



Royal Medical Benevolent Fund

The Doctors' Charity

Annual report and accounts Year ended 31st March 2021

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REPORT OF THE BOARD OF TRUSTEES FOR THE YEAR ENDED 31ST MARCH 2021

The Trustees submit their report and the financial statements of the Royal Medical Benevolent Fund (RMBF) for the year ended 31st March 2021. These were approved by the Board on 24th June 2021.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Rules and Articles of Association of the RMBF, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition issued October 2019).

1. OUR CHARITABLE OBJECTS

The objects of the RMBF are to prevent or relieve poverty and to relieve need arising from youth, age, ill health, disability and bereavement among people who are doctors or who have worked as doctors, and medical students and the dependants of all such individuals.

2. OUR AIMS, OBJECTIVES AND ACTIVITIES

2.1 Our aims

The RMBF aims to support doctors and their families through times of crisis and great hardship. We aim to help our beneficiaries to become independent and self-sufficient, and we may be able to consider longer term support when this is not possible.

Our Medical Student Programme aims to help medical students who are facing exceptional hardship to finalise their studies, qualify as doctors and complete their foundation years.

Our Refugee Doctors Programme works with key partners to help refugee doctors to secure GMC registration on successful completion of their exams and subsequently to obtain supervised employment in a training post in the NHS.

In addition we aim to keep under review emerging needs relating to doctors, medical students and their families.

2.2 Our objectives for 2020/21

Our key objectives were:

- To provide appropriate financial support to all eligible applicants and beneficiaries in need of help
- To continue the development of the RMBF volunteer network
- To raise the profile of the Charity in the profession so that those needing help know where to turn
- To develop partnerships with relevant organisations to maximise the Charity's impact
- To diversify and grow the Charity's income streams so that we can respond to increasing demand for our help
- To commission research to identify the extent of unmet need in doctors, medical students and families in financial difficulty

REPORT OF THE BOARD OF TRUSTEES (Continued) FOR THE YEAR ENDED 31st MARCH 2021

2. OUR AIMS, OBJECTIVES AND ACTIVITIES (Continued)

2.3 Our charitable activities

2.3.1 Grant making (the award of grants amounting to £421,986 in 2020/21).

The RMBF provides grants and loans to help with living costs, back to work and retraining costs, home adaptations and specialist equipment.

The Grants and Awards Committee meets regularly to consider applications for assistance from those in financial hardship.

The Board of Trustees keeps the Charity's grant making policies under regular review to ensure they are effective in meeting the Charity's aims and objectives.

2.3.2 DocHealth

DocHealth provides confidential, specialist-led support for doctors experiencing mental health issues. The service is supported jointly by the RMBF and the BMA. DocHealth helped 392 doctors in the course of this very demanding year with a range of issues such as anxiety, depression and burnout.

DocHealth has now helped over 1,000 doctors in total.

2.3.3 Money advice

In 2020/21 the RMBF's specialist money advisor helped beneficiaries with advice to secure state benefits to which they are entitled to a total value of £47,983 in addition to securing savings of £8,187 through debt renegotiation.

The RMBF also provided specialist online money advice to 76 medical students this year.

2.3.4 Online support

The RMBF website received a total of 102,184 visitors this year. We are continuing to develop the site and add content which make it as easy as possible to access RMBF's services and to get support on a range of subjects from wellbeing to money advice, volunteering to fundraising.

In June 2020 we launched a new web-based support service in partnership with Rightsteps; this offers wellbeing sessions on a variety of topics from burnout and stress to alcohol dependency and smoking. In the ten months between June and March, 379 people tried the find out more sessions, with the most popular being Stress at work, 5 ways to wellbeing, Preventing burnout, Motivation, and Anxiety. Forty people then registered on the platform to use the more detailed CBT based support programmes which involve typically six to eight separate sessions.

Work was carried out on the new hubs for doctors and medical students, which are due to go live on the website shortly. This will include a dedicated area covering content supporting doctors returning to work and a new Return to Work *Vital Signs* guide.

REPORT OF THE BOARD OF TRUSTEES (Continued) FOR THE YEAR ENDED 31st MARCH 2021

3. PUBLIC BENEFIT REQUIREMENT

The Board of Trustees confirms that it has complied with the duty set out in the Charities Act to have regard to the Charity Commission's guidance on public benefit when exercising its powers and duties.

The Trustees are aware of the guidance and have taken it into account when determining the activities undertaken by the Charity. To fulfil the RMBF's charitable objectives the Charity provides a range of support as follows:

- Monthly grants to help with essential day-to-day living costs
- Back-to-work awards for doctors returning to work after a period of illness
- Help with purchasing specialist equipment
- Help with purchasing disability adaptations for a car or home
- Money and debt management advice
- Telephone befriending, for those who are isolated and in need of support
- Coach-mentoring support for beneficiaries seeking a return to employment

The potential beneficiaries who are eligible to be considered for support include over 330,000 doctors registered with the GMC as well as an unknown number of retired doctors who are no longer registered. A conservative estimate is that each doctor has on average 1.5 dependants, producing a further 495,000 dependants. In addition, there are now over 40,000 medical students.

The work undertaken by doctors in providing medical diagnosis, treatment and care for the people of the United Kingdom is clearly of great public benefit. The phenomenal response of doctors to the Covid-19 pandemic is a powerful demonstration of this. By helping doctors through their own individual periods of need, so that they can return to medical practice where appropriate, a further public benefit is provided.

Our Medical Student Programme, which helps medical students facing unexpected and exceptional hardship to finalise their studies to qualify as doctors and complete their foundation years, further extends the public benefit provided by the Charity.

4. OUR ACHIEVEMENTS AND PERFORMANCE

4.1 Principal funding sources and how expenditure in the year under review has supported the key objectives of the Charity

The principal funding sources in 2020/21, in order of financial importance, were: investment income, donations and legacies.

All income is used to support the Charity's key objectives, as identified in section 2.2 above. In 2020/21 this included the following:

- A total of 287 beneficiaries were helped by the Charity, including direct financial support for 270 beneficiaries across the UK
- £421,986 in grants awarded to those in financial hardship

REPORT OF THE BOARD OF TRUSTEES (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

4. OUR ACHIEVEMENTS AND PERFORMANCE (Continued)

- Specialist money advice which assisted beneficiaries to secure a further £47,983 in statutory benefits, in addition to securing savings of £8,187 through debt renegotiation
- Back to work support for doctors following a period of ill health
- Support for medical students in exceptional and unexpected hardship
- Support for refugee doctors retraining to practise medicine in the UK
- Development of the RMBF volunteer network
- Web based information, wellbeing and advice services
- Dedicated online money advice for medical students
- Support for the DocHealth psychotherapeutic consultation service

Objective	Achievement
1. To provide appropriate financial support to all eligible applicants and beneficiaries in need of help	<p>A total of £478,156 was awarded or secured for 270 beneficiaries across the UK this year.</p> <p>A further 17 beneficiaries received specialist money advice, telephone befriending or coach mentoring support.</p>
2. To continue the development of the RMBF volunteer network	<p>Our volunteers are the backbone of the RMBF, providing vital support to our beneficiaries and promoting our work throughout the medical profession.</p> <p>Over the past year RMBF volunteers have overcome lockdown restrictions and other obstacles arising from the pandemic to continue promoting the work of the charity and supporting our beneficiaries. We have also developed our digital resources to enable them to better raise our profile online.</p> <p>Our volunteers have continued to undertake a variety of different activities, mostly virtually such as zoom presentations and podcasts. Our fundraisers have been particularly successful raising money through a mixture of individual events and online activities.</p> <p>The number of medical student volunteers promoting our work in UK medical schools has continued to grow. And our cohort of volunteer coach-mentors have been providing specialist telephone and remote coaching to beneficiaries looking to return to work after a period of ill health.</p> <p>We have over 200 volunteers and we are very grateful for the hard work and commitment demonstrated across the RMBF volunteer network during such challenging times.</p>

REPORT OF THE BOARD OF TRUSTEES (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

4. OUR ACHIEVEMENTS AND PERFORMANCE (Continued)

Objective	Achievement
<p>3. To raise the profile of the Charity in the profession so that those needing help know where to turn</p>	<p>Our staff, trustees and volunteers have continued to use a range of channels to raise the profile of the RMBF. With lockdown and the cancellation of all events we have changed the focus of our profile raising to digital and print media.</p> <p>We significantly increased our reach and engagement on Twitter, Instagram and Facebook through more consistent posting and the creation of an RMBF style based on the RMBF brand. This was supported by targeted advertising on Facebook to reach new audiences and promote our services. This led to an increase in engagement with our services and enquiries for help.</p> <p>These activities on social media also led to increased opportunities to work with partners, recruit new volunteers and fundraisers and has led to greater awareness and extended the reach and impact of the Charity.</p>
<p>4. To develop partnerships with relevant organisations to maximise the Charity's impact</p>	<p>We have continued to build on our programme of meetings with medical organisations to help identify new and emerging needs and how best the RMBF could respond to those needs.</p> <p>We have developed our partnership with the BMA to support DocHealth, the confidential psychotherapeutic support service for doctors. The service has responded to meet exceptional demand during the Covid pandemic and has helped 392 doctors this year. A total of over 1,000 doctors have now been helped by the service, the majority of these being junior doctors.</p> <p>We continue to work closely with the Association of Anaesthetists on developing our joint wellbeing partnership as lockdown restrictions are eased. We will be resuming our joint volunteering initiative to recruit RMBF and Association volunteers to raise the profile of both organisations and promote wellbeing initiatives amongst their colleagues.</p>
<p>5. To diversify and grow the Charity's income streams so that we can respond to increasing demands for our help</p>	<p>During the year, members and supporters of the RMBF's Guilds contributed through their fundraising events and donations. With the restrictions on face to face events it has been a challenge for them to run events but we are very grateful for their ongoing support and their efforts over the year.</p> <p>Following the response to our Covid-19 appeal, we also secured Covid grant funding from BMA Giving, CHSA (Covid Healthcare Support Appeal) and the Healthcare Workers' Foundation (formerly HEROES). This kind support meant we were able to respond promptly and effectively to meet the needs of doctors, medical students and families facing financial difficulty due to the impact of the pandemic.</p> <p>In the Autumn we again ran our President's Appeal and our generous supporters donated a total of £107,621 this year.</p>

REPORT OF THE BOARD OF TRUSTEES (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

4. OUR ACHIEVEMENTS AND PERFORMANCE (Continued)

Objective	Achievement
<p>6. To commission research to identify the extent of unmet need in doctors, medical students and families in financial difficulty</p>	<p>We undertook a tender process to commission a high-quality research project to identify the extent of unmet need in medical practitioners, medical students and families who are in financial difficulty as a result of ill health, disability or bereavement.</p> <p>In addition to identifying the extent of unmet need, we expect the researchers to identify organisational strategies for the RMBF to help us reach those potential beneficiaries who are not engaging with the Charity and at the earliest opportunity.</p> <p>Following a rigorous selection process, assisted by an independent research panel comprising experts in the field, we have now appointed UCL Medical School to undertake this important research for the RMBF.</p>

Factors relevant to the achievement of the RMBF's charitable objectives included:

- The commitment, care and professionalism of the RMBF's President, Board of Trustees, staff and volunteer network
- Partnerships with a wide range of medical and other organisations
- The kindness and generosity of all those who support the RMBF as donors and fundraisers.

4.2 Impact of the Covid-19 pandemic

The impact of Covid-19 on the medical profession has been devastating and our charity has seen the toll it has taken on the health and wellbeing of doctors, medical students and families.

Thanks to the generosity of our supporters, the RMBF was able to respond promptly and effectively to meet the needs of doctors and medical students facing financial difficulty due to the impact of the pandemic. Applications were assessed in a timely manner and we introduced new measures to ensure fast-track payments could be made to beneficiaries in urgent need.

The DocHealth psychotherapeutic support service for doctors, supported jointly by the RMBF and the BMA, saw a significant increase in demand this year, with 392 doctors self-referring for help with issues such as anxiety, depression and burnout.

We know that the impact of the Covid pandemic will be felt by the profession for months and even years and the RMBF will always be there for doctors, medical students and their families when they need our help.

REPORT OF THE BOARD OF TRUSTEES (Continued) FOR THE YEAR ENDED 31st MARCH 2021

5. FUNDRAISING ACTIVITIES AND COMPLIANCE

Voluntary income from donations this year totalled £532,487 which was some £164,992 above last year.

Without the generosity of our donors our work wouldn't be possible. The vital funds and awareness that our supporters help us raise means we can be there when doctors, medical students and their families need help.

5.1 Donations from individuals

The majority of the RMBF's voluntary income is from individual giving. The RMBF has a very loyal core of donors who give regularly either by standing order or on an ad-hoc basis in response to our mailings. This year we sent out an Emergency Covid-19 appeal, Summer newsletter, and our President's Appeal.

5.2 Legacies and In Memoriam donations

Legacies form a large part of the RMBF's voluntary income. We also receive a number of In Memoriam donations each year, often in lieu of flowers at a funeral. We are very grateful for families thinking of the RMBF at such a difficult time. This year we also saw a group of individuals ran a fundraising challenge in memory of their friend, who was a trainee doctor.

5.3 Community and events

We have an active network of fundraising volunteers; the majority are part of a Guild structure. The Guilds organise local fundraising events in their communities and help spread the message about the RMBF. With lockdown it was a challenging year for the Guilds as they were unable to run their usual calendar of events but they rose to the challenge, fundraising in different ways including running virtual events.

With Covid-19 we also saw an increase in individual supporters taking on fundraising challenges on behalf of the Charity; this year it included head shaves, a charity single, and climbing the equivalent of Mount Everest up the stairs in their house.

We are very grateful for the hard work and commitment of all our fundraisers.

5.4 Medical organisations, trust funding and corporate support

We are proud to work with medical organisations, charitable trusts and commercial companies to raise money to help us care for more doctors, medical students and families and also to raise awareness of our services. We received funding from BMA Giving, CHSA and the Healthcare Workers' Foundation to create a restricted fund to help doctors and medical students who were impacted by Covid-19.

We also developed or extended partnerships with the Wesleyan Foundation, MDU, MDDUS, the Medical Protection Society, Incision, the Association of Anaesthetists, the Tod Benevolent Fund and many others.

5.5 Regulation

The RMBF is registered with the Fundraising Regulator and committed to adhering to the Code of Fundraising Practice.

We review compliance through audit and monitoring feedback, and take corrective action where required.

REPORT OF THE BOARD OF TRUSTEES (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

5. FUNDRAISING ACTIVITIES AND COMPLIANCE (Continued)

5.6 Standards and monitoring

The RMBF is committed to following the highest ethical standards and to ensuring a quality supporter experience. We do not use professional fundraisers or commercial third parties. All of our employees who undertake fundraising as part of their duties receive thorough inductions and regular training and supervision.

Our fundraising, communications, administration and finance personnel also work closely with fundraising supporters and RMBF Guild committees to ensure they are well supported and compliant in their own voluntary fundraising efforts.

5.7 Complaints

We have a complaints policy and can report our complaints on a calendar year basis to comply with the Fundraising Regulator's requirements. In the 12 months to 31st March 2021 we did not receive any complaints.

5.8 Managing communications

Most people who donate to us want to know how their money is being used to benefit doctors, medical students and their families. We ask if they would like us to keep in touch with them and how they would prefer us to communicate, whether by email, post, telephone or SMS. We also give supporters the option to let us know if they prefer less contact or no longer wish to hear from us, and always respect their wishes.

We do not sell or exchange lists of data with any other charities or companies. Further details are set out in our privacy policy at <https://rmbf.org/privacy-policy> .

REPORT OF THE BOARD OF TRUSTEES (Continued) FOR THE YEAR ENDED 31ST MARCH 2021

6. OUR STRUCTURE, GOVERNANCE AND MANAGEMENT

6.1 Board of Trustees

The Trustees, who are the Directors of the Company, during the year ended 31st March 2021 and to date were/are:

Chair of the Board of Trustees:	Professor Michael Farthing
Treasurer:	Professor Greg Rubin (appointed 21 st September 2020)
	Dr Edward Adams (retired 21 st September 2020)
	Professor Derek Bell (appointed 25 th June 2020)
	Dr David Derbyshire
	Mr Simon Dinnick
	Mr Andrew Hall (appointed 8 th September 2020)
	Mr Jonathan Hine (retired 21 st September 2020)
	Professor Amritpal Hungin OBE DL (retired 21 st September 2020)
	Dr Aliyah Hussein
	Ms Janice Liverseidge
	Professor Pauline McAvoy (retired 21 st September 2020)
	Miss Heather Mellows OBE (retired 25 th June 2020)
	Dr Oliver Seyfried
	Dr Richard Stevens
	Dr Peter Szatmary (appointed 8 th September 2020)
	Dr Susan West (appointed 25 th June 2020)
	Mr Tim Woods

6.2 How trustees are recruited, appointed, inducted and trained

Under the RMBF's constitution the Board of Trustees consists of a minimum of five members but not more than fifteen members, serving for three years in the first instance, renewable for a second term.

Before recruiting new trustees, an analysis is undertaken by the Nominations Committee, on behalf of the Board to ensure appropriate diversity and to identify what experience, expertise and contacts will be most helpful to further the aims and objectives of the Charity. We then advertise the role through relevant media to identify suitable potential trustees for interview.

Each new trustee receives an induction pack, providing information about the RMBF (including its constitution, its most recent Annual Report and Accounts) and the role of a charity trustee. Each trustee is also invited to attend an induction session at the RMBF's offices, arranged by the Chair and Chief Executive, which includes observing a Grants and Awards Committee meeting in order to see at first hand the types of case requiring help, the way these are assessed and the range of support considered. During the Covid-19 pandemic trustee inductions were held remotely.

A budget is allocated for trustee development and details of external trustee training opportunities are circulated to all trustees.

REPORT OF THE BOARD OF TRUSTEES (Continued) FOR THE YEAR ENDED 31ST MARCH 2021

6. OUR STRUCTURE, GOVERNANCE AND MANAGEMENT (Continued)

6.3 Organisational structure

The RMBF is governed by a high profile and dedicated Board of Trustees, which includes senior representatives from across the medical profession. The Board meets quarterly to consider how best to achieve the RMBF's charitable objects; provide strategic leadership and approve, monitor and review development plans; agree policies; agree and keep under review the RMBF's organisational structure and arrangements for delegation; and approve the annual budget, annual accounts, investment strategy, reserves policy, risk review and audit arrangements.

The Board is assisted by a number of specialist sub committees. These comprise:

- the *Grants and Awards Committee*, which meets every two months to review applications for financial assistance
- the *Finance Committee*, which meets quarterly to review the RMBF's financial position and operating performance and to review the performance of the RMBF's investment portfolio
- the *Compliance Committee*, which meets annually to help ensure the RMBF is meeting its legal requirements, to review health and safety compliance and to conduct a review of the risk register
- the *Staffing Committee*, which is responsible for staff terms and conditions and ensuring equality of opportunity
- the *Nominations Committee*, which is responsible for ensuring that the RMBF Board and associated Committees have the appropriate balance of expertise and experience

The Board and its sub committees are advised by the RMBF's Chief Executive, who is responsible for arranging the drafting of development plans, budgets and policies for consideration by the Board; for arranging implementation of Board and Committee decisions; and for day to day management of the RMBF. The RMBF's staff arrange support for those in need, coordinate the work of the RMBF's volunteer network, organise national fundraising (such as the President's Appeal) and ensure that the RMBF meets all Charity Commission, Scottish Charity Regulator and other statutory and legal requirements.

The RMBF remains fortunate that so many members of the medical profession and their families voluntarily give their time to support its work. Our national network of volunteers supports the Charity's work in many ways and we are very grateful for their hard work and commitment.

7. OUR AIMS AND KEY OBJECTIVES TO MARCH 2022

Our key objectives to March 2022 are:

- To provide appropriate financial support to all eligible applicants and beneficiaries in need of help
- To continue the development of the RMBF volunteer network
- To raise the profile of the Charity in the profession so that those needing help know where to turn
- To develop partnerships with relevant organisations to maximise the Charity's impact
- To diversify and grow the Charity's income streams so that we can respond to increasing demand for our help
- To support the research project to identify the extent of unmet need in doctors, medical students and families in financial difficulty

REPORT OF THE BOARD OF TRUSTEES (Continued) FOR THE YEAR ENDED 31st MARCH 2021

8. FINANCIAL PERFORMANCE

8.1 Investment policy

The investment policy aims to provide a balance between income and capital growth with a medium level of risk over the longer term, thereby enabling the Trustees to meet their objectives in respect of the requirements of the Charity.

The RMBF adopts a total return approach. To spread the risk in volatile financial markets the portfolio is managed by two investment houses, Newton Investment Management (64% of the unrestricted portfolio) and CCLA Fund Managers Limited (21%), with 11% of investment funds invested directly and 4% held in cash.

The Trustees require their investment managers to pay attention to the standard investment criteria, namely the suitability of the class of investment and the need for diversification insofar as appropriate to the circumstances of the Charity. Any restrictions on the type of investments or markets in which the manager may invest on the Charity's behalf will be given in writing.

This year saw exceptionally good investment returns with a net gain of £5,194,796. Valuations at the start of the financial year had been depressed by the pandemic. But they recovered quickly, with the performance of our investments reflecting the growth of global stock markets in response to a combination of the low interest rate environment, quantitative easing and hopes of recovery in the major economies.

During the year the Trustees took external advice on the appropriateness of our investment target. As a result of the Finance Committee discussing the recommendations of this external review, a new, more realistic, target return has been set at CPIH plus 3.5% per annum net of fees, enabling the RMBF to spend this amount (whether from income or capital) and to maintain the real value, and dividend paying capacity, of the invested portfolio over the course of an economic cycle. This replaces the previous target of RPI plus 3.85%. Going forward we will continue to keep the target under review.

8.1.1 Investment restrictions

The RMBF may have no direct or indirect investment in tobacco production and no direct or material indirect exposure to companies that derive more than 10% of their turnover from tobacco. 'Exposure' includes shares, fixed interest securities and other financial instruments.

8.2 Reserves policy

The Board of Trustees has examined the Charity's requirements for reserves and identified the need for sufficient reserves to generate the investment income needed to:

- Maintain its charitable activity – to include maintaining support for current beneficiaries for as long as the need exists including the new demands from the medical student programme; and
- Extend its charitable work, to meet new and emerging needs in the medical profession.

REPORT OF THE BOARD OF TRUSTEES (Continued) FOR THE YEAR ENDED 31st MARCH 2021

8. FINANCIAL PERFORMANCE (Continued)

This requirement takes account of the fact that, in a typical year, the RMBF's charitable expenditure considerably exceeds the aggregate of its voluntary and trading income. This shortfall is largely covered by investment income and most of the RMBF's reserves are held in the form of investments which the RMBF requires to generate returns to support its long-term work.

The Finance Committee monitors the reserves of the RMBF regularly and will recommend corrective action to the Board of Trustees, where appropriate.

The Finance Committee formally reviews the reserves policy each year (or more frequently should the need arise) and recommends to the Board of Trustees whether the policy should be continued or amended.

The RMBF's unrestricted reserves stood at £35.1 million at 31st March 2021, the majority of which is subject to market risk. The continuing high reliance on investment income to finance the RMBF's charitable work during a period of continuing stock market volatility and unusually low interest rates, emphasises the importance of maintaining adequate reserves of at least this order.

8.3 Financial performance for the year and financial position at the year end

In a year in which many charities struggled with fundraising, we were pleased to record a 45% increase in donations from £367,495 to £532,487. Much of this increase was generated from our Covid appeals. Total income for the year was down, however, at £1,195,967, compared with £1,433,846 in the preceding year. This was mainly because of lower legacy income - down from £465,114 to £62,916 - with last year's figure having included one particularly generous legacy of £350,000.

Expenditure on charitable activities fell from £1,311,759 to £1,229,669 reflecting lower grant applications, although we spent more on providing advice. Investment management fees decreased from £160,333 to £76,355 with the reorganised investment holdings now including a higher proportion of investments where fees are charged against the capital of the fund rather than being invoiced separately.

Overall, the statement of financial activities recorded net income for the year of £4,909,966 compared with net expenditure of £1,197,205 last year, with the improvement mainly due to the investment gains.

Total resources at the disposition of the RMBF at 31st March 2021 amounted to £37.0 million, of which £35.1 million is unrestricted. Nearly £35 million is held in investments.

Social investments comprising interest free secured loans to beneficiaries stood at £543,835 compared with £555,035 last year.

Net current assets, the principal balance sheet measure of short to medium term solvency, were little changed at £1.41 million.

Our financial position makes the Charity well placed to respond to anticipated increases in the level of demand for help as the long term impact of the Covid-19 pandemic on doctors becomes more apparent.

REPORT OF THE BOARD OF TRUSTEES (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

9. RISK MANAGEMENT

The Trustees have identified the risks to which the RMBF is exposed, including risks to its financial position and reputation as well as health and safety considerations. These are reviewed annually by the Compliance Committee, which ensures that risk management procedures and controls are in place to minimise risk and, where appropriate, to consider further action.

The key types of risk to which the RMBF is exposed, along with the principal processes in place to manage and mitigate the risks, are briefly described below:

Risk	Mitigation
Adverse external financial environment and performance of investment managers	<p>The Finance Committee regularly reviews the financial performance of the Charity and monitors the investment managers closely, taking expert advice.</p> <p>In order to provide balance and diversification to the portfolio and reduce risk, the RMBF splits its investments between at least two fund managers with different approaches.</p>
Fraud	<p>Financial controls at the RMBF are documented and follow Charity Commission guidelines. The RMBF accounts are fully audited annually. IT systems are regularly updated.</p>
Health and safety	<p>Basic health and safety training and fire safety training is part of the induction process for new staff. Smoke detectors, fire extinguishers and emergency lighting are checked regularly. Office evacuations will be conducted when lockdown restrictions have been lifted. All-staff training sessions are held throughout the year, to cover areas such as defibrillator training, CPR, and allergy awareness in the workplace.</p> <p>Annual Health and Safety reviews are conducted by Croner, who are specialists in health and safety law. Our most recent review took place in December 2020. Safety processes and policies were checked, and all was in order. We continue to undertake regular risk assessments, and health and safety is a standing item on the agenda at all staff meetings.</p> <p>We continue to monitor guidance about Covid-19. We have put in place enhanced hygiene measures at the office and have supported homeworkers with advice and guidance on health and safety issues relevant to them. We will continue to monitor and review for as long as is needed.</p> <p>Our Volunteers receive guidance and training on health and safety issues and lone working.</p>
Health pandemic	<p>The RMBF has procedures in place to ensure the Charity can continue to operate effectively and deliver all services in the case of a health pandemic such as Covid-19. We will monitor and follow government advice on safe working procedures while ensuring that we can assess grant applications and make payments in a timely manner. The majority of staff can work from home with secure access to their work and payments can also be processed remotely with appropriate safeguards. We have a formal business recovery plan in place.</p>

REPORT OF THE BOARD OF TRUSTEES (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

9. RISK MANAGEMENT (Continued)

Risk	Mitigation
Disaster recovery	The RMBF has a formal business recovery plan. A disaster recovery contract has been agreed with our IT support provider which includes a commitment to have our server up and running in 48 hours. All staff have been issued with laptops to enable remote working.
Data protection, cyber security and loss of information	<p>We ensure that all of our staff receive training on data protection and cyber security. Our data protection policy is circulated to all staff and procedures are in place to ensure compliance with the Data Protection Act and GDPR. We will continue to monitor RMBF data protection procedures and best practice.</p> <p>Our IT support function is outsourced to a professional service company who ensure that daily backups of our data are held securely off site. Our LAN is protected by a managed firewall and our servers and PCs have automatically updating antivirus protection.</p>

10. REFERENCE AND ADMINISTRATIVE INFORMATION

The Royal Medical Benevolent Fund is a private company limited by guarantee, number 00139113. It is a charity registered with the Charity Commission for England and Wales, number 207275 and the Scottish Charity Regulator, number SC046148. The Trustees are listed in paragraph 6.1 above.

Address and registered office: 24 Kings Road, Wimbledon, London SW19 8QN.

Patron: HM The Queen

Chief Executive: Steve Crone

President: Professor Sheila the Baroness Hollins

Website: <https://rmbf.org>

Our principal advisors during the year were:

Legal

Charles Russell Speechlys
5 Fleet Place
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EC4M 7RD

Investment managers

Newton Investment Management Limited
160 Queen Victoria Street
London
EC4V 4LA

Bates Wells Braithwaite
10 Queen Street Place
London
EC4R 1BE

CCLA Investment Management Limited
Senator House
85 Queen Victoria Street
London
EC4V 4ET

Bankers

National Westminster Bank Plc.
Regent Street Branch
250 Regent Street
London
W1B 3BN

Auditors

Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street
London
EC3A 2AD

REPORT OF THE BOARD OF TRUSTEES (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

11. STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law and the law applicable to charities in England and Wales requires the Charity Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charitable Company and of its income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records which 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 Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, Regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the trust deed. 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website.

The Trustees confirm that, in the case of each of the persons who are Trustees at the date of this report, the following applies:

- So far as each Trustee is aware there is no relevant audit information (information needed by the Company's auditors in connection with preparing their report) of which the Charity's auditors are unaware; and
- Each Trustee has taken all the steps necessary to make herself/himself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

By order of the Board of Trustees



STEVE CRONE
Chief Executive and Company Secretary

24th June 2021

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ROYAL MEDICAL BENEVOLENT FUND

Opinion

We have audited the financial statements of the Royal Medical Benevolent Fund (the 'charitable company') for the year ended 31st March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard Applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2021 and its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ROYAL MEDICAL BENEVOLENT FUND (Continued)

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirements to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ROYAL MEDICAL BENEVOLENT FUND (Continued)

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP), in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) and the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.
- We understood how the charitable company is complying with those frameworks via communication with those charged with governance, together with the review of the charity's documented policies and procedures. The charitable company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that the income from donations, legacies and grants were properly identified and accurately disclosed, that expenditure complied with the control procedures and was appropriately charged. We confirmed the movements and income from investments, including unrealised gains/losses. We also reviewed journal adjustments and unusual transactions for management override, and considered the identification and disclosure of related party transactions.

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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.



Gregory Stevenson, Senior Statutory Auditor
For and on behalf of Knox Cropper LLP, Statutory Auditors
65 Leadenhall Street, London, EC3A 2AD

24th June 2021

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2021

	Notes	2021			2020		
		Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £
INCOME FROM							
Donations and legacies	2	516,903	97,500	614,403	805,109	27,500	832,609
Other trading activities		12,882	-	12,882	44,144	-	44,144
Investments	3	501,051	64,341	565,392	506,660	50,433	557,093
Other income		3,290	-	3,290	--	-	-
Total		1,034,126	161,841	1,195,967	1,355,913	77,933	1,433,846
EXPENDITURE ON							
Charitable activities	4	1,092,507	137,162	1,229,669	1,259,023	52,736	1,311,759
Raising funds	5	174,773	-	174,773	180,723	-	180,723
Investment management fees		76,355	-	76,355	160,333	-	160,333
Total		1,343,635	137,162	1,480,797	1,600,079	52,736	1,652,815
Net income/(expenditure) before gains and losses on investments		(309,509)	24,679	(284,830)	(244,166)	25,197	(218,969)
Net gains/(losses) on investments	10	4,893,672	301,124	5,194,796	(927,285)	(50,951)	(978,236)
Net income/(expenditure) and net movement in funds		4,584,163	325,803	4,909,966	(1,171,451)	(25,754)	(1,197,205)
RECONCILIATION OF FUNDS							
Fund balances brought forward at 1 st April 2020		30,551,511	1,584,549	32,136,060	31,722,962	1,610,303	33,333,265
Fund balances carried forward at 31st March 2021	15, 16	£35,135,674	£1,910,352	£37,046,026	£30,551,511	£1,584,549	£32,136,060

There were no discontinued or acquired activities during the current or preceding financial year.

BALANCE SHEET
AS AT 31st MARCH 2021

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible assets	9		256,588		235,589
Investments – Representing:					
Unrestricted funds	10	33,080,247		28,438,600	
Restricted funds	10	1,755,764		<u>1,454,640</u>	
			34,836,011		29,893,240
Social investments	11		<u>543,835</u>		<u>555,035</u>
			35,636,434		30,683,864
CURRENT ASSETS					
Debtors	12	176,702		307,127	
Cash at bank and in hand	13	1,380,733		<u>1,338,710</u>	
		1,557,435		<u>1,645,837</u>	
CREDITORS: Amounts falling due within one year	14			<u>(193,641)</u>	
Net current assets			<u>1,409,592</u>		<u>1,452,196</u>
Total assets less liabilities			<u>£37,046,026</u>		<u>£32,136,060</u>
UNRESTRICTED FUNDS					
Accumulated funds	15	29,310,213		28,957,573	
Revaluation reserve		5,726,361		1,493,938	
Designated reserve		99,100		<u>100,000</u>	
			35,135,674		30,551,511
RESTRICTED FUNDS	16		<u>1,910,352</u>		<u>1,584,549</u>
			<u>£37,046,026</u>		<u>£32,136,060</u>

The financial statements were approved by the Board of Trustees on 24th June 2021 and signed on its behalf by:



Michael Farthing
Chair of the Board of Trustees



Greg Rubin
Treasurer

Registered Company Number: 00139113
Charity Commission Registration Number: 207275
Scottish Charity Registration Number: SC046148

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31st MARCH 2021

	Note	2021		2020	
		£	£	£	£
CASH FLOWS FROM OPERATING ACTIVITIES					
Net cash used in operating activities	A		(616,903)		(704,265)
CASH FLOWS FROM INVESTING ACTIVITIES					
Purchase of tangible fixed assets		(39,497)		(17,667)	
Proceeds from sale of tangible fixed assets		-		1,890	
Purchase of investments		(7,327,393)		(18,635,037)	
Proceeds from sale of investments		7,588,379		18,646,144	
Dividends and interest received		519,654		612,328	
Investment management fees paid		(73,256)		(194,560)	
Net cash provided by investment activities			667,887		413,098
Change in cash and cash equivalents in the financial year			50,984		(291,167)
Cash and cash equivalents at the beginning of the financial year	B		2,589,464		2,880,631
Cash and cash equivalents at the end of the financial year	B		£2,640,448		£2,589,464

NOTES TO THE STATEMENT OF CASH FLOWS

A. RECONCILIATION OF NET INCOME TO NET CASH USED IN OPERATING ACTIVITIES

	2021	2020
	£	£
Net income/(expenditure) as per the statement of financial activities	4,909,966	(1,197,205)
Adjustments for:		
- Depreciation	18,498	27,483
- Gains on sale of tangible fixed assets	-	(1,580)
- Dividends and interest from investments	(565,392)	(557,093)
- (Gains)/losses on investments	(5,194,796)	978,236
- Investment management fees	76,355	160,333
- Decrease in social investments	11,200	21,200
- Decrease/(increase) in debtors	176,163	(180,614)
- (Decrease)/increase in creditors	(48,897)	44,975
Net cash used in operating activities	£ (616,903)	£ (704,265)

B. ANALYSIS OF CHANGES IN NET FUNDS

	At 1st April 2020	Movement	At 31st March 2021
	£	£	£
Bank current accounts	17,818	(5,355)	12,463
Cash on deposit - less than 24 hours' notice	816,410	45,635	862,045
Cash on deposit - more than 24 hours' notice	502,451	1,720	504,171
Cash in hand	2,031	23	2,054
	1,338,710	42,023	1,380,733
Cash held under investments	1,250,754	8,961	1,259,715
	£2,589,464	£50,984	£2,640,448

NOTES FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 31st MARCH 2021

1. ACCOUNTING POLICIES

(a) **Basis of accounting**

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value, with the exception of listed investments which are shown at their market value at the balance sheet date. The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Rules and Articles of Association of the RMBF, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition issued October 2019).

The RMBF meets the definition of a public benefit entity under FRS 102.

The Trustees consider that there are no uncertainties about the Charity's ability to continue as a going concern.

(b) **Significant judgements and estimates**

- Unsecured loans to beneficiaries - unsecured loans are provided for in full by expensing them as grants made in the year in which they are granted. Any subsequent repayments are credited against grants paid in the year of receipt. The Trustees do not consider the recoverability of these loans to be sufficient enough to justify recognition of these loans as an asset on the balance sheet.
- Useful lives of depreciable assets - the annual depreciation charge is sensitive to changes to the estimated useful lives and residual values of assets. The useful lives and residual values are reassessed annually and amended where necessary.

(c) **Income recognition**

Income is recognised once the RMBF has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

In practice donations are generally recognised on a cash received basis. The tax credits on gift aided donations are recognised in the same financial year as the income to which they relate.

Legacy gifts are recognised on a case by case basis following the granting of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash, recognition is subject to the value of the gift being reliably measurable with a degree of accuracy and the title to the asset having been transferred to the RMBF.

Dividends receivable are recognised once the dividend has been declared and notification has been received of the dividend due. Interest on fixed interest securities and bank deposits is accounted for on an accruals basis.

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

1. ACCOUNTING POLICIES (Continued)

(d) **Expenditure recognition**

Grants are awarded to beneficiaries in the furtherance of the charitable objects of the RMBF. Grants are recognised as expenditure in the financial year in which they are approved by the Grants and Awards Committee and the offer is conveyed to the beneficiary. Where grants are subject to conditions, they are only recognised to the extent that those conditions have been met at the year end. Grants awarded but not yet paid are recorded in creditors.

Unsecured loans to beneficiaries are accounted for as an expense in the year in which they are granted and any subsequent repayment is credited against grants awarded in the year of receipt. Unsecured loans are not deemed sufficiently recoverable to justify recognition as an asset on the balance sheet.

Other liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis.

All expenses are allocated or apportioned to the applicable expenditure headings. Where possible, costs are allocated to activities on an actual basis. Where actual allocation is not possible, costs are apportioned on the basis of staff time.

Support costs are those functions that assist the work of the Charity but do not undertake charitable activities. Support costs include back office costs, finance and IT and governance costs. Governance costs comprise all costs involving the public accountability of the Charity and its compliance with regulation and good practice. This includes costs related to statutory audit and legal fees together with an apportionment of staff time.

The RMBF is not registered for VAT and is unable to recover input tax. Expenditure therefore includes VAT where incurred.

(e) **Investments**

Investments are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price.

The investments held by RMBF fall under the category of basic financial instruments.

All gains and losses are taken to the statement of financial activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase price if acquired after the beginning of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the statement of financial activities.

(f) **Financial instruments**

The RMBF only has financial assets and liabilities of a kind that qualify as basic financial instruments, for example debtors, bank deposits and creditors. These are initially recognised at transaction value and subsequently valued at settlement value.

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

1. ACCOUNTING POLICIES (Continued)

(g) **Depreciation of tangible fixed assets**

Depreciation is calculated to write off the cost of fixed assets on a straight-line basis over the expected useful lives of the assets concerned. Freehold land is not depreciated. Freehold property is accounted for on a component cost basis with each component being depreciated over its estimated economic life as shown below.

Freehold property		Other assets	
Fabric of building	60 years	Furniture, fixtures and fittings	10 years
Roof	25 years	Office equipment	4 years
Windows	15 years	Computer hardware and software	3 to 5 years
Partitioning	10 years		

(h) **Social investments**

Secured loans to beneficiaries for charitable purposes are accounted for as a social investment. These are stated at the amount originally paid out with the carrying amount reduced in subsequent years to reflect repayments and adjusted if necessary for any impairment.

(i) **Restricted funds**

Restricted funds represent amounts bequeathed or donated to further objects which, whilst similar to the RMBF's objects, are subject to certain restrictions imposed by the donor (note 16).

(j) **Pension costs**

Pension costs comprising employer contributions for current employees in the defined contribution scheme are allocated to the applicable expenditure heading. The total paid in respect of the year is disclosed in the employee costs note (note 7).

2. DONATIONS AND LEGACIES

	2021			2020		
	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	£	£	£	£	£	£
Donations	434,987	97,500	532,487	339,995	27,500	367,495
Sponsorship	19,000	-	19,000	-	-	-
Legacies	62,916	-	62,916	465,114	-	465,114
	£516,903	£97,500	£614,403	£805,109	£27,500	£832,609

The RMBF operates almost entirely within the UK.

Donations are stated inclusive of tax recoverable on amounts received under Gift Aid.

The RMBF has been notified of its entitlement to a further instalment of a legacy, but is currently uncertain as to the amount of the payment to be received and therefore no income has been accrued.

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31ST MARCH 2021

3. INVESTMENT INCOME

	2021			2020		
	Unrestricted funds £	Restricted funds £	Total £	Unrestricted funds £	Restricted funds £	Total £
Dividends and interest from listed investments	488,522	64,327	552,849	486,818	50,372	537,190
Other interest	12,529	14	12,543	19,842	61	19,903
	£501,051	£64,341	£565,392	£506,660	£50,433	£557,093

4. EXPENDITURE ON CHARITABLE ACTIVITIES

Support for doctors

	2021			2020		
	Unrestricted funds £	Restricted funds £	Total £	Unrestricted funds £	Restricted funds £	Total £
Grants awarded	306,535	115,451	421,986	538,134	49,748	587,882
Less: Unsecured loans repaid	(420)	-	(420)	(2,205)	-	(2,205)
<i>Net grants awarded</i>	306,115	115,451	421,566	535,929	49,748	585,677
Providing advice	61,630	21,600	83,230	54,643	915	55,558
Casework	202,478	-	202,478	191,946	-	191,946
Coach mentoring	6,891	-	6,891	10,986	-	10,986
Volunteer management	76,058	-	76,058	77,965	-	77,965
Raising awareness	120,241	111	120,352	95,986	2,073	98,059
Research into unmet need	900	-	900	-	-	-
Support costs	318,194	-	318,194	291,568	-	291,568
	£1,092,507	£137,162	£1,229,669	£1,259,023	£52,736	£1,311,759

5. EXPENDITURE ON RAISING FUNDS

Support for doctors

	2021 Unrestricted funds £	2020 Unrestricted funds £
Trading	7,908	24,400
Fundraising costs	100,487	99,826
Support costs	66,378	56,497
	£174,773	£180,723

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31ST MARCH 2021

6. SUPPORT COSTS

	2021		2020			
	Raising funds	Support for doctors	Total	Raising funds	Support for doctors	Total
	£	£	£	£	£	£
Finance and IT	41,933	167,731	209,664	36,494	145,974	182,468
Premises	13,008	52,034	65,042	8,335	33,341	41,676
Office administration	11,437	45,747	57,184	11,668	46,671	58,339
Governance	-	52,682	52,682	-	65,582	65,582
	£66,378	£318,194	£384,572	£56,497	£291,568	£348,065

Support costs include staff costs and other expenses relating to these activities, which are allocated on the basis of staff time.

7. EMPLOYEE COSTS

	2021	2020
	£	£
Salaries	518,260	477,390
National Insurance contributions	52,965	48,767
Defined contribution pension costs	78,069	69,569
	£649,294	£595,726
	Number	Number
The average monthly number of employees during the year (excluding Trustees) was:		
Head count	13	12
Full time equivalent	10.7	10.2
Employees who earned in excess of £60,000 had earnings in the following bands:		
£60,001 to £70,000	1	-
£90,001 to £100,000	1	1

The Trustees were not paid and did not receive any benefits from employment or other services supplied to the Charity during the year (2020: £nil). They are reimbursed expenses if they submit a claim. Reimbursed expenses during the year amounted to **£34** (2020: £2,643).

The key management personnel comprise the Trustees, the Chief Executive Officer and the Head of Finance and IT. The total employee benefits of the key management personnel (including National Insurance and pension costs) were **£202,864** (2020: £192,662).

In addition, over 200 volunteers across the UK also gave their services, contributing in particular to the RMBF's charitable work and its fundraising. No value is reflected in the accounts for these donated services. The reimbursed expenses to volunteers amounted to **£nil** (2020: £5,763).

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

8. NET INCOME

Net income for the year is stated after charging/(crediting):

	2021		2020	
	£	£	£	£
Depreciation		18,498		27,483
Auditors' remuneration (including VAT)				
- Audit	8,040		7,920	
- Other services	1,680		1,650	
		9,720		9,570
Gain on disposal of tangible fixed assets		-		(1,580)

9. TANGIBLE FIXED ASSETS

	Freehold property £	Furniture, fixtures and fittings £	Office equipment £	Computer equipment and software £	Total £
Cost					
At 1 st April 2020	371,675	66,736	23,381	91,375	553,167
Additions	5,844	27,335	594	5,724	39,497
Disposals	-	-	(97)	(59,599)	(59,696)
At 31 st March 2021	377,519	94,071	23,878	37,500	532,968
Depreciation					
At 1 st April 2020	184,072	39,761	19,943	73,802	317,578
Eliminated on disposal	-	-	(97)	(59,599)	(59,696)
Charge for the year	4,060	4,415	1,307	8,716	18,498
At 31 st March 2021	188,132	44,176	21,153	22,919	276,380
Net book value					
At 31 st March 2021	£189,387	£49,895	£2,725	£14,581	£256,588
At 31 st March 2020	£187,603	£26,975	£3,438	£17,573	£235,589

The freehold property is the RMBF's registered office in Wimbledon.

All tangible fixed assets are used in the furtherance of the RMBF's charitable objects.

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31ST MARCH 2021

10. INVESTMENTS

	Unrestricted funds £	2021 Restricted funds £	Total £	Unrestricted funds £	2020 Restricted funds £	Total £
Investments at market value						
Market value at 1 st April 2020	27,187,846	1,454,640	28,642,486	28,126,238	1,505,591	29,631,829
Cost of additions	7,327,393	-	7,327,393	18,635,037	-	18,635,037
Proceeds of disposal	(7,588,379)	-	(7,588,379)	(18,646,144)	-	(18,646,144)
Realised gains on disposal	1,448,034	-	1,448,034	904,144	-	904,144
Unrealised increase/(decrease) in market value	3,445,638	301,124	3,746,762	(1,831,429)	(50,951)	(1,882,380)
Market value at 31st March 2021	31,820,532	1,755,764	33,576,296	27,187,846	1,454,640	28,642,486
Cash held under investments						
Held by investment managers	120,244	-	120,244	120,135	-	120,135
Shawbrook Bank CAF 12 Month Fixed Rate Saver	639,406	-	639,406	630,554	-	630,554
Virgin Money Charity Deposit Account	500,065	-	500,065	500,065	-	500,065
	£33,080,247	£1,755,764	£34,836,011	£28,438,600	£1,454,640	£29,893,240

Unrestricted funds

Unrestricted funds consist of listed investments managed on behalf of the Charity by Newton Investment Management Limited and CCLA Fund Managers Limited, listed investments in Exchange Traded Funds and Exchange Traded Commodities and cash held on deposit with CCLA, Shawbrook Bank and Virgin Money.

As at 31st March 2021, the units in the funds managed by Newton were valued at **£21,256,876** (2020: £17,879,528), the units in the fund managed by CCLA were valued at **£6,871,018** (2020: £5,687,795) and other listed investments were valued at **£3,692,638** (2020: £3,620,522).

The following investments represented more than 5% of the value of the total unrestricted fund investment portfolio at 31st March 2021:

Name of fund	% of portfolio	
	2021	2020
Newton Sustainable Growth and Income Fund for Charities (X shares)	47.5%	46.5%
BNY Mellon Sustainable Real Return Fund	16.7%	16.4%
CCLA COIF Charities Investment Fund	20.8%	20.0%
iShares USD TIPS ETF GBP	6.1%	6.8%

The 12 Month Fixed Rate Saver account with Shawbrook Bank pays interest at 1.4% per annum and matures on 10 July 2021.

Restricted funds

All of the restricted funds' investments are held in COIF Charities Investment Fund income units, managed by CCLA Fund Managers Limited.

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

11. SOCIAL INVESTMENTS

	2021	2020
Secured loans to beneficiaries	<u>£543,835</u>	<u>£555,035</u>

These interest free concessionary loans are made wholly to advance charitable purposes for the benefit of the RMBF's beneficiaries. No new loans were made during the year and £11,200 was repaid (2020: No new loans and £21,200 repaid).

Loans are usually recovered from beneficiaries' estates although beneficiaries may opt to make earlier repayment. They are therefore not recoverable within one year.

12. DEBTORS

	2021	2020
	£	£
Legacies	-	175,000
Tax recoverable under Gift Aid	6,454	5,564
Other debtors	492	12,253
Prepayments	39,899	30,016
Accrued income	<u>129,857</u>	<u>84,294</u>
	<u>£176,702</u>	<u>£307,127</u>

13. CASH AT BANK AND IN HAND

	2021	2020
	£	£
Bank current accounts	12,463	17,818
Cash on deposit – less than 24 hours' notice	862,045	816,410
Cash on deposit – more than 24 hours' notice	504,171	502,451
Cash in hand	<u>2,054</u>	<u>2,031</u>
	<u>£1,380,733</u>	<u>£1,338,710</u>

Bank current accounts include **£2,037** (2020: £6,473) held by the guilds.

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	2020
	£	£
Grants payable	77,200	95,588
Other creditors	14,437	29,843
Accruals	45,206	38,210
Deferred income	<u>11,000</u>	<u>30,000</u>
	<u>£147,843</u>	<u>£193,641</u>

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

15. UNRESTRICTED RESERVES

	Accumulated funds £	Revaluation reserve £	Designated reserve £	Total £
Balance at 1 st April 2019	27,791,552	3,931,410	-	31,722,962
Net movement in funds	(1,171,451)	-	-	(1,171,451)
Transfers between reserves	2,337,472	(2,437,472)	100,000	-
Balance at 31 st March 2020	28,957,573	1,493,938	100,000	30,551,511
Net movement in funds	4,584,163	-	-	4,584,163
Transfers between reserves	(4,231,523)	4,232,423	(900)	-
Balance at 31 st March 2021	£29,310,213	£5,726,361	£99,100	£35,135,674

The designated reserve has been set up to meet the cost of research into unmet need.

16. RESTRICTED FUNDS

			2021	2020
	No. COIF units	Investments at market value £	Net current assets £	Total net assets £
Bessie Jane Giffen Bequest	23,921	427,978	(154)	354,568
Burney Yeo Bequest	35,498	635,115	(90)	526,137
Lilla Rose Fund	3,002	53,708	12,003	54,532
The Job Trust	10,314	184,541	23,917	171,538
Essex and Herts Benevolent Fund	13,709	245,276	(1,306)	203,072
Devon and Exeter Benevolent Medical Society Fund	3,721	66,574	1,188	54,880
Henry Francis Burdett Memorial Fund	-	-	19,803	19,803
Eastes Permanent Endowment Fund *	7,969	142,572	(64)	118,167
Tod Endowment Trust **	-	-	67,368	61,818
Mrs EMM Paton's Trust ***	-	-	-	34
BMA Giving (Back to work hub)	-	-	14,240	20,000
BMA Giving (Covid-19)	-	-	6,789	-
Healthcare Workers' Foundation	-	-	8,674	-
Covid Healthcare Support Appeal	-	-	2,220	-
Sarah Isabella McClean Charitable Trust	-	-	-	-
	98,134	£1,755,764	£154,588	£1,910,352
				£1,584,549

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

16. RESTRICTED FUNDS (Continued)

MOVEMENT IN FUNDS

	At 1 st April 2020 £	Movement in market value of investments £	Incoming resources £	Resources expended £	At 31 st March 2021 £
Bessie Jane Giffen Bequest	354,568	73,401	15,680	(15,825)	427,824
Burney Yeo Bequest	526,137	108,926	23,269	(23,307)	635,025
Lilla Rose Fund	54,532	9,211	1,968	-	65,711
The Job Trust	171,538	31,650	6,770	(1,500)	208,458
Essex and Herts Benevolent Fund	203,072	42,066	8,989	(10,157)	243,970
Devon and Exeter Benevolent Medical Society Fund	54,880	11,418	2,439	(975)	67,762
Henry Francis Burdett Memorial Fund	19,803	-	-	-	19,803
Eastes Permanent Endowment Fund *	118,167	24,452	5,226	(5,337)	142,508
Tod Endowment Trust **	61,818	-	7,500	(1,950)	67,368
Mrs EMM Paton's Trust ***	34	-	-	(34)	-
BMA Giving (Back to work hub)	20,000	-	-	(5,760)	14,240
BMA Giving (Covid-19)	-	-	25,000	(18,211)	6,789
Healthcare Workers' Foundation	-	-	25,000	(16,326)	8,674
Covid Healthcare Support Appeal	-	-	25,000	(22,780)	2,220
Sarah Isabella McClean Charitable Trust	-	-	15,000	(15,000)	-
	£1,584,549	£301,124	£161,841	£(137,162)	£1,910,352

* This fund was a separate charity with its own trustees who chose to donate funds to the RMBF for restricted purposes. With Charity Commission consent, the Eastes Trust was wound up and part of its net assets transferred to the RMBF and these are designated as the Eastes Permanent Endowment Fund above.

** This fund is a Scottish charity with its own trustees which donates funds to the RMBF for restricted purposes.

***This is a separate trust which owns seven properties in St. Andrews, which are let at reduced rents to retired General Medical Practitioners or their widows or dependants. The terms of the Trust Deed state that if there is a surplus of rental income in any year this will be divided equally among the RMBF, the Episcopal Church and the Church of Scotland.

The income of the Bessie Jane Giffen Bequest, the Burney Yeo Bequest and the Lilla Rose Fund consists entirely of dividends on COIF Charities Investment Fund income units. The income of the Job Trust, the Essex and Herts Benevolent Fund, the Devon and Exeter Benevolent Medical Society Fund and the Eastes Permanent Endowment Fund includes dividends on COIF units and small amounts of bank interest. The remaining income came from donations.

The expenditure charged against each restricted fund consists of grants paid to beneficiaries, money advice given and other expenditure made in accordance with the restrictions imposed by the terms of the gift or bequest.

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

16. RESTRICTED FUNDS (Continued)

OBJECTS

Bessie Jane Giffen Bequest

The fund was established under the will of Bessie Jane Giffen in 1948 and may be applied to provide relief of indigent doctors in such ways as the Trustees think fit.

Burney Yeo Bequest

This fund was established under the will of Dr Isaac Burney Yeo in 1915 and may be applied to provide annuities for necessitous, aged or disabled persons who are or have been members of the medical profession, their wives, widows, children or dependants.

Lilla Rose Fund

The fund was established by donations. The income arising on the fund may be applied to the payment of nursing home fees.

The Job Trust

Income from the trust may be applied to assist the daughters of doctors with professional or vocational education.

Essex and Herts Benevolent Fund

Income from the fund can be applied to assist medical practitioners and their widows who practised in Essex and Hertfordshire.

Devon and Exeter Benevolent Medical Society Fund

Income from the fund can be applied to assist medical practitioners and their widows who practised in Devon and Exeter.

Henry Francis Burdett Memorial Fund

Income from the fund can be applied to assist widows and daughters of medical men who have practised either in Warwickshire or Leicestershire.

Eastes Permanent Endowment Fund

The Eastes Trust Fund represents restricted income donated by the Eastes Trust to the RMBF and can be applied to assist registered members of the medical profession of any age, born of English or Scottish parents, or widows, children and/or full orphans of a member of the profession.

Tod Endowment Trust

Income from the fund can be applied to allow doctors who have been resident in Scotland and have worked in medicine for at least two years to obtain rest and recuperation in Scotland.

Mrs EMM Paton's Trust

Income from the fund can be applied to assist retired General Medical Practitioners or their widows or dependants, with a preference for those resident in Scotland.

BMA Giving (Back to work hub)

The fund may be applied to offset the costs of the RMBF Back to Work project.

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

16. RESTRICTED FUNDS (Continued)

BMA Giving (Covid-19)

This grant was to support the RMBF's Covid-19 response fund, helping doctors directly impacted by Covid-19, and to contribute to a British Association of Physicians of Indian Origin (BAPIO) project to support overseas doctors stranded in the UK and unable to work during the pandemic.

Healthcare Workers' Foundation

This grant was to support the RMBF's Covid-19 response fund and supported both medical students and doctors impacted by Covid-19.

Covid Healthcare Support Appeal

This grant was to support the RMBF's Covid-19 response fund and supported doctors impacted by Covid-19.

Sarah Isabella McClean Charitable Trust

This donation was made in support of DocHealth, to whom the funds were remitted shortly after receipt.

COMPARATIVE MOVEMENT IN FUNDS

	At 1 st April 2019	Movement in market value of investments	Incoming resources	Resources expended	At 31 st March 2020
	£	£	£	£	£
Bessie Jane Giffen Bequest	366,969	(12,419)	12,278	(12,260)	354,568
Burney Yeo Bequest	544,479	(18,431)	18,221	(18,132)	526,137
Lilla Rose Fund	54,550	(1,559)	1,541	-	54,532
The Job Trust	174,058	(5,355)	5,335	(2,500)	171,538
Essex and Herts Benevolent Fund	210,317	(7,117)	7,049	(7,177)	203,072
Devon and Exeter Benevolent Medical Society Fund	54,900	(1,932)	1,912	-	54,880
Henry Francis Burdett Memorial Fund	19,803	-	-	-	19,803
Eastes Permanent Endowment Fund	122,052	(4,138)	4,097	(3,844)	118,167
Tod Endowment Trust	61,806	-	7,500	(7,488)	61,818
Mrs EMM Paton's Trust	1,369	-	-	(1,335)	34
BMA Giving (Back to work hub)	-	-	20,000	-	20,000
	£1,610,303	£(50,951)	£77,933	£(52,736)	£1,584,549

17. PENSION SCHEME

The RMBF operates a defined contribution plan for all eligible employees who do not opt out of the pension scheme. Contributions are made by both employer (at 15% of pensionable salary) and employees at variable levels. Once the contributions have been paid the RMBF has no further payment obligations.

The assets of the scheme are held separately from those of the RMBF in an independently administered pension trust.

NOTES FORMING PART OF THE ACCOUNTS (Continued)
FOR THE YEAR ENDED 31st MARCH 2021

18. TAXATION STATUS

The RMBF is a registered charity and is exempt from corporation tax on income applied to charitable activities.

19. RELATED PARTY TRANSACTIONS

Four trustees made unrestricted donations to the RMBF during the year totalling **£940** (2020: six trustees made unrestricted donations totalling £865).

During the year the RMBF made payments totalling **£30,000** (2020: £26,000) to Doctor Health Limited ("DocHealth"), as a contribution to their work providing confidential, specialist-led support for doctors experiencing mental health issues. One of the RMBF trustees, Derek Bell, and the RMBF Chief Executive, Steve Crone, are both directors of DocHealth. Neither Professor Bell nor Mr Crone receives any remuneration from DocHealth.

20. CAPITAL COMMITMENTS

There were no capital commitments at 31st March 2021 (2020: £ Nil).