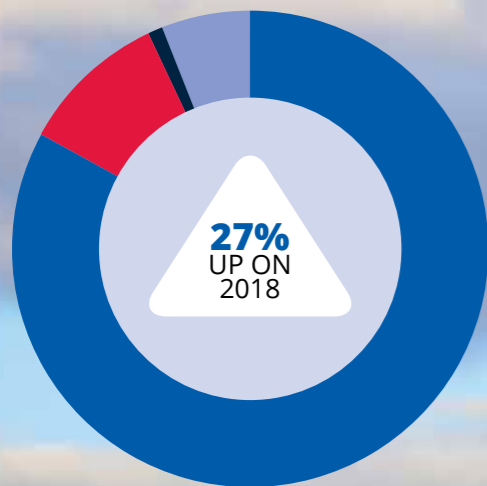
FINANCIAL HIGHLIGHTS

TOTAL INCOME
£21.9M
 (2018: £22.5M)



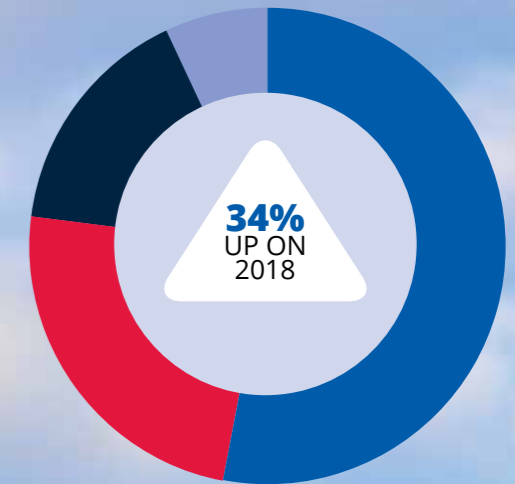
- Legacies: £10.1M/46%**
(2018: £8.5M/38%)
- Donations: £3.3M/15%**
(2018: £4.5M/20%)
- Investment income: £2.7M/12%**
(2018: £3.4M/15%)
- Charitable activities: £1.8M/9%**
(2018: £1.9M/8%)
- Other income: £2.0M/9%**
(2018: £1.9M/8%)
- Service Day's Pay Giving Scheme: £1.5M/7%**
(2018: £1.5M/7%)
- Other trading activities: £0.5M/2%**
(2018: £0.8M/4%)

TOTAL EXPENDITURE
£33.9M
 (2018: £26.6M)

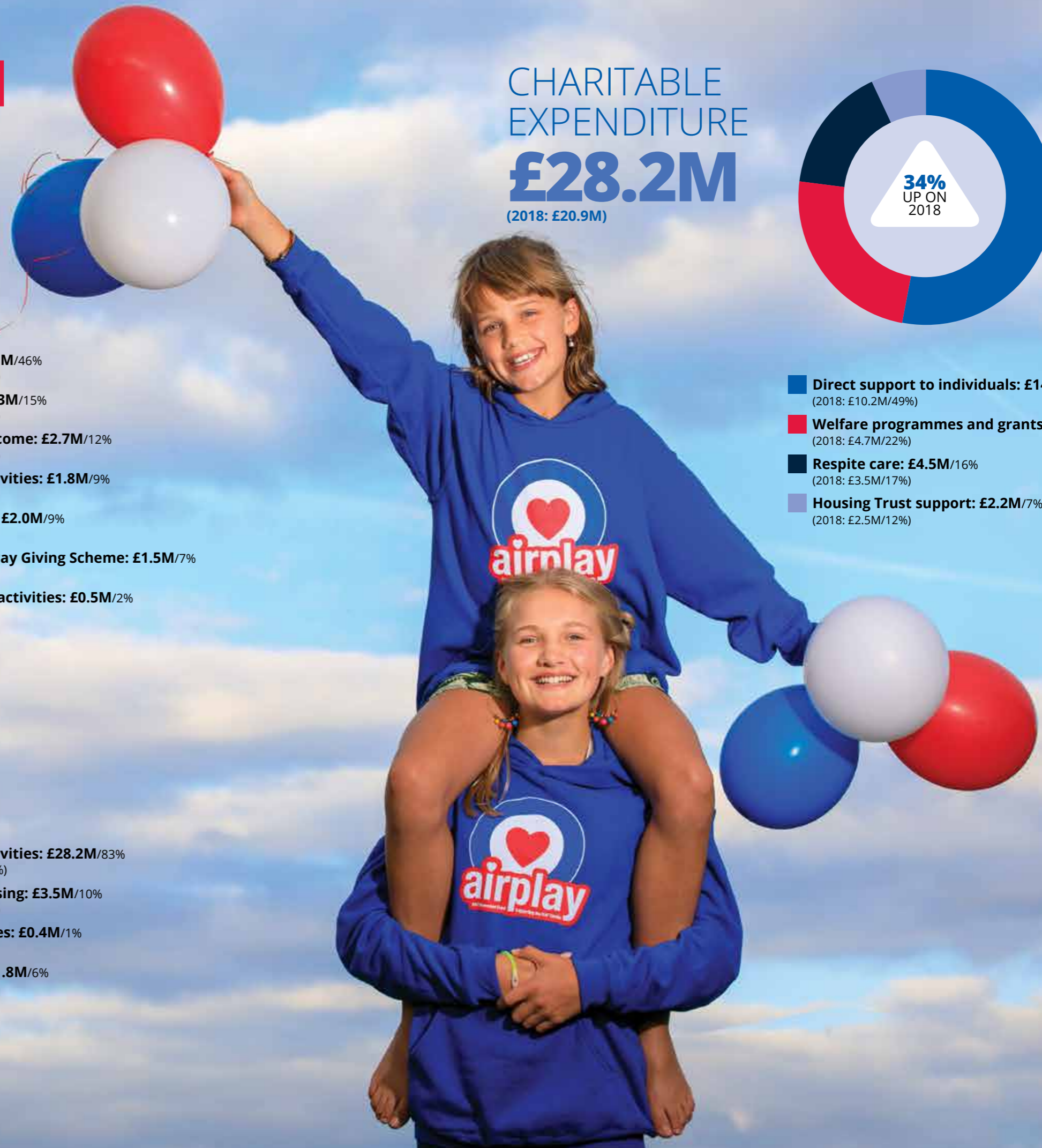


- Charitable activities: £28.2M/83%**
(2018: £20.9M/79%)
- Direct fundraising: £3.5M/10%**
(2018: £3.4M/13%)
- Investment fees: £0.4M/1%**
(2018: £0.4M/1%)
- Other costs: £1.8M/6%**
(2018: £1.9M/7%)

CHARITABLE EXPENDITURE
£28.2M
 (2018: £20.9M)



- Direct support to individuals: £14.9M/53%**
(2018: £10.2M/49%)
- Welfare programmes and grants: £6.6M/24%**
(2018: £4.7M/22%)
- Respite care: £4.5M/16%**
(2018: £3.5M/17%)
- Housing Trust support: £2.2M/7%**
(2018: £2.5M/12%)



FINANCIAL OVERVIEW

We manage financial resources responsibly, so that we are able to meet the current needs of the RAF Family and secure the long-term financial viability that will allow us to continue to support veterans, serving RAF and their families in the future.

In 2019, we continued to spend more money on reaching out to the RAF Family, developing our welfare provision and supporting beneficiaries in their twilight years. Also, in line with our strategy, we invested in fundraising to help sustain income generation in an increasingly challenging environment.

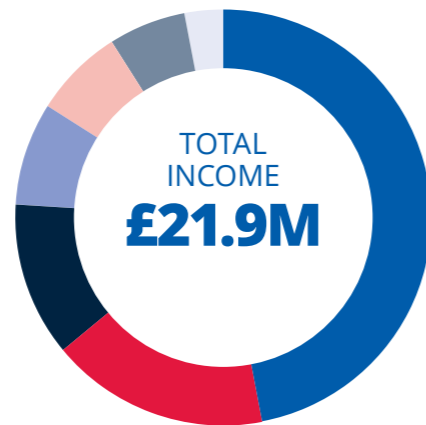
INCOME

Total income in 2019 was £21.9M, £585K lower than the £22.5M received in 2018. £21.2M (2018: £20.0M) representing 97% (2018: 89%) of total income received was unrestricted. Of the £21.9M raised, 75p in the pound was spent on charitable activities.

In 2019, £14.9M (2018: £14.5M) was received from donations and legacies, making up 68% (2018: 64%) of total income. The increase in income was due to the performance of legacies from which we received £10.1M (2018: £8.5M). This was a £1.5M or 18% increase on the previous year. Raising donation income was more challenging, and there was a £1.2M or 27% year on year decrease. £3.5M was received in the year compared to the £4.5M received in 2018. The fundraising landscape is challenging but we have a robust fundraising strategy and remain reasonably confident, given the groundwork we did in 2019, that over the next five years, we will raise sufficient levels of income to support our ambitious welfare programme.

Support from the serving RAF was stable, yielding £1.5M (2018: £1.5M) through the Service Day's Pay Giving Scheme. Gross investment income was £2.7M (2018: £3.2M). Income received includes a £500K distribution from RAF100, a joint appeal between the RAF and four charities, including the RAF Benevolent Fund, to raise money for the RAF Family in honour of the RAF's 100th anniversary. The overall value in this investment decreased by £0.5M in 2019 as funds were distributed to the joint venture partners.

Income from our charitable activities was the same as in 2019, at £1.8M. This included £1.0M (2018: £1.0M) of Housing Trust rental income and £746K (2018: £741K) from guest fees earned at our respite care home, Princess Marina House.



Legacies: £10.1M/47%
Donations: £3.3M/15%
Investment income: £2.7M/12%
Charitable activities: £1.8M/8%
Service Day's Pay Giving Scheme: £1.5M/7%
Property disposal: £1.3M/6%
Other income: £1.2M/5%

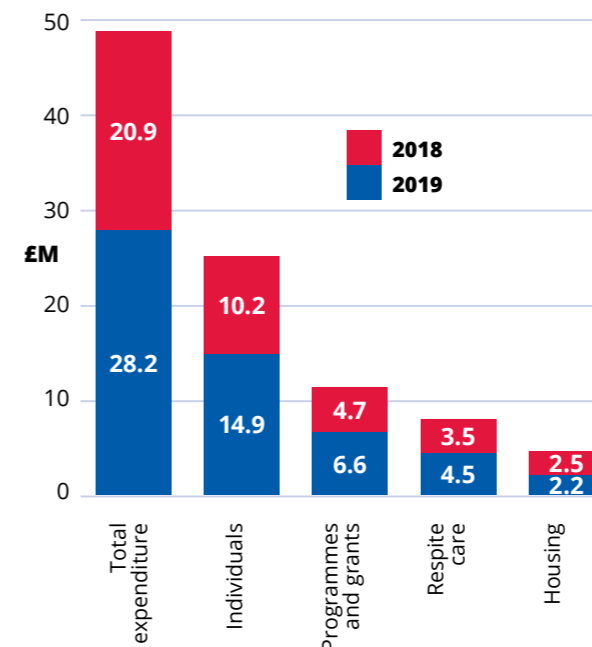
EXPENDITURE

We used income raised in the year and designated reserves to fund our work and deliver the outcomes we achieved in 2019.

We spent £33.9M in total (2018: £26.6M), £7.3M more than in the previous year. This 27% increase in total expenditure was a result of the significant expansion of our welfare activities. 83% (2018: 79%) of total expenditure was on charitable activities.

£28.2M (2018: £20.9M) was spent on charitable activities and included £14.9M (2018: £10.2M) on direct support to individuals, a £4.7M or 46% increase. We spent £6.6M (2018: £4.7M) on funding other organisations and RAF stations to deliver welfare programmes, a £1.9M or 40% increase. Awards to RAF stations came to £4.9M, a 26% increase on the £3.9M awarded in 2018. In addition, we spent £1.9M (2018: £2.3M) on buying properties to rent to serving personnel. £4.5M (2018: £3.5M) was spent on respite care, a £1.0M or 29% increase. Expenditure on housing support was £2.2M, slightly less than the £2.5M spent in 2018. The cost of supporting our veteran and serving communities was £21.0M (74%) and £7.2M (26%) respectively.

Expenditure on charitable activities £28.2M



FIVE YEAR ANNUAL CHARITABLE EXPENDITURE

	2019	2018	2017	2016	2015
	£M	£M	£M	£M	£M
	28.2	20.9	18.8	17.6	18.2

We spent £5.7M (2018: £5.7M) on raising funds. £540K of this was from designated funds to fund our strategy to develop our income generation capability. Allocated support costs came to £5.6M (2018: £5.1M).

HOUSING AND LOANS

Through its subsidiary the RAF Benevolent Fund Housing Trust Limited, the Charity purchases and maintains properties that are let out to beneficiaries at affordable rents. We purchased and adapted five (2018: six) new properties at a cost of £1.9M (2018: £2.2M). We also sold 10 properties (2018: 11) realising £2.2M (2018: £1.8M) in sales proceeds and £1.5M (2018: £1.1M) in profit.

We awarded £135K (2018: £418K) in new loans to beneficiaries. We received £900K (2018: £1.6M) in loan repayments.

INVESTMENTS

We take a total return approach to our investment portfolio and our policy is to enhance the value of investments as well as earn an appropriate return through the adoption of a managed, diversified portfolio at acceptable levels of risk. The main objectives of the policy are:

- To hold investments in a manner that will assist the Charity in delivering its objectives in the short, medium and long term
- To earn a rate of total return of CPI plus 5% ensuring that real capital value is preserved, and income is generated to fund our activities
- To measure overall performance against an agreed market derived benchmark and use an industry-wide peer group benchmark to assess performance against the average
- To employ investment managers who generate low costs and develop relatively stable portfolios which meet the objectives of this strategy in the long term.

The Finance Committee has responsibility for reviewing the policy.

BlackRock Investment Management (UK) Limited and CCLA Investment Management Limited have managed our long-term portfolios since 2016. In 2019 the combination of an uncertain economic and political environment and our expenditure plans over the three years to 2022 led us to revise our medium-term investment strategy and appoint Close Brothers Asset Management to manage the funds we would need to spend over the next three years. Our medium-term objective is to ensure our liquidity requirements are met while still achieving good returns.

Assets held with fund managers were valued at £81.7M (2018: £82.1M). Income yield from these investments was £2.6M (2018: £3.1M).

Our funds managed in the BlackRock – Armed Forces Growth and Income Fund as at 31 December 2019 were £19.4M. This fund invests principally in equities and fixed income securities. Over the year a net return of 18.1% was achieved against a 14.2% benchmark. Dividend yield in the 12 months to 31 December 2019 was 3.5% (2018: 3.8%). On 6 December the fund transitioned from being a Common Investment Fund (CIF) to a Charity Authorised Investment Fund (CAIF), an investment fund structure designed specifically for the charity sector. This did not result in any material changes to the fund holdings.

Our funds in the CCLA-COIF fund as at 31 December 2019 were £32.2M. This fund invests mainly in equities but also in fixed interest securities, property and other assets. As at 31 December 2019, 71% of the fund was invested in equities. The fund outperformed the

benchmark in the year with a gross return of 22.4% (net: 21.7%) compared with the benchmark of 17.1%. Dividend yield in the 12 months to 31 December 2019 was 3.1% (2018: 3.5%).

Our funds in the Close Brothers bespoke portfolio as at 31 December 2019 were £30M. The investments are held mainly in very short dated, high quality corporate bonds with a bespoke maturity profile to meet liquidity requirements, where all the maturities are expected to be met and the income paid out expected to be in line with the original expectations. The economic crisis related to the coronavirus has impacted corporate bond markets and increased volatility quite significantly. Due to the very short duration and high quality of the individual investments, however, this volatility has had negligible impact on the capital and the income of the underlying portfolio.

We draw down investments to meet liquidity requirements and net withdrawals during the year came to £12.3M (2018: £166K). Market gains were £12.0M in the year (2018: £5.2M loss).

The total return across our investments, made up of income yields and the capital gains on the underlying investments was an overall gain of 17.9% (2018: -2.6%). The impact of Covid-19 on the markets resulted in a £2.0M (2.0%) decline in the market value of our investments between the end of December 2019 and May 2020.

The RAF Benevolent Fund is the charity trustee of The Royal Air Force Disabled Holiday Trust (DHT). DHT held property investments valued at £560K as at 31 December 2019.

RESERVES

Our total net assets as at 31 December 2019 were £122.8M (2018: £124.6M)

	2019	2018
	£M	£M
Restricted and endowment reserves	13.1	13.2
Designated funds	23.7	30.7
Free reserves	44.1	37.5
Programme-related assets	41.9	43.2
TOTAL FUNDS	122.8	124.6

We take a risk-based approach to determining our free reserves requirement and this is done in conjunction with long-term financial projections, based on the needs of the RAF Family, and the management of financial risks, particularly the uncertainty of future income.

Reserves planning is a key component of our strategic planning process and Trustees review the level of reserves regularly to ensure funds are available to deliver welfare services and programmes, and to secure, as far as possible, future financial viability. Our annual review of reserves included assessing the impact of Covid-19 on our business plans, projected income and expenditure and on our investments.

Following that review, we determined that we should hold a minimum of £30M in free reserves to be assured that we are able to sustain the support we provide to the RAF Family in these unprecedented times and in the long term as well as meet other obligations, irrespective of fluctuations in income.

The Trustees are assured that the Charity has adequate resources to continue to operate for the foreseeable future and the Charity therefore continues to adopt the going concern basis in preparing its financial statements.

Performance against the reserves policy is monitored during the year as part of regular financial management.

Free reserves exclude assets used directly in the delivery of our charitable objectives and were £44.1M (2018: £37.5M) at the end of December 2019. The increase in free reserves is mainly attributable to unrealised gains on investments. The effect of the Covid-19 crisis on the markets resulted in a £1.9M (2.0%) unrealised loss on investments between 31 December 2019 and May 2020. Trustees consider this level of reserves to be compliant with our policy and strategy.

Restricted funds representing the unexpended balance of funds received for specific charitable activities were £7.1M (2018: £7.9M).

Endowment funds include both permanent and expendable funds and were £6.0M (2018: £5.3M). These funds represent income donated to the Charity but subject to the condition that the capital remains unspent. The increase in the year was due to capital gains on invested funds.

Designated funds were £23.7M (2018: £30.7M). These are reserves to be used for implementing a multi-year campaign to increase our reach; our welfare expansion and development programme; the development of fundraising to help us sustain and grow our income-generating capacity in the long term; and the upgrade of back office systems. We also designate the reserves needed to meet the obligations of the Dependents Fund. In 2019 total expenditure from designated funds was £8.3M. This expenditure included £4.7M on welfare services and support, £2.5M on reaching new beneficiaries, £540K on fundraising development and £190K on a new finance system. The Dependents Fund reserves increased by £958K (2018: £4K loss) due to the market gains on investments of £929K and a £29K net operating surplus.

PENSION DEFICIT

Under FRS 102 the closed defined benefit pension scheme had a deficit of £13.7M (2018: £12.3M).

The 2017 triennial valuation of the scheme was a deficit of £3.7M, and in addition to assumptions underpinning the valuation, was based on an agreement that the Charity would provide 67 Portland Place W1B 1AR as a contingent asset to the pension fund to secure deficit funding obligations. The building was valued at £11M.

In 2019, the Charity made a deficit funding contribution of £500K to the scheme and has agreed to contribute £500K per annum until 31 July 2024.

STRATEGIC RISK MANAGEMENT

The Board of Trustees has overall responsibility for the management of risk in the Fund and in its subsidiary entities. That responsibility is, in part, delegated to the Finance Committee which exercises oversight on the Board's behalf by receiving regular reports, providing recommendations and updating the Board as required. The Fund's senior management team manages day-to-day risk, regularly assessing risks and the associated management procedures.

The Fund's reputation as the RAF's leading welfare charity continues to be its most significant risk as well as one of its greatest assets. Our reputation is carefully guarded by, among other things:

- Ensuring staff at all levels live the Fund's values
- Being honest and transparent about both our successes and our shortcomings
- Maintaining excellent processes to review and improve the support we offer
- Having robust policies and procedures in place to ensure proper governance, regulatory compliance and prompt reporting and resolution of problems.

Our ambitious centenary campaign also exposes us to risk, in terms of our capacity to respond to the demand we generate; our reliance on third-party caseworking organisations to respond to the enquiries we receive as a result of the campaign; and the effectiveness of the campaign in reaching people and driving enquiries. We are managing this by:

- Engaging with caseworking organisations and the people who have contacted us to assess and improve responses
- Carefully monitoring resource allocation
- Enlisting the help of professional and carefully selected third-party providers
- Engaging with key stakeholders and organisations at all levels.

Below is an overview of our other major risks together with corresponding high-level mitigating actions:

Risks	How we manage these risks
<p>Governance risks Failure to comply with our regulatory obligations or sufficiently prepare Trustees and staff for their responsibilities, including prompting the necessary behaviours that underpin our reputation and compliance activities</p>	<ul style="list-style-type: none"> • We select Trustees and staff using skills-based and rigorous recruitment processes. • We promote a culture of openness and constructive challenge, giving staff the training and support necessary to identify and combat wrongdoing. • We use the Charity Governance Code as our primary guidance framework for evaluation, regularly updating our policies and processes in turn. • We procure the services of external experts to conduct internal audits and other reviews that provide assurance to the Controller and Trustees.
<p>Welfare delivery risks Failure to support any member of the RAF Family facing adversity alone</p>	<ul style="list-style-type: none"> • The centenary campaign is driving awareness of our services and encouraging more members of the RAF Family to come forward for help. • We offer a wide range of financial and non-financial services and regularly review their effectiveness and the need for new services. • We maintain strong relationships with our caseworking partners and third-party welfare providers and engage with other Service charities to benchmark and share best practice.
<p>Failure to identify and meet the needs of the RAF Family</p>	<ul style="list-style-type: none"> • We undertake research and regularly seek feedback to assess and improve our welfare offer. • We underpin our welfare strategy with commissioned research and use 'pilot' projects to evaluate the viability of our response to emerging needs as appropriate.
<p>Failure to deliver first class respite care at Princess Marina House</p>	<ul style="list-style-type: none"> • We adhere to (and aim to exceed) the requirements of Care Quality Commission regulations, testing our compliance through no-notice inspections. • We continue to use the 'outstanding' grading awarded by the Care Quality Commission as the benchmark for our performance. • We provide high-level training to all staff and review our service delivery through guest surveys.

<p>Fundraising risks Failure to attract sufficient levels of funding to support the strategic aspirations of the Fund. The 2020 Covid-19 exceptional event has introduced a high level of risk and uncertainty into the fundraising landscape</p> <p>Lack of awareness of the Fund and poor differentiation between the Fund and other military charities among our target audiences, potentially impacting our fundraising and reputation (depending on the conduct of other charities)</p>	<ul style="list-style-type: none"> • We monitor and evaluate the implementation of our agreed fundraising strategy, taking action where appropriate. • We adhere to the Fundraising Regulator’s Code of Fundraising Practice. In 2019 we tested this compliance through an internal audit. • Among other initiatives, our centenary campaign is driving awareness of the Fund as is our work on developing our brand and ensuring it is advocated and affirmed by our staff and Ambassadors (beneficiaries who go on to speak about their experiences and represent the Fund at events) at every opportunity.
<p>Financial risks Long-term financial sustainability</p> <p>Investment risks</p>	<ul style="list-style-type: none"> • We have an agreed finance strategy that underpins the overall Fund strategy as well as a five-year plan and long-term financial projections. In 2020 we will review our strategy and financial projections in light of the significant impact of Covid-19 on the Charity. • We have started to look at our financial projections and risks beyond the current strategic period with a view to ensuring we have the flexibility in our operating model to remain financially stable while meeting the needs of our beneficiaries. • The 2020 Covid-19 crisis caused a sharp decline in the capital value of our long-term investments, however our investment strategy offers protection from short-term market volatility. Also, the investment strategies we have in place ensure that our liquidity requirements are met and good returns are achieved with medium-level risk. • Our Finance Committee regularly reviews our investment performance. • Our Trustees regularly review our Reserves Policy.
<p>Safeguarding risks Failure to protect vulnerable people (both internally and in the Fund’s external activities)</p>	<ul style="list-style-type: none"> • We ensure staff and Trustees have a strong awareness of our safeguarding policies, which are robust and regularly reviewed. • Key staff members have been allocated responsibility for ensuring the Fund meets best practice and have been given additional training. • Safeguarding updates are provided at every Board meeting. • Our Board has a dedicated Safeguarding Lead Trustee with the necessary expertise to assist them with safeguarding matters. • In 2019 we engaged an external expert to review our safeguarding practices and provide our Board of Trustees with bespoke safeguarding training.
<p>Information governance and security risks Data breaches and the improper use and handling of information</p>	<ul style="list-style-type: none"> • We regularly review and strengthen IT infrastructure. • We provide staff and Trustees with data protection training and update this regularly. • Trustees are provided with regular information governance reports. • We have a robust information compliance plan and continually mature, review and update our policies and processes.

GOVERNANCE

STRUCTURE, GOVERNANCE AND MANAGEMENT

Reference and administrative details

The Royal Air Force Benevolent Fund has the Charity Commission registration number 1081009. As the Fund owns land and properties in Scotland, it is also registered with the Office of the Scottish Charity Regulator to comply with the Charities and Trustee Investment (Scotland) Act 2005; the registration number is SCO38109. The restricted and endowed funds of the Charity have a separate registration number, 207327. The Charity is also registered as a Royal Charter Company with the Companies House registration numbers ZC000201/RC000773.

In accordance with the provisions of Section 96 of the Charities Act 1993 (now replaced by Section 20 of the Charities Act 2011), the Charity Commission has previously directed that for all or any of the purposes of the Act, the two charities, having the same charity Trustees, are to be treated as a single charity.

The RAF Benevolent Fund group also encompasses other entities, details of which can be found at the back of this report.

Structure and governance

The Charity, which was set up in 1919, was incorporated by Royal Charter in 1999. Trustees are appointed by the Council for a four-year term, after which they are eligible for re-election for a further four-year term. Trustees may not hold office for a continuous period exceeding eight years without the consent of the Board.

New Trustees are selected with a view to ensuring that the Board has an appropriate balance of skills, backgrounds and experience relevant to the Fund’s strategic and operational requirements. We continue to be guided by our Diversity Policy to ensure that the Board is sufficiently diverse to adapt to macro changes and understand and respond to the needs of the RAF Family.

Trustees and non-trustee committee members are generally recruited through advertisements in the media and via a range of digital networks, and are considered by a Nominations Committee on behalf of the Board of Trustees and the Council. Each new Trustee is provided with a briefing pack and an individual induction programme is agreed and implemented

covering all aspects of the role, their responsibilities, the requirements of the regulators and the work of the Charity.

The Board, either as a whole or through its sub-committees, also receives ongoing briefings and training from senior management and external advisers in critical areas such as risk management, reserves, fundraising practices, safeguarding and data protection. Of specific note, this year, the Board received bespoke training on safeguarding and their responsibilities as Trustees in relation to safeguarding matters.

The Board of Trustees consists of no fewer than 10 and no more than 15 Trustees, reflecting a mixture of those who are serving or have served in the RAF and those who have a background in industry, law, commerce or other sectors. The Board is assisted by committees overseeing welfare, finance, fundraising and communications, and remuneration activities, and is aided by a number of advisory bodies; the terms of reference for the Board and these committees are reviewed annually to ensure that compliance and relevance are maintained. The terms of reference for the Safeguarding Lead Trustee and the Senior Independent Trustee (who acts as a sounding board for the Chair and as an alternative route for consultation or conflict resolution for either the Trustees or executive should normal channels be unsuitable) are also reviewed annually.

The Board is responsible for the strategic direction of the Charity and, through its committees, for monitoring the activities of the executive staff. It reviews the position of the Charity and receives reports from the committees and the Senior Management Team, led by the Controller. The Board also conducts annual performance reviews of the Controller and the Chair of the Board of Trustees, and undergoes its own periodic Board appraisal. The Board met five times in full session in 2019, including a two-day Trustee Away Day which involved trustee training, briefings on RAF capability and welfare issues at RAF Odiham, and a strategy session.

The Board is responsible for approving the annual business plan and a range of supporting strategies. The Controller and Directors review strategic and policy matters through the Senior Management Team and make recommendations to the Board as appropriate. The Controller, as Chief Executive of the Charity, is responsible for the day-to-day management of the Charity’s affairs.



The RAF Benevolent Fund believes that good governance is key to the ongoing success of the organisation. In terms of maintaining high standards of governance, and on the back of the full adoption of the Charity Governance Code and a full external review of its governance practices in 2017, the Fund has further reviewed and strengthened its governance practices in 2019. The Director of Governance acts as the executive focal point for all governance matters in the Charity and is strongly engaged with the Charity Commission, peer charities and other key interlocutors to ensure that best practice in sector is incorporated.

STAFF

Remuneration Policy

The Fund continues to be strongly committed to recruiting, developing and retaining people with the necessary skills, experience and mindset to deliver the Charity's objectives and the ability to make a positive contribution. Mindful of internal and external pressures, we believe making effective decisions in relation to remuneration and reward is crucial and central to the continued success of the Fund's overall aims.

The Fund's Remuneration Policy centres on the following principles:

- Rewarding employees in a fair, equitable and transparent way
- Aiming to pay competitively against our relevant competitors in the third sector.

We enhance the Fund's competitive positioning by promoting a 'total reward' approach, recognising that broader aspects of employment offers (for example, non-financial benefits such as flexible working, modern leave arrangements and development opportunities, as well as the intrinsic moral value of working for a progressive charity) are of increasing value to employees.

Remuneration review

The Fund has a Remuneration Committee, composed of three Trustees, which reviews our Remuneration Policy annually to ensure that the principles outlined above are adhered to and remain appropriate. At the Remuneration Committee meeting, as well as reviewing the Fund's pension and broader reward provision, the Committee also considers an annual pay award, the specific purpose of which is to take account of changes in pay movement elsewhere, the prevailing cost pressures bearing on employees and to reward sustained or heightened contribution in role.

To support these decisions, the Remuneration Committee is provided with external employment market data through XPerthR's annual third sector salary and benefits surveys. All recommendations are then submitted to the Board of Trustees' end of year meeting for approval. In November 2019, Trustees awarded a 2.5% uplift in salary for the 2020 salary year, and also supported an initiative to provide tailored retirement planning advice as a way of emphasising the need for timely and careful planning.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the Charity and the group 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
- Observe the methods and principles in the Charities Statement of Recommended Practice (SORP) (FRS 102)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 and the provisions of its Royal Charter.

They are also responsible for safeguarding the assets of the Charity and, hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the Trustees are aware:

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

TRUSTEE DECLARATION

Trustees hereby approve the 2019 Annual Report



Lawrie Haynes
Chair, Royal Air Force Benevolent Fund

Signed on 11 June 2020

PRINCIPAL PROFESSIONAL ADVISERS

Independent auditor

Saffery Champness LLP
71 Queen Victoria Street
London EC4V 4BE

Bankers

Barclays Bank plc
1 Churchill Place
London E14 5HP

Lloyds Bank plc
Cox's and King's Branch
7 Pall Mall
London SW1Y 5NA

Actuary

Broadstone Corporate Benefits Ltd
55 Baker Street
London W1U 7EU

Solicitors

Charles Russell Speechlys LLP
5 Fleet Place
London EC4M 7RD

Investment managers

BlackRock Investment
Management (UK) Limited
12 Throgmorton Avenue
London EC2N 2DL

CCLA Investment Management Limited

Senator House
85 Queen Victoria Street
London EC4V 4ET

Close Brothers Asset Management
55 Grosvenor Street
London W1K 3HY

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES

OPINION

We have audited the financial statements of the Royal Air Force Benevolent Fund for the year ended 31 December 2019 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance Sheets, the Consolidated 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the affairs of the group and the parent charity as at 31 December 2019 and of the group's incoming resources and application of resources for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- Have been prepared in accordance with the requirements of the Charities Act 2011; and
- Have been prepared in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 group and parent charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council'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 Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

- The Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charity's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters in respect of which the Charities (Accounts and Reports) Regulations 2008 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

- The information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- The group or the parent charity has not kept proper and sufficient accounting records; or
- The parent's financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' Responsibilities Statement set out on page 36, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditors under the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005 and report in accordance with regulations made under those Acts.

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to the Trustees, as a body in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the Trustees 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 Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Saffery Champness LLP

Saffery Champness LLP

Chartered Accountants

Statutory Auditors

71 Queen Victoria Street, London EC4V 4BE

Date: 30 June 2020

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

FINANCIAL STATEMENTS

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2019

	Note	2019				2018			
		Unrestricted funds	Restricted funds	Endowed funds	Total	Unrestricted funds	Restricted funds	Endowed funds	Total
		£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
INCOME AND ENDOWMENTS FROM									
Donations and legacies		14,071	836	-	14,907	12,632	1,923	-	14,555
Charitable activities		1,853	19	-	1,872	1,840	18	-	1,858
Other trading activities		443	14	-	457	754	20	-	774
Investments		2,898	(415)	213	2,696	2,900	339	211	3,450
Other income		2,007	-	-	2,007	1,887	-	-	1,887
TOTAL INCOME	2	21,272	454	213	21,939	20,013	2,300	211	22,524
EXPENDITURE ON RAISING FUNDS		5,729	-	-	5,729	5,687	1	-	5,688
EXPENDITURE ON CHARITABLE ACTIVITIES									
Direct support to individuals		14,383	495	-	14,878	9,703	545	-	10,248
Welfare programmes and grants		5,947	629	-	6,576	4,523	160	-	4,683
Respite care		4,157	374	-	4,531	3,289	245	-	3,534
Housing Trust support		2,251	28	-	2,279	2,484	-	-	2,484
		26,738	1,526	-	28,264	19,999	950	-	20,949
TOTAL EXPENDITURE	3	32,467	1,526	-	33,993	25,686	951	-	26,637
Net (expenditure)/income before gains/(losses) on investments		(11,195)	(1,072)	213	(12,054)	(5,673)	1,349	211	(4,113)
Transfers between funds		175	38	(213)	-	174	37	(211)	-
Net gains/(losses) on investments	11	10,987	199	742	11,928	(4,491)	(159)	(589)	(5,239)
NET (EXPENDITURE)/INCOME		(33)	(835)	742	(126)	(9,990)	1,227	(589)	(9,352)
Other recognised gains and losses:									
Actuarial (losses)/gains on defined benefit pension scheme	15	(1,596)	-	-	(1,596)	2,589	-	-	2,589
NET MOVEMENT IN FUNDS		(1,629)	(835)	742	(1,722)	(7,401)	1,227	(589)	(6,763)
Total funds brought forward		111,356	7,911	5,285	124,552	118,757	6,684	5,874	131,315
TOTAL FUNDS CARRIED FORWARD	22	109,727	7,076	6,027	122,830	111,356	7,911	5,285	124,552

The notes on pages 43 to 70 form part of the financial statements. All amounts relate to continuing operations. All gains and losses recognised in the year are included in the statement of financial activities.

CONSOLIDATED AND CHARITY BALANCE SHEETS AS AT 31 DECEMBER 2019

	Note	Group 2019	Group 2018	Charity 2019	Charity 2018
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Intangible assets	9	249	105	249	105
Tangible assets	10	32,383	33,138	8,796	9,996
Investments	11	82,390	83,286	75,953	77,525
Loans to beneficiaries	12	9,305	9,985	9,305	9,985
		124,327	126,514	94,303	97,611
CURRENT ASSETS					
Stock		5	8	-	-
Debtors and prepayments	13	7,869	8,491	19,980	20,336
Cash at bank and in hand		7,241	4,137	5,814	3,462
		15,115	12,636	25,794	23,798
CURRENT LIABILITIES					
Creditors and accrued charges: amounts falling due within one year	14	(2,884)	(2,303)	(2,764)	(2,209)
NET CURRENT ASSETS		12,231	10,333	23,030	21,589
Net assets excluding long-term liabilities and pension liability		136,558	136,847	117,333	119,200
Defined benefit pensions liability	15	(13,728)	(12,295)	(13,728)	(12,295)
TOTAL NET ASSETS		122,830	124,552	103,605	106,905
FUNDS					
Endowment funds		6,027	5,285	6,027	5,285
Restricted funds		7,076	7,911	6,961	7,319
Designated funds		23,690	30,654	17,178	25,100
General funds		99,765	92,997	87,167	81,496
Pension reserve		(13,728)	(12,295)	(13,728)	(12,295)
	22	122,830	124,552	103,605	106,905

Approved by the Board of Trustees on 11 June 2020 and signed on its behalf by



Lawrie Haynes
Chair, Board of Trustees

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
	£'000	£'000
NET CASH USED IN OPERATING ACTIVITIES	(13,315)	(4,479)
CASH FLOWS FROM INVESTING ACTIVITIES		
Dividends and interest from investments	2,674	3,165
Proceeds from the sale of property	2,716	1,802
Purchase of property and equipment	(2,082)	(2,412)
Net proceeds from (purchase)/sale of investments	12,346	166
NET CASH PROVIDED BY INVESTING ACTIVITIES	15,654	2,721
CASH FLOWS FROM FINANCING ACTIVITIES		
Loans awarded	(135)	(418)
Loan repayments	900	1,551
NET CASH PROVIDED BY FINANCING ACTIVITIES	765	1,133
Change in cash and cash equivalents in the year	3,104	(625)
Cash and cash equivalents as at 1 January	4,137	4,762
CASH AND CASH EQUIVALENTS AS AT 31 DECEMBER	7,241	4,137
RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES		
Net expenditure for the year ended 31 December	(126)	(9,352)
Adjustments for:		
Depreciation charges and amortisation	1,257	1,154
(Gains)/losses on investments	(11,928)	5,239
Net expenditure/(income) attributable to joint venture	478	(285)
Dividends and interest from investments	(2,674)	(3,165)
Profit on the sale of fixed assets	(1,280)	(1,144)
Provision for loan conversions	-	(3)
Loan interest	(104)	(91)
Loans converted to grants	17	15
Loans written off	2	7
Decrease/(increase) in stock	3	(2)
Decrease in debtors	622	2,798
Increase in creditors	581	481
Pension interest expense	337	369
Pension fund costs	(500)	(500)
NET CASH USED IN OPERATING ACTIVITIES	(13,315)	(4,479)
ANALYSIS OF CASH AND CASH EQUIVALENTS		
Current accounts	7,241	4,137
TOTAL CASH AND CASH EQUIVALENTS	7,241	4,137

ANALYSIS OF CHANGES IN NET DEBT

	At 1 January 2018	Cashflows	At 1 January 2019	Cashflows	At 31 December 2019
	£'000	£'000	£'000	£'000	£'000
Cash – current accounts	4,762	(625)	4,137	3,104	7,241

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

1 PRINCIPAL ACCOUNTING POLICIES

These are the financial statements of the Royal Air Force Benevolent Fund and its related entities. The Charity was incorporated by Royal Charter in England and Wales on 29 December 1999. The Trustees of the Charity are named on page 2. The registered office is 67 Portland Place, London W1B 1AR.

Basis of preparation

The consolidated financial statements have been prepared to give a true and fair view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view.

This departure has involved following the Statement of Recommended Practice (FRS 102) rather than Accounting and Reporting by Charities: Statement of Recommended Practice (revised 2005) which has been withdrawn.

Accounting convention

These financial statements have been prepared on a going concern basis under the historical cost convention, with the exception of investments which are included at market value, and in accordance with applicable accounting standards.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Charity is a public benefit entity for the purposes of FRS 102 and therefore the financial statements have been prepared in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (Charities SORP (FRS 102)), the Charities Act 2011 and the Charities Accounts (Scotland) Regulations 2006 as amended by the Charities Accounts (Scotland) Amendment (No. 2) Regulations 2014.

The statement of financial activities (SOFA) and balance sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiary entities are consolidated on a line by line basis. A summary of the results of the subsidiary entities is shown in Note 26.

The Group's share of net income of the joint venture (20%) is accounted for using the equity method and is shown in the consolidated SOFA with the share of net assets shown on the balance sheet as an investment.

Functional currency

The Charity's functional and presentational currency is GBP and is shown as £'000s in the financial statements.

Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate, particularly after taking the impact of the Covid-19 pandemic into account. They have reassessed the business plans, income and expenditure projections, and taken the Charity's reserves levels into account. Their conclusion is that there is no doubt about the Charity's ability to continue operating as a going concern.

The Trustees have made this assessment for a period of at least one year from the date of approving the financial statements and are assured that the Charity has adequate resources to continue to operate for the foreseeable future.

The Charity therefore continues to adopt the going concern basis in preparing its financial statements.

Fund accounting

General funds are unrestricted funds that are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and that have not been designated by the Trustees for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of the designated funds are set out in the notes to the financial statements.

Restricted funds are funds that are to be used in accordance with specific restrictions imposed by donors or that have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against specific funds. The aim and use of the larger restricted funds are set out in the notes to the financial statements.

Endowment funds are either permanent or expendable. Permanent funds are normally held indefinitely, while Trustees have the power to convert expendable funds into income. These funds are set out in Note 25. The return on endowment investments is made up of income earned and gains or losses in the market value of the investments.

Income generated from endowment funds is spent on charitable activities. Investment income and gains are transferred to the appropriate fund.

Recognition of income

Income is recognised in the SOFA when the Charity becomes entitled to it, it is more likely than not that the income will be received, and the monetary value of the income can be estimated with sufficient accuracy. Entitlement to legacy income is assumed when there is sufficient evidence that a gift has been left to the Charity, usually through the notification of a Will. Receipt of legacy income is deemed probable when there has been a grant of probate, and it has been established that there are sufficient assets in the estate to pay the legacy and there are no conditions attached to the legacy that are outside the control of the

Charity or uncertainty around receipt of this gift. Income from pecuniary legacies is recognised upon notification or receipt if earlier.

Gifts donated for resale are included as income when they are sold. No amounts are included in the financial statements for services donated by volunteers.

Recognition of expenditure

Expenditure is recognised in the SOFA on an accrual basis when an obligation that can be measured or reliably estimated exists at the reporting date and it is more than likely that payment will be made in settlement.

Two main categories of expenditure shown in the SOFA are expenditure on raising funds and expenditure on charitable activities. Expenditure on raising funds includes all expenditure incurred to raise voluntary income to spend on charitable purposes as well as investment management fees. Expenditure on charitable activities includes all costs incurred by the Charity in carrying out its charitable aims to support the beneficiaries of the RAF Benevolent Fund.

Support costs

Support costs have been classified as: information technology and facilities, depreciation, general management and administration, finance and payroll, HR and governance. These costs have been allocated to activities on a basis consistent with the use of resources, and indirect costs have been apportioned on a headcount basis or in proportion to direct costs or income.

Tangible fixed assets and depreciation

Tangible fixed assets costing more than £1,000 (£5,000 in the RAF Benevolent Fund Housing Trust Ltd) are capitalised and included at cost, including any incidental expense of acquisition.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight-line basis over their expected useful economic lives as follows:

• Freehold land	nil
• Freehold buildings	over 50 years
• Leasehold buildings	over the life of the lease, or 50 years if shorter
• Leasehold improvements	over 30 years
• Project and office equipment	over five years
• Computer equipment	over three years
• Motor vehicles	over five years

A full year's depreciation is provided in the year of asset acquisition, and none in the year of disposal.

Intangible fixed assets and amortisation

Software is classified as an intangible fixed asset and is capitalised where the cost plus incidental expenses incurred in acquisition is more than £1,000.

Amortisation is provided on intangible fixed assets to write off the capitalised value on a straight-line basis over three years. A full year's amortisation is provided in the year in which the asset is brought into use, and none in the year of disposal.

Foreign currencies

Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. Monetary assets and liabilities are retranslated at the exchange rate ruling at the balance sheet date. All differences are taken to the SOFA.

Related party disclosures

The Charity has made the required disclosures in accordance with the Charities SORP (FRS 102).

Transactions with group undertakings are eliminated on consolidation.

Grant commitments

Grants awarded are expensed in the SOFA in the year in which they are approved by the Trustees and the offer is conveyed to the recipient. Grants awarded but not paid are recorded as a liability within the balance sheet.

Investments

Investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluation and disposals throughout the year. Income receivable on investments is recognised in the SOFA on the accruals basis.

Joint venture

The RAF100 Appeal (Registered Charity 1167398; Company Registration 9977273) was formed to bring the four major RAF charities and the RAF itself together to mark the centenary of the RAF with a programme of events. To assist with providing initial working capital, the Fund and the other RAF charities each provided a £25K short-term interest-free loan to the RAF100 Appeal which has been subsequently repaid. On completion of the joint venture project any surplus reserves have been or will be distributed as agreed among the joint venture partners.

The income receivable from the RAF100 Appeal is recognised in the Charity's accounts when the Charity becomes entitled to it, and the amount can be estimated with sufficient accuracy.

Stock

Stock consists of purchased goods for resale. Stocks are valued at the lower of cost and net realisable value. Items donated for resale or distribution are not included in the financial statements until they are sold or distributed.

Pension costs

Pensions are accounted for in accordance with FRS 102 section 28, with a valuation undertaken by an independent actuary for the defined benefit scheme, the Royal Air Force Benevolent Fund Staff Pension Fund, which is closed to future accrual. Net pension finance income or costs are included immediately in other income or employee costs as

appropriate.

Actuarial gains and losses are recognised immediately on the face of the SOFA. The scheme deficit is included as a liability in the balance sheet. Details of the pension scheme are included in Note 15 to the accounts.

The amounts charged to the SOFA for defined contribution schemes represent the contributions payable in the period.

Finance and operating leases

The Charity does not have any finance leases. Rentals payable under operating leases are charged to the SOFA over the period in which the cost is incurred on a straight-line basis.

Loans

Loans are awarded to beneficiaries in furtherance of charitable activities. The particular circumstances of each case will determine whether or not the loan is awarded free of interest. When interest is charged the rate is considerably lower than prevailing market rates. Loans are recognised as assets at the value of the award. Accrued interest, where applicable, is recognised as income and added to the balance of the loan. Repayments are made as provided in the loan agreement. To facilitate the relief of hardship and distress, the commencement of repayments can be deferred.

Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument. Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

With the exceptions of prepayments and deferred income all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See Notes 13 and 14 to the accounts.

Judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

The most significant estimates and assumptions which affect the carrying amount of assets and liabilities in the accounts relate to:

Useful economic lives – The annual depreciation charge for property and equipment is sensitive to change in the estimated useful economic lives and residual value of assets. These are reassessed annually and amended where necessary to reflect current circumstances.

Unsecured loans – A small proportion of loans to beneficiaries are not secured and therefore a general provision for non-repayment is made. The calculation of this provision is based on the historical average rate of default and equates to 10% of the total value of unsecured loans at the balance sheet date.

Pension scheme deficit – The underlying assumptions used by the actuary in valuing the scheme are in accordance with FRS 102 and based on assumptions recommended by the actuary.

2 INCOME AND ENDOWMENTS

	2019				2018			
	Unrestricted	Restricted	Endowed	Total	Unrestricted	Restricted	Endowed	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
DONATIONS AND LEGACIES								
Royal Air Force service personnel	1,544	-	-	1,544	1,545	-	-	1,545
General donations	2,678	608	-	3,286	3,009	1,493	-	4,502
Gifts in kind	-	-	-	-	-	-	-	-
Legacy income	9,849	228	-	10,077	8,078	430	-	8,508
	14,071	836	-	14,907	12,632	1,923	-	14,555
CHARITABLE ACTIVITIES								
Housing	1,003	19	-	1,022	1,008	18	-	1,026
Respite care	746	-	-	746	741	-	-	741
Loan interest	104	-	-	104	91	-	-	91
	1,853	19	-	1,872	1,840	18	-	1,858
OTHER TRADING ACTIVITIES								
Income from fundraising events	365	14	-	379	655	20	-	675
Trading income	78	-	-	78	93	-	-	93
Rental income	-	-	-	-	6	-	-	6
	443	14	-	457	754	20	-	774
INVESTMENT INCOME								
Dividends from pooled funds	2,369	63	213	2,645	2,876	54	211	3,141
Interest earned	29	-	-	29	24	-	-	24
Movement in share of joint venture	500	(478)	-	22	-	285	-	285
	2,898	(415)	213	2,696	2,900	339	211	3,450
Share of joint venture refers to the £500K distribution received and the Group's 20% share of the results for the year of the RAF100 Appeal (see Note 11).								
OTHER INCOME								
Profit on the sale of fixed assets	1,280	-	-	1,280	1,144	-	-	1,144
Pension interest income	715	-	-	715	736	-	-	736
Administration fee	12	-	-	12	7	-	-	7
	2,007	-	-	2,007	1,887	-	-	1,887
TOTAL INCOME	21,272	454	213	21,939	20,013	2,300	211	22,524

3 ANALYSIS OF EXPENDITURE

	2019				2018			
	Direct costs	External grants	Support costs	Total 2019	Direct costs	External grants	Support costs	Total 2018
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
RAISING FUNDS								
Donations and legacies	2,639	-	1,859	4,498	1,925	-	1,860	3,785
Regional engagement	680	-	-	680	1,267	-	-	1,267
Other trading activities	180	-	-	180	253	-	-	253
Investments	371	-	-	371	383	-	-	383
	3,870	-	1,859	5,729	3,828	-	1,860	5,688
CHARITABLE ACTIVITIES								
Direct support to individuals	13,182	-	1,696	14,878	8,770	-	1,478	10,248
Welfare programmes and grants	632	5,023	921	6,576	431	3,569	683	4,683
Respite care	3,919	-	612	4,531	3,031	-	503	3,534
Housing Trust support	1,687	-	592	2,279	1,859	-	625	2,484
	19,420	5,023	3,821	28,264	14,091	3,569	3,289	20,949
TOTAL EXPENDITURE	23,290	5,023	5,680	33,993	17,919	3,569	5,149	26,637

See Note 21 for analysis of welfare programmes and grants relating to external grants.

4 ANALYSIS OF SUPPORT COSTS

	2019						2018					
	Raising funds	Direct support to individuals	Welfare programmes and grants	Respite care	Housing Trust support	Total	Raising funds	Direct support to individuals	Welfare programmes and grants	Respite care	Housing Trust support	Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Information technology and facilities	631	481	260	173	116	1,661	614	405	187	138	164	1,508
Depreciation and amortisation	180	354	246	158	319	1,257	232	375	181	127	239	1,154
General management and administration	386	280	164	108	80	1,018	440	283	132	96	129	1,080
Finance and payroll	272	240	103	71	31	717	314	228	101	78	48	769
HR	139	122	52	36	16	365	97	71	31	24	15	238
Governance	251	219	96	66	30	662	163	116	51	40	30	400
TOTAL	1,859	1,696	921	612	592	5,680	1,860	1,478	683	503	625	5,149

5 STAFF COSTS

	2019	2018
	£'000	£'000
Wages and salaries	6,522	5,471
Social security costs	655	522
Pension costs	593	501
Termination and redundancy costs	-	37
	7,770	6,531

The number of employees whose pay and benefits (excluding pension contributions) amounted to more than £60,000 in the year was as follows:

	2019	2018
	No.	No.
£60,001–£70,000	7	7
£70,001–£80,000	2	1
£80,001–£90,000	-	2
£90,001–£100,000	2	2
£100,001–£110,000	1	1
£110,001–£120,000	1	-
£130,001–£140,000	1	-
£140,001–£150,000	-	1
	14	14

Thirteen employees (2018: thirteen) whose pay and benefits amounted to more than £60,000 in the year were members of the Group Personal Pension Plan, a money purchase scheme. The highest paid employee does not receive any pension benefits.

The average number of employees, calculated on a headcount basis, analysed by function was:

	2019	2018
	No.	No.
Charitable activities	155	137
Cost of generating funds	36	36
Governance, administration and support	25	22
	216	195

6 KEY MANAGEMENT PERSONNEL

The key management personnel of the RAF Benevolent Fund are the Trustees and the Senior Management Team (SMT). In 2019, the latter included the Controller, the Chief of Staff, the Director of Welfare and Policy, the Director of Fundraising and Communications and the Director of Finance. Total employee pay and benefits received by SMT for services to the Charity in 2019 were £589K (2018: £567K).

7 NET EXPENDITURE

	2019	2018
	£'000	£'000
NET EXPENDITURE FOR THE YEAR IS STATED AFTER CHARGING:		
Audit fees	53	58
Audit fees – additional fees re prior year	-	23
Internal audit fees	22	22
Investment management fees	371	383
Amortisation of intangible assets	46	34
Depreciation	1,211	1,120
Operating leases	98	43
Profit on disposal of fixed assets	(1,280)	(1,144)

8 TRUSTEES' REMUNERATION

The Trustees neither received nor waived any emoluments during the year 2019 (2018: £nil).

Out-of-pocket expenses were reimbursed to Trustees as follows:

	2019	2018	2019	2018
	No.	No.	£	£
Travel	3	3	2,231	1,748

9 INTANGIBLE ASSETS

	Group		Charity	
	2019	2018	2019	2018
	£'000	£'000	£'000	£'000
SOFTWARE COSTS				
Cost at 1 January	3,065	2,964	3,065	2,964
Additions during the year	190	101	190	101
Cost at 31 December	3,255	3,065	3,255	3,065
Amortisation at 1 January	(2,960)	(2,926)	(2,960)	(2,926)
Amortisation for the year	(46)	(34)	(46)	(34)
Accumulated amortisation at 31 December	(3,006)	(2,960)	(3,006)	(2,960)
NET BOOK VALUE 31 DECEMBER	249	105	249	105

10 TANGIBLE FIXED ASSETS

	Group 2019			Charity 2019		
	Property	Equipment	Total	Property	Equipment	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost at 1 January	43,386	2,536	45,922	13,569	2,536	16,105
Additions during the year	1,887	5	1,892	-	5	5
Disposals during the year	(2,166)	(22)	(2,188)	(1,294)	(22)	(1,316)
Cost at 31 December	43,107	2,519	45,626	12,275	2,519	14,794
Depreciation at 1 January	(10,444)	(2,340)	(12,784)	(3,769)	(2,340)	(6,109)
Depreciation for the year	(1,113)	(98)	(1,211)	(330)	(98)	(428)
Depreciation on disposals during the year	730	22	752	517	22	539
Accumulated depreciation at 31 December	(10,827)	(2,416)	(13,243)	(3,582)	(2,416)	(5,998)
NET BOOK VALUE 31 DECEMBER 2019	32,280	103	32,383	8,693	103	8,796

	Group 2018			Charity 2018		
	Property	Equipment	Total	Property	Equipment	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Cost at 1 January	41,918	2,527	44,445	13,451	2,527	15,978
Additions during the year	2,302	9	2,311	118	9	127
Disposals during the year	(834)	-	(834)	-	-	-
Cost at 31 December	43,386	2,536	45,922	13,569	2,536	16,105
Depreciation at 1 January	(9,680)	(2,160)	(11,840)	(3,413)	(2,160)	(5,573)
Depreciation for the year	(940)	(180)	(1,120)	(356)	(180)	(536)
Depreciation on disposals during the year	176	-	176	-	-	-
Accumulated depreciation at 31 December	(10,444)	(2,340)	(12,784)	(3,769)	(2,340)	(6,109)
NET BOOK VALUE 31 DECEMBER 2018	32,942	196	33,138	9,800	196	9,996

	2019			2018		
	Property	Equipment	Total	Property	Equipment	Total
	£'000	£'000	£'000	£'000	£'000	£'000
NET BOOK VALUE AT 31 DECEMBER IS ANALYSED AS FOLLOWS:						
Gulf Trust Fund (restricted fund)	139	-	139	144	-	144
Princess Marina House	3,776	103	3,879	3,885	185	4,070
RAFBF/RAFA respite homes	-	-	-	777	-	777
Headquarters - London	4,778	-	4,778	4,994	11	5,005
CHARITY	8,693	103	8,796	9,800	196	9,996
RAFBF Housing Trust Ltd	23,587	-	23,587	23,142	-	23,142
GROUP	32,280	103	32,383	32,942	196	33,138

THE NET BOOK VALUE OF PROPERTIES COMPRISES:

Freehold	31,725		32,205
Long leasehold	555		737
	32,280		32,942

Properties held by the RAF Benevolent Fund Housing Trust Ltd support charitable activities. Properties are held so that beneficiaries, including wounded, injured or sick personnel who have been medically discharged from the RAF, can live in suitable, usually heavily adapted accommodation. Properties are stated at historical cost and depreciated as per the policy stated in Note 1.

11 FIXED ASSET INVESTMENTS

	Group		Charity	
	2019	2018	2019	2018
	£'000	£'000	£'000	£'000
UK LISTED INVESTMENTS				
Market value at 1 January	82,693	88,098	77,525	82,973
Additions	30,725	217	30,500	17
Withdrawals	(43,071)	(383)	(43,071)	(383)
Net investment gains/(losses)	11,928	(5,239)	10,999	(5,082)
Market value at 31 December	82,275	82,693	75,953	77,525
SHARE OF JOINT VENTURE				
Joint venture RAF100 Appeal at 1 January	593	308	-	-
Movement in share of joint venture	(478)	285	-	-
Joint venture RAF100 Appeal at 31 December	115	593	-	-
TOTAL FIXED ASSET INVESTMENTS	82,390	83,286	75,953	77,525
UK LISTED INVESTMENTS ARE REPRESENTED BY				
Pooled funds and unit trusts	76,027	82,132	69,705	76,964
Cash holding in investments	5,687	-	5,687	-
RAF Disabled Holiday Trust Bonds	561	561	561	561
TOTAL	82,275	82,693	75,953	77,525

The Charity is the only Trustee of the RAF Disabled Holiday Trust whose net assets to the value of £561K are included within investments. Also included is the Charity's share capital in the RAFBF Trading Co Ltd of £1. The results of this subsidiary entity are shown in Note 26.

The RAF100 Appeal was established in January 2016. Its principal activity was to agree and coordinate plans and associated fundraising activities for the RAF centenary year. On completion of the joint venture project any surplus reserves have been or will be distributed as agreed among the joint venture partners. The Charity's 20% share of the net assets of the joint venture is shown above as part of the total fixed asset investments. The investment and the net income attributable are calculated on the basis of the funds under the joint venture's control.

As a result of the Covid-19 pandemic in 2020 the markets have entered a period of volatility and investment values have fallen. As at the end of May 2020 overall investments held by the Charity had fallen approximately 2%.

12 LOANS TO BENEFICIARIES

	Group		Charity	
	2019	2018	2019	2018
	£'000	£'000	£'000	£'000
Balance at 1 January	9,985	11,046	9,985	11,046
New loans	135	418	135	418
Interest charged	104	91	104	91
	10,224	11,555	10,224	11,555
Repayments	(900)	(1,551)	(900)	(1,551)
Loans converted to grants	(17)	(15)	(17)	(15)
Bad debts written off	(2)	(7)	(2)	(7)
Provision for loan conversion	-	3	-	3
BALANCE AT 31 DECEMBER	9,305	9,985	9,305	9,985

Loans are provided so that beneficiaries can continue to live in their own homes. Loan interest is charged depending on the nature of the case and where applicable, the interest rate is substantially below commercial rates. The outstanding loans include balances totalling £9.2M (2018: £9.9M) which are secured by legal charges on the assets of the beneficiaries. The majority of loans have no fixed repayment date and are normally repayable from the beneficiary's estate. Provision for loan conversion is calculated at 10% of unsecured loans which currently is £96K.

13 DEBTORS

	Group		Charity	
	2019	2018	2019	2018
	£'000	£'000	£'000	£'000
Legacies	7,188	7,187	7,102	7,187
Inter company balance	-	-	12,315	12,086
Other debtors	597	1,066	479	825
Prepayments	84	238	84	238
	7,869	8,491	19,980	20,336

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group		Charity	
	2019	2018	2019	2018
	£'000	£'000	£'000	£'000
Trade creditors	520	482	520	482
Taxation and social security costs	253	221	249	218
Accruals for grants payable	1,862	912	1,839	902
Other creditors	249	688	156	607
	2,884	2,303	2,764	2,209

15 PENSION COMMITMENTS

The Royal Air Force Benevolent Fund pension arrangements are as follows:

A Group Personal Pension Scheme made up of a collection of individual pension plans arranged by the Fund is provided by an insurance provider. This service has been provided by Royal London since November 2016. The liability of the employer is limited to the contributions it makes which amounted to £593K (2018: £501K) of which £62K remained payable at the year end (2018: £53K).

The Royal Air Force Benevolent Fund Staff Pension Fund is a defined benefit scheme. The scheme was closed to new members on 31 August 2005 and was closed to future accrual on 1 April 2014. The most recent actuarial valuation was carried out as at 31 December 2017. The results of this valuation have been updated to 31 December 2019 by a qualified actuary. Under the schedule of contributions agreed as part of the actuarial valuation as at 31 December 2017, the employer paid £500K during 2019 (2018: £500K). Based on the current Schedule of Contributions, it is expected that the employer's contributions to the Scheme over the accounting year to 31 December 2020 will be £500K.

	2019	2018
	£'000	£'000
RECONCILIATION OF FUNDED STATUS TO BALANCE SHEET		
Defined benefit obligation	(37,767)	(34,526)
Fair value of plan assets	24,039	22,231
NET DEFINED BENEFIT LIABILITY	(13,728)	(12,295)

The amounts recognised in the SOFA are as follows:

Net interest expense on net defined benefit liability	337	369
Total pension expense recognised in the SOFA	337	369

RECONCILIATION OF DEFINED BENEFIT OBLIGATION OVER THE YEAR

Defined benefit obligation as at 1 January 2019	(34,526)	(37,973)
Interest expenses on defined benefit obligation	(948)	(934)
Remeasurement – effect of experience adjustments gain	40	1,990
Remeasurement – effect of changes in assumptions (loss)/gain	(3,668)	1,204
Benefits paid	1,335	1,187
Defined benefit obligation as at 31 December 2019	(37,767)	(34,526)

	2019	2018
	£'000	£'000
CHANGES IN THE FAIR VALUE OF PLAN ASSETS OVER THE YEAR:		
Fair value of plan assets as at 1 January 2019	22,231	22,958
Interest income on plan assets	611	565
Remeasurement – return on plan assets excluding interest income (loss)/gain	2,032	(605)
Contributions by employer	500	500
Benefits paid	(1,335)	(1,187)
Fair value of plan assets as at 31 December 2019	24,039	22,231
Return on plan assets	2,643	(40)
REMEASUREMENTS RECOGNISED IN SOFA		
Remeasurement – effect of experience adjustments gain	40	1,990
Remeasurement – effect of changes in assumptions (loss)/gain	(3,668)	1,204
Remeasurement – return on plan assets excluding interest income gain/(loss)	2,032	(605)
Total remeasurement (loss)/gain recognised in SOFA	(1,596)	2,589

	2019		2018	
	£'000	%	£'000	%
ASSETS				
Target Return Fund	23,623	98.3%	21,657	97.4%
Bonds	193	0.8%	352	1.6%
Cash/other	223	0.9%	222	1.0%
	24,039	100%	22,231	100%

	2019	2018
PRINCIPAL ACTUARIAL ASSUMPTIONS AT THE BALANCE SHEET DATE		
Discount rate	2.0%	2.8%
RPI inflation rate	3.2%	3.4%
CPI inflation rate	2.2%	2.4%
Increases to pensions in deferment (CPI max 5%)	2.2%	2.4%
Increases to pensions in payment (CPI max 5%)	2.3%	2.4%
Commutation (% of pension)	25%	25%
Mortality – base table	S2PA	S2PA
Mortality – allowance for future improvements	CMI 2017	CMI 2017
	1.0% LTR	1.0% LTR
Life expectancies from age 63:		
Male currently aged 63	86.6	86.6
Female currently aged 63	88.6	88.5
Male currently aged 43	87.8	87.7
Female currently aged 43	89.9	89.8

	2019	2018	2017	2016	2015
	£'000	£'000	£'000	£'000	£'000
AMOUNTS FOR CURRENT AND PREVIOUS FOUR PERIODS ARE AS FOLLOWS					
Defined benefit obligation	(37,767)	(34,526)	(37,973)	(37,650)	(29,250)
Fair value of plan assets	24,039	22,231	22,958	23,204	23,184
Deficit	(13,728)	(12,295)	(15,015)	(14,446)	(6,066)

16 RELATED PARTY DISCLOSURE

Donations to the value of £249 (2018: £494) were received from individual Trustees in the year. Details of all inter-company transactions are shown in Note 26 on subsidiary entities. There were no other related party transactions.

17 CAPITAL COMMITMENTS

Planned capital commitments in 2020 are the continuing introduction of a new accounting system which has a budget remaining of £260K. The total budget for this project has been estimated at £450K with £190K capitalised in the current period.

18 ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

	Unrestricted funds		Restricted funds		Endowment funds		Total funds	
	2019	2018	2019	2018	2019	2018	2019	2018
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
FUND BALANCES AT 31 DECEMBER ARE REPRESENTED BY								
Tangible, intangible fixed assets	32,493	33,099	139	144	-	-	32,632	33,243
Investments	73,146	76,024	3,203	1,963	6,041	5,299	82,390	83,286
Loans to beneficiaries	9,167	9,847	138	138	-	-	9,305	9,985
Current assets	11,005	6,468	3,596	5,668	514	500	15,115	12,636
Current liabilities	(2,356)	(1,787)	-	(2)	(528)	(514)	(2,884)	(2,303)
Pension liability	(13,728)	(12,295)	-	-	-	-	(13,728)	(12,295)
TOTAL NET ASSETS	109,727	111,356	7,076	7,911	6,027	5,285	122,830	124,552

19 OPERATING LEASES

At 31 December 2019 the group had total annual commitments under non-cancellable operating leases, all for office equipment and vehicles as follows:

	2019	2018
	£	£
PAYMENTS DUE: OFFICE EQUIPMENT AND VEHICLES		
Within one year	58,479	29,480
Within two to five years	51,161	42,388
Greater than five years	-	-
TOTAL	109,640	71,868

20 CONTINGENT LIABILITY

The last triennial valuation of the Staff Pension Fund (SPF) identified a deficit of £3.65M as at 31 December 2017, on an agreed prudent funding basis. The Charity is required to enter into a Recovery Plan to extinguish the deficit. The plan commits the Charity to making annual payments of £500K until the earlier of 31 December 2024 or such date as when the deficit is extinguished.

The Trustees of the RAF Benevolent Fund have granted a legal mortgage over the Charity's head office at 67 Portland Place and 45 Devonshire Close, London, in favour of the Trustees of the SPF.

This charge is to secure future payments from the Charity to the SPF to extinguish the deficit. The obligation secured by the mortgage is in accordance with applicable statutory requirements. The Trustees have also complied with the requirements of section 124 of the Charities Act 2011 to obtain and consider proper advice.

A formal valuation of the property, which is held on a long lease (virtual freehold) interest, was carried out in August 2019 and the market value was placed at £11M. This property is shown at a net book value of £4.8M in the balance sheet.

21 WELFARE PROGRAMMES AND GRANTS

GRANT FUNDING TO THE SERVING ROYAL AIR FORCE	2019	2018
	£	£
GENERAL WELFARE		
Citizens Advice Station Outreach Clinic	-	15,000
Mid Lincolnshire CAB (RAF Digby, Coningsby, Cranwell)	-	13,543
Norfolk CAB (RAF Marham)	-	9,000
Rutland CAB (RAF Wittering)	3,500	-
	3,500	37,543
STATION GRANTS		
RAF Benson	158,000	49,700
RAF Boulmer	143,889	-
MOD Boscombe Down	-	2,850
BFSAI Falklands	-	19,091
RAF Brize Norton	50,000	65,000
RAF Coningsby	121,476	1,800
RAF Cosford	305,645	33,837
RAF College Cranwell	-	4,530
RAF Digby	1,648	9,000
Digby JSSU	-	8,500
JSSU Cyprus	6,375	-
RAF Episkopi	71,093	-
RAF Fylingdales	400	-
RAF Halton	-	55,868
RAF Henlow	-	5,000
RAF High Wycombe	145,988	12,286
RAF Honington	74,874	40,435
Iraq Op Shader	-	3,228
RAF Leeming	57,035	21,201
RAF Linton-on-Ouse	4,795	10,000
RAF Lossiemouth	20,108	30,607
RAF Marham	4,600	17,940
RAF Northolt	-	20,057
RAF Northwood	11,460	-
RAF Odiham	113,426	29,741
RAF Scampton	93,550	17,201
RAF Shawbury	453,638	6,833
MOD Southwick Park	13,203	-
RAF Spadeadam	-	36,280
RAF St Mawgan	7,800	-
Stafford TSW	-	15,000
RAF Valley	128,184	10,613
RAF Waddington	110,350	61,120
RAF Wittering	10,360	197,601
LUAS Woodvale	-	4,502
RAF Wyton	2,785	9,620
RAF Small Arms Association	9,475	-
RAF Families' Day funding programme at 37 RAF stations (2018: 41 stations)	44,260	50,050
	2,164,417	849,491
TOTAL GRANT FUNDING TO THE SERVING ROYAL AIR FORCE	2,167,917	887,034

CONTRACTED SERVICES TO SUPPORT THE SERVING ROYAL AIR FORCE	2019	2018
	£	£
AIRPLAY PROGRAMME		
RAF stations – Youth support programme	1,268,137	1,142,274
RAF stations – Ben Play parenting and play parks	139,068	126,430
	1,407,205	1,268,704
GENERAL SUPPORT		
Reading Force	21,052	25,014
RAF Families Federation	-	15,000
Relate – Building Stronger Families	3,000	3,000
	24,052	43,014
TOTAL CONTRACTED SERVICES TO THE SERVING ROYAL AIR FORCE	1,431,257	1,311,718
TOTAL GRANTS AND CONTRACTED SERVICES TO SUPPORT THE SERVING ROYAL AIR FORCE	3,599,174	2,198,752

CONTRACTED SERVICES TO SUPPORT SERVING AND VETERANS' COMMUNITIES	2019	2018
	£	£
WELLBEING PARTNERSHIPS		
Headspace/Anxiety UK (Mental Wellbeing)	17,534	80,559
Cruse Bereavement	-	7,494
Community Network/Silver Line	42,495	27,016
GamCare/Work Stress Management	22,950	34,247
Work Stress Management (Listening and Counselling)	198,725	-
Anxiety UK (Listening and Counselling)	93,906	-
Workshop and coaching	8,484	-
Digital tools	36,564	-
Regular Forces Employment Association	-	39,435
	420,658	188,751
RELATIONSHIP SUPPORT		
Relate – Relationship counselling/mediation	152,460	112,540
TOTAL CONTRACTED SERVICES TO SUPPORT SERVING AND VETERANS' COMMUNITIES	573,118	301,291

GRANT FUNDING TO THE VETERANS' COMMUNITY	2019	2018
	£	£
317 Sqn MT Association	750	-
Addaction	-	15,000
Age Concern Spain – ACASA	18,000	17,850
Alzheimer's Society	22,500	-
Bridge For Heroes	4,000	-
Bright Rebel Coaching	140	-
Brighterway	2,000	-
Combat Stress	250,000	250,000
Czech Veterans	-	4,733
Defence Medical Welfare Service	-	15,000
FirstLight Trust	-	5,000
Hartlepool Community Sports Foundation	1,000	-
Horseback UK	7,500	6,000
Mow and Grow	4,000	-
Mutual Support	7,500	8,000
National Association of Swimming Clubs for the Handicapped	-	500
National Gulf Veterans and Families Association	11,500	12,785
Odyssey Project	-	1,500
On Course Foundation	5,000	-
Polish Veterans	-	6,240
Poppy Scotland – ASAP	20,000	20,000
Prison Radio Association	-	2,400
RAF Widows' Association	34,000	-
Royal Air Forces Association (support towards caseworking costs)	35,000	-
Royal Canadian Legion	1,315	-
Royal Commonwealth Ex-Services League (includes support towards caseworking costs)	31,624	37,174
Royal Observer Corps Association 25 Group	-	250
Scotty's Little Soldiers	3,300	-
Slovak Veterans	-	15,600
Spinal Injuries Association	-	6,000
SSAFA, the Armed Forces Charity (includes support towards caseworking costs)	70,000	97,500
Step Together Volunteering	10,000	10,000
Stoll	12,000	12,000
Taxi Charity for Military Veterans	5,000	5,000
The Gwennili Trust	2,000	1,000
The Matthew Project	5,000	-
The Not Forgotten Association	15,000	15,000
The Ripple Pond	1,376	-
Turn to Starboard	12,500	10,000
Veterans Outreach Support	12,500	8,000
Victoria Cross and George Cross Association	750	-
Waterloo Uncovered	5,000	-
ZANE	-	12,500
	610,255	595,032

GRANT FUNDING TO THE VETERANS' COMMUNITY (cont)	2019	2018
	£	£
EMPLOYMENT SUPPORT		
Company of Makers	-	2,000
Future for Heroes	4,500	3,500
The Poppy Factory	19,000	19,000
HighGround	-	12,500
Regular Forces Employment Association	58,000	56,500
SaluteMyJob	14,000	15,000
Skills Force	4,500	-
Walking With The Wounded	12,500	-
The Warrior Programme	15,000	-
CatZero Ltd	3,500	-
	131,000	108,500
HOUSING SUPPORT		
AF&V Launchpad Ltd	-	7,500
Broughton House	18,000	50,000
Erskine	-	25,000
Royal British Legion Industries	-	50,000
Scottish Veterans Residences	10,000	-
Single Homelessness Action In Durham	2,500	-
Veterans Aid	15,000	70,000
Queen Elizabeth Hospital Birmingham Hospital Charity – Fisher House	10,000	10,000
Alabaré Christian Care Centres	15,000	10,000
	70,500	222,500
RESIDENTIAL & RESPITE CARE		
British Nuclear Test Veterans	-	6,000
Broughton House	-	18,000
Care for Veterans (previously Queen Alexandra Hospital Home)	20,000	19,000
Royal Star and Garter Homes	-	57,600
The Curphey Home	3,000	3,000
Lord Kitchener Memorial Holiday Centre	-	7,052
Music in Hospitals and Care	4,000	5,000
Revitalise	11,500	27,000
	38,500	142,652
TOTAL GRANT FUNDING TO THE VETERANS' COMMUNITY	850,255	1,068,684
TOTAL GRANT AND CONTRACTED SERVICES PAYMENTS TO THIRD PARTIES	5,022,547	3,568,727
Total contracted services	2,004,375	1,613,009
Total discretionary grants	3,018,172	1,955,718
TOTAL COST OF SUPPORT THROUGH GRANTS AND CONTRACTED SERVICES	5,022,547	3,568,727

22 STATEMENT OF FUNDS

	At 1 January 2019	Income	Expenditure	Net gains/ (losses)	Transfers	Group at 31 December 2019	Charity at 31 December 2019
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
General reserve	92,997	20,884	(24,039)	10,058	(135)	99,765	87,167
Designated funds – see Note 23	30,654	388	(8,091)	929	(190)	23,690	17,178
Pension reserve	(12,295)	-	(337)	(1,596)	500	(13,728)	(13,728)
TOTAL UNRESTRICTED FUNDS	111,356	21,272	(32,467)	9,391	175	109,727	90,617
Restricted income funds – see Note 24	7,911	454	(1,526)	199	38	7,076	6,961
Endowment funds – see Note 25	5,285	213	-	742	(213)	6,027	6,027
TOTAL FUNDS	124,552	21,939	(33,993)	10,332	-	122,830	103,605

	At 1 January 2018	Income	Expenditure	Net gains/ (losses)	Transfers	Group at 31 December 2018	Charity at 31 December 2018
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
General reserve	128,214	19,639	(25,096)	(4,334)	(25,426)	92,997	81,496
Designated funds – see Note 23	5,558	374	(221)	(157)	25,100	30,654	25,100
Pension reserve	(15,015)	-	(369)	2,589	500	(12,295)	(12,295)
TOTAL UNRESTRICTED FUNDS	118,757	20,013	(25,686)	(1,902)	174	111,356	94,301
Restricted income funds – see Note 24	6,684	2,300	(951)	(159)	37	7,911	7,319
Endowment funds – see Note 25	5,874	211	-	(589)	(211)	5,285	5,285
TOTAL FUNDS	131,315	22,524	(26,637)	(2,650)	-	124,552	106,905

UNRESTRICTED FUNDS

The sum of £23.7M (2018: £30.7M) is included in unrestricted funds and relates to the following designated reserves:

£6.5M (2018: £5.6M)	Reserves held by the RAF Dependants Fund to relieve immediate financial distress in the event of the death of a subscriber by giving a tax-free grant, payable at the discretion of the Charity
£2.0M (2018: £2.7M)	Fundraising development and systems upgrade
£3.6M (2018: £4.8M)	Investment in Airplay programmes on RAF stations
£6.4M (2018: £8.9M)	Reaching out campaign to elderly veterans and costs of additional services
£5.2M (2018: £8.7M)	Funds for developing and providing enhanced welfare services

The transfer of £500K (2018: £500K) from general reserves to the pension reserve represents the Charity's contribution paid into the defined benefit pension scheme in the year. Endowment dividends are also transferred to general or restricted funds depending on the terms of the endowment.

RESTRICTED INCOME FUNDS – OVER £100,000 AT YEAR END

Bomber Command Memorial	Maintenance of the Bomber Command Memorial in Green Park, Piccadilly
Fulmer Fund	These funds are held for those in the serving RAF in need of maternity services, post-natal services or the provision of childcare facilities on RAF bases
Gulf Trust	These funds are held in a ring-fenced fund for the benefit of RAF Gulf War veterans
Lowe Trust	Supports Battle of Britain veterans and their descendants
Respite Care – LIBOR	LIBOR funding received to increase and develop our respite care provision
RAF Disabled Holiday Trust	Providing holidays to severely disabled serving and ex-RAF personnel and their immediate dependants
The April Fools' Club	Respite at Princess Marina House including serving respite support
Afghan Brain Injury	Support to veterans of Afghanistan who have sustained a brain injury
Afghan – LIBOR	LIBOR funds which support and provide assistance to veterans of the Afghanistan conflict
LIBOR funding for serving RAF	LIBOR funding to provide support for serving RAF personnel
RAF100 Appeal	Share of funding from joint venture established to mark RAF centenary year

ENDOWMENT FUNDS – OVER £100,000 AT YEAR END

E H Jubb Fund	For the benefit of aircrew, their widows and dependants
Newton Driver Memorial Fund	For the maintenance and upkeep of property used as a home for members of the RAF and their dependants who are convalescent or disabled. If the income cannot be used for this purpose it can be applied for general purposes of the Fund
Viscount Nuffield Endowment	Income used for general purposes
Hector Pilling Memorial Fund	To provide financial assistance for foundationers at the Duke of Kent School
RAF Prize Trust	To help with the education of dependants of deceased members of the RAF killed on duty or attributable to Service
Douglas Turner Benefaction	To be used for the assistance or benefit, including education, of former or future pilots and navigators and their dependants
RAFBF Educational Endowment Fund	To promote the education of the children of members of the Royal Air Force
RAFBF Educational Expendable Fund	To promote the education of the children of members of the Royal Air Force
Peter Henry Slater-Eiggert Memorial Fund	For the benefit of ex-members and dependants of 83 Squadron
The Revd. James Edmund Strickland Memorial Fund	For the use of general purposes of the Royal Air Force Benevolent Fund

23 DESIGNATED FUNDS

	At 1 January 2019	Income	Expenditure	Net gains/ (losses)	Transfers	At 31 December 2019
	£'000	£'000	£'000	£'000	£'000	£'000
Fundraising development and systems upgrade	2,700	-	(540)	-	(190)	1,970
Investment in Airplay programmes	4,800	-	(1,233)	-	-	3,567
New and enhanced welfare services	8,700	-	(3,503)	-	-	5,197
Centenary campaign and associated additional costs	8,900	-	(2,456)	-	-	6,444
Total designated funds – Charity	25,100	-	(7,732)	-	(190)	17,178
RAF Dependants Fund	5,554	388	(359)	929	-	6,512
TOTAL DESIGNATED FUNDS – GROUP	30,654	388	(8,091)	929	(190)	23,690

	At 1 January 2018	Income	Expenditure	Net gains/ (losses)	Transfers	At 31 December 2018
	£'000	£'000	£'000	£'000	£'000	£'000
Fundraising development and systems upgrade	-	-	-	-	2,700	2,700
Investment in Airplay programmes	-	-	-	-	4,800	4,800
New and enhanced welfare services	-	-	-	-	8,700	8,700
Centenary campaign and associated additional costs	-	-	-	-	8,900	8,900
Total designated funds - Charity	-	-	-	-	25,100	25,100
RAF Dependants Fund	5,558	374	(221)	(157)	-	5,554
TOTAL DESIGNATED FUNDS – GROUP	5,558	374	(221)	(157)	25,100	30,654

24 RESTRICTED FUNDS

	As at 1 January 2019	Income	Expenditure	As at 31 December 2019		As at 1 January 2018	Income	Expenditure	As at 31 December 2018
	£	£	£	£		£	£	£	£
EDUCATION									
Air Vice-Marshal Frank Felgate Memorial Prize	-	-	-	-		497	-	(497)	-
Group Captain W E Purdin Memorial Fund	-	98	(98)	-		774	97	(871)	-
RAF Prize Trust	-	8,603	(8,603)	-		-	8,546	(8,546)	-
RAFBF Educational Endowment Fund	-	19,366	(19,366)	-		-	19,239	(19,239)	-
RAFBF Educational Expendable Fund	-	5,442	(5,442)	-		-	5,198	(5,198)	-
RAFBF Education	-	4,253	(4,253)	-		-	20,771	(20,771)	-
Douglas Turner Benefaction	-	4,610	(4,610)	-		-	4,579	(4,579)	-
	-	42,372	(42,372)	-		1,271	58,430	(59,701)	-
PRINCESS MARINA HOUSE (PMH) AND RESPITE CARE									
Princess Marina House Amenities Fund	98,267	14,143	(47,526)	64,884		74,419	61,450	(37,602)	98,267
Princess Marina House Shencot/Seacot House	1,725	1,829	(3,554)	-		-	1,725	-	1,725
Princess Marina House Other	-	1,000	(1,000)	-		-	-	-	-
The April Fools' Club – serving respite care	109,188	-	-	109,188		109,188	-	-	109,188
	209,180	16,972	(52,080)	174,072		183,607	63,175	(37,602)	209,180
HOUSING									
Housing Trust General Restricted Fund	-	28,229	(28,229)	-		-	97,645	(97,645)	-
Housing Trust Property Adaptations Project	-	-	-	-		-	17,000	(17,000)	-
	-	28,229	(28,229)	-		-	114,645	(114,645)	-
OTHER									
Bomber Command Memorial	1,766,404	819,160	(72,980)	2,512,584		1,755,902	198,073	(187,571)	1,766,404
Gulf Trust	404,021	18,590	(12,500)	410,111		399,797	18,459	(14,235)	404,021
	2,170,425	837,750	(85,480)	2,922,695		2,155,699	216,532	(201,806)	2,170,425
WELFARE PROGRAMMES									
Aged Veteran Fund	-	-	-	-		-	10,103	(10,103)	-
Aged Veteran Lunch Club	(64)	5,064	(284)	4,716		-	11,976	(12,040)	(64)
Aged Veteran Respite at Home	2,834	180	(3,014)	-		30,060	36,285	(63,511)	2,834
Airplay	-	35,000	(35,000)	-		-	12,670	(12,670)	-
Cloud 9 Project	-	-	-	-		-	33,490	(33,490)	-
Building Stronger Families, LIBOR	-	-	-	-		784	-	(784)	-
RAF Families' Fun Day	-	-	-	-		1,000	-	(1,000)	-
Mrs H M Jerham Memorial Fund	2,928	-	-	2,928		2,928	-	-	2,928
RAF stations	-	6,000	(6,000)	-		-	2,500	(2,500)	-
Anxiety UK	-	-	-	-		-	10,000	(10,000)	-
Bereavement support	2,506	-	-	2,506		-	10,000	(7,494)	2,506
Listening, Counselling and Wellbeing Services	-	-	-	-		-	8,149	(8,149)	-
Restricted to RAF Valley play parks refurbishment	9,449	-	-	9,449		-	21,750	(12,301)	9,449
Restricted to Serving RAF	977,500	-	(503,568)	473,932		-	1,000,000	(22,500)	977,500
	995,153	46,244	(547,866)	493,531		34,772	1,156,923	(196,542)	995,153

24 RESTRICTED FUNDS (Continued)

	As at 1 January 2019	Income	Expenditure	As at 31 December 2019		As at 1 January 2018	Income	Expenditure	As at 31 December 2018
	£	£	£	£		£	£	£	£
INDIVIDUAL WELFARE									
Advice and Advocacy	-	10,206	(4,458)	5,748	Advice and Advocacy	-	11,385	(11,385)	-
Afghan Brain Injury	226,728	-	-	226,728	Afghan Brain Injury	224,845	1,883	-	226,728
Afghan: LIBOR	304,229	-	(114,913)	189,316	Afghan: LIBOR	308,964	-	(4,735)	304,229
Barclays Transitional Grants Funding	-	-	-	-	Barclays Transitional Grants Funding	6,336	-	(6,336)	-
Various legacies – beneficiaries in Lossiemouth	25,000	-	(25,000)	-	Various legacies – beneficiaries in Lossiemouth	-	25,000	-	25,000
Various legacies – beneficiaries in Scotland	-	151,066	(151,066)	-	Various legacies – beneficiaries in Scotland	-	341,810	(341,810)	-
RAF Disabled Holiday Trust	568,705	7,055	-	575,760	RAF Disabled Holiday Trust	570,995	7,155	(9,445)	568,705
Fulmer Fund	240,555	-	-	240,555	Fulmer Fund	240,555	-	-	240,555
General welfare (individual)	52,295	30,212	(82,507)	-	General welfare (individual)	-	55,250	(2,955)	52,295
General welfare – Devon, Cornwall & Somerset	500	-	(500)	-	General welfare – Devon, Cornwall & Somerset	-	500	-	500
Lowe Trust	572,209	-	-	572,209	Lowe Trust	573,259	-	(1,050)	572,209
Restricted to air crew	75,000	-	(75,000)	-	Restricted to air crew	75,000	-	-	75,000
Restricted to Suffolk	60	-	(60)	-	Restricted to Suffolk	-	60	-	60
Restricted to Yorkshire	1,000	-	(1,000)	-	Restricted to Yorkshire	-	1,000	-	1,000
Home adaptations in Cheshire	1,000	-	(1,000)	-	Home adaptations in Cheshire	-	1,000	-	1,000
Second World War veterans	-	-	-	-	Second World War veterans	650	-	(650)	-
	2,067,281	198,539	(455,504)	1,810,316		2,000,604	445,043	(378,366)	2,067,281
RESPITE CARE - LIBOR					RESPITE CARE - LIBOR				
PMH Lunch Club	200,000	-	(200,000)	-	PMH Lunch Club	200,000	-	-	200,000
Additional respite PMH houses	700,000	-	(10,981)	689,019	Additional respite PMH houses	700,000	-	-	700,000
Additional respite north of England	417,625	-	(33,284)	384,341	Additional respite north of England	500,000	-	(82,375)	417,625
Respite breaks	247,001	-	-	247,001	Respite breaks	250,000	-	(2,999)	247,001
Day respite breaks	250,000	-	(7,315)	242,685	Day respite breaks	250,000	-	-	250,000
General funds for project costs	63,000	-	(63,000)	-	General funds for project costs	100,000	-	(37,000)	63,000
	1,877,626	-	(314,580)	1,563,046		2,000,000	-	(122,374)	1,877,626
RAF100 Appeal – 20% share in joint venture	592,313	(477,555)	-	114,758	RAF100 Appeal – 20% share in joint venture	307,645	284,668	-	592,313
TOTAL RESTRICTED FUNDS	7,911,978	692,551	(1,526,111)	7,078,418	TOTAL RESTRICTED FUNDS	6,683,598	2,339,416	(1,111,036)	7,911,978

25 ENDOWMENT FUNDS

The purpose of funds exceeding £100,000 is set out under Note 22.

	As at 1 January 2019	Net income	Transferred out	Unrealised gain	As at 31 December 2019		As at 1 January 2018	Net income	Transferred out	Unrealised loss	As at 31 December 2018
	£	£	£	£	£		£	£	£	£	£
PERMANENT ENDOWMENT FUNDS WITH UNRESTRICTED INCOME						PERMANENT ENDOWMENT FUNDS WITH UNRESTRICTED INCOME					
Pilot Officer J P L Branson Memorial Fund	43,067	1,732	(1,732)	6,050	49,117	Pilot Officer J P L Branson Memorial Fund	47,867	1,721	(1,721)	(4,800)	43,067
Pilot Officer James Erskine Cuning Memorial Fund	40,531	1,630	(1,630)	5,693	46,224	Pilot Officer James Erskine Cuning Memorial Fund	45,048	1,619	(1,619)	(4,517)	40,531
Flying Officer L S Delaney Trust	11,772	473	(473)	1,654	13,426	Flying Officer L S Delaney Trust	13,084	470	(470)	(1,312)	11,772
Paddy Finucane Memorial Fund	17,540	705	(705)	2,464	20,004	Paddy Finucane Memorial Fund	19,495	701	(701)	(1,955)	17,540
Louise Alice Kay Memorial Fund	36,234	1,457	(1,457)	5,090	41,324	Louise Alice Kay Memorial Fund	40,272	1,448	(1,448)	(4,038)	36,234
Mosquito Memorial Fund	10,182	409	(409)	1,430	11,612	Mosquito Memorial Fund	11,317	407	(407)	(1,135)	10,182
Flying Officer Douglas Frank Newsham Memorial Fund	32,350	1,301	(1,301)	4,544	36,894	Flying Officer Douglas Frank Newsham Memorial Fund	35,956	1,293	(1,293)	(3,606)	32,350
Viscount Nuffield Endowment	936,510	37,664	(37,664)	131,553	1,068,063	Viscount Nuffield Endowment	1,040,886	37,418	(37,418)	(104,376)	936,510
Helen Mary Renton Fund	38,227	1,537	(1,537)	5,370	43,597	Helen Mary Renton Fund	42,488	1,527	(1,527)	(4,261)	38,227
RAF Rugby Union Fund	44,956	1,808	(1,808)	6,315	51,271	RAF Rugby Union Fund	49,966	1,796	(1,796)	(5,010)	44,956
Peter Henry Slater-Eiggert Memorial Fund	128,998	5,188	(5,188)	18,121	147,119	Peter Henry Slater-Eiggert Memorial Fund	143,375	5,154	(5,154)	(14,377)	128,998
The Revd. James Edmund Strickland Memorial Fund	92,917	3,737	(3,737)	13,052	105,969	The Revd. James Edmund Strickland Memorial Fund	103,273	3,712	(3,712)	(10,356)	92,917
	1,433,284	57,641	(57,641)	201,336	1,634,620		1,593,027	57,266	(57,266)	(159,743)	1,433,284
EXPENDABLE ENDOWMENT FUNDS WITH UNRESTRICTED INCOME						EXPENDABLE ENDOWMENT FUNDS WITH UNRESTRICTED INCOME					
Flying Officer William Dron Memorial Fund	2,173	87	(87)	305	2,478	Flying Officer William Dron Memorial Fund	2,415	87	(87)	(242)	2,173
Frederick Eley Fund	4,187	168	(168)	588	4,775	Frederick Eley Fund	4,654	167	(167)	(467)	4,187
Wing Commander J Higginson Fund	8,551	344	(344)	1,201	9,752	Wing Commander J Higginson Fund	9,504	342	(342)	(953)	8,551
Peter Grattan Holt Memorial Fund	44,563	1,792	(1,792)	6,259	50,822	Peter Grattan Holt Memorial Fund	49,527	1,780	(1,780)	(4,964)	44,563
E H Jubb Fund	296,806	11,937	(11,937)	41,693	338,499	E H Jubb Fund	329,886	11,859	(11,859)	(33,080)	296,806
Middle East Relief Fund	37,906	1,524	(1,524)	5,325	43,231	Middle East Relief Fund	42,131	1,515	(1,515)	(4,225)	37,906
Morley Fund	6,213	250	(250)	873	7,086	Morley Fund	6,906	248	(248)	(693)	6,213
Orlebar Memorial Fund	7,031	283	(283)	988	8,019	Orlebar Memorial Fund	7,815	281	(281)	(784)	7,031
Shattock Memorial Scholarship Fund	10,558	425	(425)	1,483	12,041	Shattock Memorial Scholarship Fund	11,735	422	(422)	(1,177)	10,558
Wooding Memorial Fund	7,532	303	(303)	1,058	8,590	Wooding Memorial Fund	8,372	301	(301)	(840)	7,532
	425,520	17,113	(17,113)	59,773	485,293		472,945	17,002	(17,002)	(47,425)	425,520
PERMANENT ENDOWMENT FUNDS WHERE THE USE OF THE INCOME IS RESTRICTED						PERMANENT ENDOWMENT FUNDS WHERE THE USE OF THE INCOME IS RESTRICTED					
Newton Driver Memorial Fund	1,901,566	76,476	(76,476)	267,116	2,168,682	Newton Driver Memorial Fund	2,113,501	75,977	(75,977)	(211,935)	1,901,566
Group Captain W E Purdin Memorial Fund	2,428	98	(98)	341	2,769	Group Captain W E Purdin Memorial Fund	2,699	96	(96)	(271)	2,428
RAFBF Educational Endowment Fund	481,535	19,366	(19,366)	67,642	549,177	RAFBF Educational Endowment Fund	535,203	19,240	(19,240)	(53,668)	481,535
Douglas Turner Benefaction	114,622	4,610	(4,610)	16,101	130,723	Douglas Turner Benefaction	127,397	4,580	(4,580)	(12,775)	114,622
	2,500,151	100,550	(100,550)	351,200	2,851,351		2,778,800	99,893	(99,893)	(278,649)	2,500,151
EXPENDABLE ENDOWMENT FUNDS WHERE THE USE OF THE INCOME IS RESTRICTED						EXPENDABLE ENDOWMENT FUNDS WHERE THE USE OF THE INCOME IS RESTRICTED					
Mrs H M Jereham Memorial Fund	26,417	1,062	(1,062)	3,711	30,128	Mrs H M Jereham Memorial Fund	29,361	1,055	(1,055)	(2,944)	26,417
Hector Pilling Memorial Fund	559,730	22,511	(22,511)	78,626	638,356	Hector Pilling Memorial Fund	622,114	22,364	(22,364)	(62,384)	559,730
RAF Prize Trust	213,904	8,603	(8,603)	30,047	243,951	RAF Prize Trust	237,744	8,546	(8,546)	(23,840)	213,904
RAFBF Educational Expendable Fund	126,358	5,082	(5,082)	17,750	144,108	RAFBF Educational Expendable Fund	140,441	5,049	(5,049)	(14,083)	126,358
	926,409	37,258	(37,258)	130,134	1,056,543		1,029,660	37,014	(37,014)	(103,251)	926,409
TOTAL ENDOWMENT FUNDS	5,285,364	212,562	(212,562)	742,443	6,027,807	TOTAL ENDOWMENT FUNDS	5,874,432	211,175	(211,175)	(589,068)	5,285,364

26 SUBSIDIARY ENTITIES

The results of the Fund's wholly owned subsidiary entities are included within the Consolidated SOFA as follows:

	RAFBF Trading Ltd		RAF Dependants Fund		RAF Dependants Income Trust Ltd		RAFBF Housing Trust Ltd		RAF Disabled Holiday Trust		Subsidiary entities	
	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
INCOME FROM:												
Donations	-	-	-	-	-	-	286	-	9	47	295	47
Investments	-	-	204	188	-	-	-	-	-	-	204	188
Other trading activities	78	95	-	-	-	-	-	-	-	-	78	95
Charitable activities	-	-	-	-	-	-	988	991	-	-	988	991
Profit on sale of properties	-	-	-	-	-	-	1,511	1,145	-	-	1,511	1,145
Subscriptions	-	-	184	186	31	51	-	-	-	-	215	237
	78	95	388	374	31	51	2,785	2,136	9	47	3,291	2,703
EXPENDITURE ON:												
Charitable activities	35	49	333	195	-	24	1,680	1,289	3	40	2,051	1,597
Other trading activities	35	36	-	-	-	-	-	-	-	-	35	36
Management and administration	8	10	26	26	31	27	-	-	-	-	65	63
	78	95	359	221	31	51	1,680	1,289	3	40	2,151	1,696
Net gains/(loss) on investment assets	-	-	929	(157)	-	-	-	-	(3)	(9)	926	(166)
NET RESULT OF SUBSIDIARY	-	-	958	(4)	-	-	1,105	847	3	(2)	2,066	841

RAFBF Trading Ltd

Company number 07768120

A Company set up for the RAF Benevolent Fund to conduct trading in support of its charitable objectives. The Company donated £35,053 to the Charity in 2019 (2018: £48,842).

The inter-company balance owed to the Charity at year end was £129,060 (2018: £154,244). The net assets at year end were £1 (2018: £1).

RAF Dependants Fund

Charity number 253492

A charity with the RAF Benevolent Fund as custodian trustee. Set up to promote the efficiency of the Royal Air Force through relieving dependants of deceased serving personnel from financial distress. There were 19 deaths in 2019 (2018: 12) and the dependants were paid £17,500 in each case.

The inter-company balance owed to the Charity at year end was £50,817 (2018: £24,613). The net assets at year end were £6,511,757 (2018: £5,554,421).

RAF Dependants Income Trust Ltd

Company number 01285364

A Company set up for RAF Dependants Fund subscribers to make further financial provision for their dependants in the event of their death in service. There were 11 member deaths in 2019 (2018: five) and beneficiaries received payments made on behalf of the Trust by the underwriters Aviva. The Company donated £nil to the Charity in 2019 (2018: £24,143).

The inter-company balance owed to the Charity at year end was £29,550 (2018: £29,143). The net assets at year end were £3,339 (2018: £3,339).

RAFBF Housing Trust Ltd

Company number 1058896
Charity number 264636
Scottish registered number SCO38218

A wholly owned subsidiary of the RAF Benevolent Fund. Its sole activity is to hold and operate properties of beneficiaries of the RAF Benevolent Fund.

The inter-company balance owed to the Charity at year end was £12,105,033 (2018: £11,855,084). The net assets at year end were £12,596,281 (2018: £11,491,696).

RAF Disabled Holiday Trust

Charity number 286019

A wholly owned subsidiary of the RAF Benevolent Fund. Its sole activity is to provide holidays to disabled serving and former members of the RAF and their dependants. The Trust purchases holiday bonds which entitles it to book holidays in the UK and Europe for its beneficiaries.

The inter-company balance owed by the Charity at year end was £2,696 (2018: £5,347). The net assets at year end were £571,405 (2018: £568,705).

RAF Benevolent Fund Gift in Kind amounted to £nil (2018: £36K).

SUBSIDIARY ORGANISATIONS

THE RAF BENEVOLENT FUND HOUSING TRUST LIMITED

Companies House: 01058896
Charity Commission: 264636
OSCR: SC038218

Directors/Trustees:

Mr Al Bennett
Wing Commander Sarah Davis (from 1 June 2020)
Air Vice-Marshal Simon Dougherty (until 11 May 2020)
Ms Victoria Fakehinde
Air Commodore Paul Hughesdon
Air Vice-Marshal David Murray (Chair) (until 20 April 2020)
Air Vice-Marshal Chris Elliot (Chair) (from 20 April 2020)

RAFBF TRADING LIMITED

Companies House: 07768120

Directors:

Mr Graeme Craig
Mr James Dooley
Ms Victoria Fakehinde
Mr Stephen John Gallico (until 1 January 2020)
Air Vice-Marshal David Murray (Chair) (until 20 April 2020)
Air Vice-Marshal Chris Elliot (Chair) (from 20 April 2020)
Mr Graeme Shankland
Mr John Trampleasure (until 4 May 2020)
Mr Mike Straney (from 4 May 2020)

THE RAF DEPENDANTS INCOME TRUST LIMITED

Companies House: 01285364

Directors:

Group Captain Jacqueline East
Ms Frances Brindle
Ms Victoria Fakehinde
Air Commodore Paul Hughesdon
Air Vice-Marshal David Murray (Chair) (until 20 April 2020)
Air Vice-Marshal Chris Elliot (Chair) (from 20 April 2020)
Mr Graeme Shankland

THE RAF BENEVOLENT FUND TRUSTEES LIMITED

Companies House: 00945083

Directors:

Mr Al Bennett
Wing Commander Sarah Davis (from 1 June 2020)
Air Vice-Marshal Simon Dougherty (until 11 May 2020)
Ms Victoria Fakehinde
Air Commodore Paul Hughesdon
Air Vice-Marshal David Murray (Chair) (until 20 April 2020)
Air Vice-Marshal Chris Elliot (Chair) (from 20 April 2020)

Dormant entity

ROYAL OBSERVER CORPS BENEVOLENT FUND

Charity Commission: 209640
OSCR: SC037659

Trustee:

RAF Benevolent Fund (Reg Charity: 1081009)

Dormant entity

THE RAF DEPENDANTS FUND

Charity Commission: 253492

Trustee:

RAF Benevolent Fund (Reg Charity: 1081009)

Management Committee members:

Group Captain Jacqueline East
Ms Frances Brindle
Ms Victoria Fakehinde
Air Commodore Paul Hughesdon
Air Vice-Marshal David Murray (Chair) (until 20 April 2020)
Air Vice-Marshal Chris Elliot (Chair) (from 20 April 2020)
Mr Graeme Shankland

Scheme Manager:

Mr Andy Cairns

RAFBF PROPERTY COMPANY LIMITED

Companies House: 10456754

Directors:

Air Commodore Paul Hughesdon
Mr Richard Ingham
Air Vice-Marshal David Murray (Chair) (until 20 April 2020)
Air Vice-Marshal Chris Elliot (Chair) (from 20 April 2020)
Air Vice-Marshal Elaine West
Ms Victoria Fakehinde

Dormant entity

THE RAF DISABLED HOLIDAY TRUST

Charity Commission: 286019

Trustee:

RAF Benevolent Fund (Reg Charity: 1081009)

Management Committee members:

Ms Victoria Fakehinde
Ms Rosalind Hall
Mr Leon Hart (effective January 2019)
Air Commodore Paul Hughesdon (Vice-Chair)
Air Vice-Marshal David Murray (Chair) (until 20 April 2020)
Air Vice-Marshal Chris Elliot (Chair) (from 20 April 2020)
Wing Commander Marie-Noelle Orzel
Mr Frank Sykes
Group Captain Anthony Terrett

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RAF Benevolent Fund is a registered charity in England and Wales (1081009) and Scotland (SCO38109)



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