



Annual Report 2019/20



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Mission Statement

At NARPO we believe that life doesn't stop after the Police, it flourishes. That's why we seek to represent the UK's more than a quarter of a million former Police Officers, staff, their partners and former partners, and those widowed both in and after service. It's a big responsibility, with our primary concerns to do with pensions, wellbeing and a fulfilled later life.

We're proud of our members, what they've contributed and the incredible potential they have to offer. Every day we strive to improve our services, improve the lives of our members and positively impact society around us.



Welcome

Steve Edwards, CEO

It is really pleasing to be able to present this review of the year, covering the period from 1st July 2019 to 30th June 2020.

What a 12 months it has been!

Throughout the second half of 2019 we continued to celebrate our Centenary with Branches across the country holding their own local events.

We started 2020 with an NEC meeting in Warwickshire and were busy making plans and looking forward to the year and what it would bring, in particular our Conference which was to be held in Plymouth.

Then in March the world changed, and COVID-19 hit us, causing us all to change our routines virtually overnight. It is really heartening to see how we as an Association have responded throughout these difficult times, both at Branch level and at a national level, to ensure that our members, particularly those vulnerable members, are looked after and supported throughout this difficult time.

Local Branches are to be applauded for the way they have introduced initiatives and adapted their practices, in particular the use of technology to assist members who may be feeling vulnerable and isolated. I must put on record a huge vote of thanks and appreciation to all those volunteers within Branches who give up their own time to improve the lives of our members.

Spring 2020 saw us undertake one of our biggest ever recruitment drives utilising Police Pensions Administrators. Between February and June, we saw 2551 new members join us, over 1,000 of which we can directly attribute to this recruitment drive. A great success.

Our small team of staff based at NARPO HQ has seen some personnel changes during the reporting period and we have been joined by Carly Scott who has replaced Helen Ketton in the role of Business Support and Communications Administrator. Carly has a proven background in this area and is a valuable asset for the Association. Hitting the ground running she has already changed and improved our image, our social media and website to say the least. I am really looking forward to developing our communication strategy with her to ensure that NARPO continues to evolve and improve. Also joining us during this period was Jan Standen, who joins Julia

Mullan and Claire Marsden in the front office. They are the first point of contact for both members and all those contacting the office. They work extremely well together and provide a wide range of administrative support to the organisation.

This last 12 months has thrown up new challenges for all the staff and I am extremely proud of the team, who are dedicated and professional in all that they do. COVID-19 has seen staff working remotely from home indeed we were very lucky to have had the foresight to provide HQ staff the facility to work remotely before the pandemic hit us. As a result, the impact of the pandemic on NARPO business has been minimal, with us all carrying out 'business as usual' from our homes. All the NARPO HQ team are to be congratulated for their work and their dedication during this period and during the pandemic in particular in making sure that the Association continues to deliver.

As notified in the last Annual Report Angela Calvert resumed full time work with us in June last year with her main focus being on researching, delivering and implementing a new member database system to replace Super Sleuth. This is a significant investment agreed by the NEC and will ensure our systems are at the forefront of technology benefiting members, branches and staff alike.

Both Alan Lees and I continue to provide expert advice and information to both members and Branches, particularly on the wide-ranging subject of Police Pensions.

Helen Morgan our Financial Controller continues to be the 'financial watchdog' for the organisation and continues to provide the NEC with sound financial acumen and advice to ensure the organisations finances are in order and budgets are as relevant as possible. Rachel our Accounts Administrator continues to provide excellent support to Helen and is an integral part of the NARPO 'team'.

In conclusion, I am extremely proud to say that we have an excellent team at NARPO House who have all responded magnificently during this current pandemic to ensure that we continue to deliver an excellent service to our Members, Branches, NEC and others. Hopefully when I come to write this next year we will have returned to some sort of normality.

Steve Edwards CEO

NARPO in Numbers

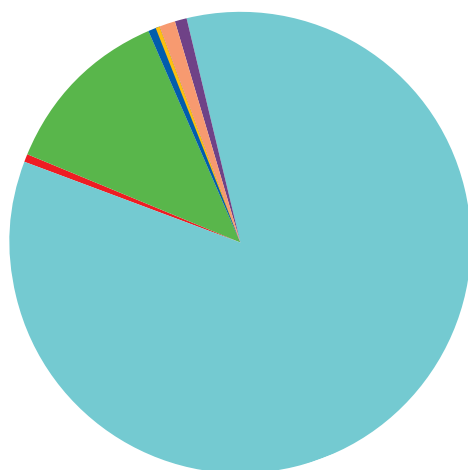
A snapshot of our membership

93,384
Members
at the end of
June 2020



Membership Breakdown

Associate	1062
Affiliate	736
Full	79257
Life	572
Honorary	33
Widow/er	11164
Direct Affiliates	297
Other	263



Annual
Subscription

£21.48
2020



Overseas Members Abroad
1,934

A year in review

17th
July
2019

Parliamentary Reception celebrating our centenary



The Reception took place at the House of Lords and was hosted by Baroness Angela Harris, who is a NARPO Member.

The Reception was attended by Branch Officials, NEC Members and HQ. MP's and Peers also joined us to acknowledge the working relationship with Parliamentarians over the last 100 years.

25th
July
2019

The official NARPO Centenary date



6th
Sept
2019

Conference

The theme for this year's Conference was '100 years of safeguarding members' rights, wellbeing and pensions' We were joined by a number of fantastic speakers who presented on these issues during the day.

The Wellbeing theme was shaped by the results of De Montfort University Wellbeing Survey which was carried out in 2019.

CEO Steve Edwards was approached by Dr Annette Crisp BA, MSc, SFHEA and Georgie Hughes from De Montfort who wanted to do a survey of retired officers to assess the impact of their work experiences on their wellbeing. We were delighted to take part and a survey was sent out to all members. The results were quite astounding: 56% stated that being a member of the police had affected their mental wellbeing. 66% said they had experienced negative or uncomfortable feelings associated with their experiences in the job, such as worry or anxiety. 67% said they have unexpected thoughts about their experiences – particularly nightmares and flashbacks. Over 75% said they were aware of the symptoms of PTSD and 23% said they thought they may be suffering from PTSD and over 25% were unsure if they were suffering with symptoms of PTSD.

Also attending Conference was Holly Lynch MP, a big supporter of NARPO and the Widows Pension for Life campaign, she gave an inspiring speech supporting both the Campaign and NARPO.



27th
Sept
2019

We have our first meeting with the appointed legal team to progress the Widows Pension for Life campaign

14-15th
Oct
2019

BAWP Conference



Deputy CEO Alan Lees and NEC member Bob Mabbutt attended the BAWP (British Association for Women in Policing) Conference - a first for NARPO.

Pictured is: Commissioner of the Metropolitan Police Service Dame Cressida Dick with NARPO Deputy CEO Alan Lees

21st
Nov

2019

Police Federation Centenary Event



Deputy CEO Alan Lees and NEC President Brian Burdus attend the Police Federation Centenary Event, celebrating 100 years since the Police Federation held its first Federation Conference in London.

11th
Feb

2020

CEO Steve Edwards meets with the Home Office regarding The Police Covenant

The Government proposed plans for a Police Covenant, enshrined in law, to recognise police officers and their contribution and to provide the protection and support they deserve.

The Home Office's Front Line Review which took place in 2019 highlighted concerns of police officers and staff and the need to do more to help them. The Review identified a wide range of issues and a package of immediate measures was brought forward in response to this, but the introduction of the Covenant is the next step to provide comprehensive, meaningful and lasting support to officers.

The Police Covenant will build on existing work to improve wellbeing and encourage and enforce the provision of enhanced support.

A public consultation took place at the start of 2020 which sought views on the principle of implementing a Police Covenant in England and Wales, it looked at the themes of, physical protection, health and wellbeing and support for families.

NARPO CEO, Steve Edwards met with the lead Civil Servant heading up the work and gave the initial view that this should definitely extend to retired police officers and their families, in particular in relation to their physical and mental wellbeing in retirement. Steve also submitted an official response on behalf of NARPO.

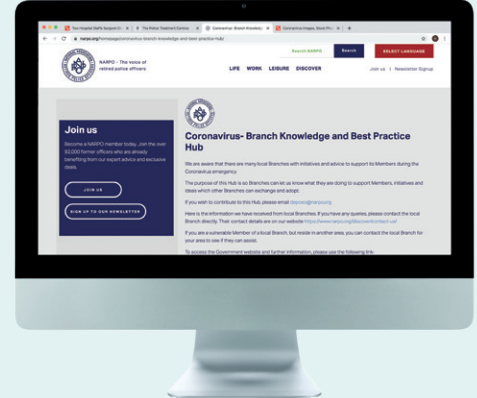
The consultation period ended on April 22nd and at time of writing the Government were analysing the results.

**March
2020**

UK goes into Lockdown due to COVID-19

The most unexpected and unplanned for event of the year saw businesses and schools close across the country to prevent the spread of Coronavirus.

We were very fortunate that we had previously invested in the technology which enabled our Head Office staff to work seamlessly from home, this meant we were able to keep our operations and services to members going with only minimal interruption.



Leeds NARPO Secretary John Birkenshaw gets ready to deliver scrubs to his local Hospital which had been made by his wife Jane as part of the 'Harrogate Scrubbers' volunteer scrub making service.

At Branch level keeping business as usual presented much more of a challenge, and when you add in the fact that many of our members fall into the vulnerable and shielding categories, they had a massive task on their hands.

We remain proud but not surprised by how our branches stepped up to safeguard our members during the lockdown period. Across the network branches developed initiatives such as separate Facebook groups and online forums, buddy schemes providing telephone 'check-ins' to widows and those shielding, setting up members on the video calling apps Zoom and Houseparty and our younger members volunteering to support older members out in the community by delivering medicines, food and other essential supplies.

At HQ we collated all this advice online on our COVID-19 Knowledge and Best Practice Hub, where we also signposted to all the relevant Government agencies and national support services.

**30th
April
2020**

NARPO holds its first ever virtual NEC meeting over Zoom

**5th
May
2020**

Mental health and wellbeing of retired officers

Steve Edwards meets with Tim Loughton MP, Sarah Jones MP and Dehenna Davison MP which led to Dehenna Davison MP tabling a series of questions in Parliament on mental health and wellbeing of retired officers on NARPO's behalf.

Campaigning Later Life Ambitions

NARPO provides an important voice to retired police officers across England and Wales.

We build relationships with politicians at a local and national level to raise awareness of the issues affecting NARPO members, and as part of the campaigning group Later Life Ambitions we work in partnership with the National Federation of Occupational Pensioners and the Civil Service Pensioners' Alliance to encourage the Government to adopt policies that support older people to lead active and independent lives. We are also a founder member of The Public Service Pensioners' Council which brings together the various organisations representing the interests of retired public servants and includes the retired members' sections of public sector trade unions.

In Northern Ireland, Justice Minister David Ford announced on 21 March 2014 that all survivors of members of the RUC pension scheme should retain their pensions for life, meaning widows, widowers and civil partners whose pensions had ceased on remarriage or cohabitation would be able to apply to have them reinstated.

As a result of that decision we launched one of our biggest campaigns to date – our 'Widows Pensions for Life' campaign. At present, there is a disparity throughout the constituent parts of the UK whereby surviving partners qualify for the pension for life depending on which police scheme they were

members of, and whether they remarry. NARPO believes this fundamental inequality needs to be addressed, and that the entitlement needs to be aligned to a UK-wide standard.

In response to our campaign the Government responded with a change to the Police Pension Regulations and The Police (injury benefit) in 2017, which means that survivors' pensions paid in respect of 1987 scheme members will no longer be subject to the rule where the police officer dies on duty, or as a result of injuries received on duty. In England and Wales, this change only applies to widows, widowers or surviving civil partners, who marry, remarry, form a civil partnership or cohabit on or after 1st April 2015. This change came into force retrospectively from 1st April 2015.



As a result we now have the situation that depending on where their deceased spouse served as a police officer, the nature of their death and the date of the survivor's remarriage, cohabitation or civil partnership, some widows and widowers are entitled to continued payment of the survivor police pension and others are not.

NARPO believes that this disparity is fundamentally flawed, and that there should be an overarching dispensation for police widows' pensions which transcends regional governance.



NARPO believes that natural justice demands a duty of care for the surviving partner for life, and it is imperative that there is parity and equality regardless of devolved government. We are working towards balance and consensus on police widows' pensions for life to ensure that police officers who pass away after their dedicated service are assured that their partner is rightly provided for. Moreover, that their partner is not then discouraged from rebuilding their life following their tragic loss if they later cohabit or remarry and end up losing their pension as a result.

NARPO recognise the immeasurable contribution that spouses and partners of police officers make towards public service, that's why our Widow's Pension for Life Campaign is dedicated to securing pensions for life for widows, widowers and civil partners of police officers regardless of their future relationship status.

Following a NEC decision in 2019 we reluctantly decided to take legal advice on the matter and we received positive initial legal advice that indicates we have a sound case to pursue this matter under the Human Rights Act, and in particular the right to fair proceedings under Article 6, the protection of property under Article 1 Protocol 1 and the Right to Respect for Private and Family Life under Article 8.

In September 2019 we appointed and subsequently met with our legal team for the first time to pursue the matter under the Human Rights Act and on 2nd December 2019 a Pre Action Protocol letter of Claim was served on the Secretary of State. The Home Secretary's legal team responded on the 16th December, however that response was unsatisfactory, which left us with no alternative other than to consider commencing legal proceedings.

Working with our partners at Later Life Ambitions we have also worked hard on behalf our members across a range of issues this year, including protection of the State Pension Triple lock, the proposed withdrawal of the free tv licence for over 75s and the lack of any meaningful progress on social care reform.

On 17th June a letter was sent to Chancellor of the Exchequer, Rishi Sunak from LLA urging the Government to maintain the Triple Lock Guarantee on increases to the State Pension, urging the Government to honour their Manifesto pledge to



maintain the triple lock, whilst recognising that Covid-19 has put significant pressure on HM Treasury, and aspects of fiscal policy will need to be reviewed. This was in response to several newspaper reports calling for the abolition of the 'triple lock' guarantee on state pensions, perpetuating the myth that all Britain's pensioners are privileged and that the state pension only serves to highlight the intergenerational unfairness argument. What is true is that compared to many continental countries our state pension is rather meagre and almost 2 million of UK pensioners live in poverty.

Throughout 2019 and in to 2020 we worked hard along with Later Life Ambitions and Age UK to help keep the licence fee free for over 75's, we appealed to the Secretary of State for Digital, Culture, Media & Sport to keep this valuable lifeline and backed and promoted Age UK's national petition, in the end it sadly did not have the outcome we wanted and the BBC announced that the free TV licence for all over 75's would be scrapped this August. Anyone over 75 and in receipt of Pension Credit are still entitled to the free licence but now must apply to the BBC to receive it. Pension Credit is one of the most underclaimed benefits in the welfare system and we would encourage all those entitled to it to submit a claim.

We continue to campaign with MP's and Parliamentarians, for a long-term solution to the countries social care problem, which everyone agrees is in urgent need of attention. We are calling for:

- A cross party, long-term plan for social care
- A Government commitment to long-term funding increases for the NHS
- Closer working between health and social care services
- Government expenditure on adult social care to rise as a proportion of total public expenditure
- Assurances that funding for social care will be ring-fenced
- The introduction of measures to recognise the value of social care work, ensuring professional development and productivity in the sector improves



Members of the National Executive Committee and Sub Committee Appointments

2020/2021

Chairman of the NEC and President of NARPO

Brian Burdus

Vice Chairman of the NEC and Vice President of NARPO

Richard Critchley

Chief Executive

Steve Edwards (*Appointed*)

Deputy Chief Executive

Alan Lees (*Appointed*)

Financial Controller

Helen Morgan (*Appointed*)

Conference Arrangements

Kate Rowley – Conference Co-ordinator

Strategic Planning Working Group

David Jeans, Bob Watson, Sandie Wilde MA

Age UK: Representative

Brian Burdus

Pensioners Forum Wales

Phil Hopkins & Richard Jones

Training Sub-Committee

Keith Bowman, Richard Critchley, Jackie Cole, Brian Haley, Richard Jones, Bob Watson & Sandie Wilde MA (*Training Officer*)

Secretariat Sub-Committee

Richard Critchley, Mark Judson, Bob Mabbutt, Ahmed Ramiz & Norman Robertson

Public Service Pensioners Council

(*External Appointment*)

Treasurer

Steve Edwards

Council Members

Brian Burdus & Steve Edwards

Elected Members of the NEC

September 2020 To Conference 2022 Inclusive



Office Expires

No 1 Region - North West

Sandie Wilde MA - Manchester	2021
Kate Rowley QPM - Cumbria	2022

No 2 Region - North East

Richard Critchley - Wakefield	2021
Bob Watson - Northumbria	2022

No 3 Region - Midlands

Mark Judson - Staffordshire	2021
David Jeans - Birmingham	2022

No 4 Region - Eastern

Bob Mabbutt - Northamptonshire	2021
Brian Burdus - Nottinghamshire	2022

Office Expires

No 5 Region - South East

Keith Bowman - Eastbourne	2021
Ahmed Ramiz - North Sussex	2022

No 6 Region - South West

Brian Haley - Wiltshire	2021
Allen Orchard - Dorset	2022

No 7 Region - Wales

Richard Jones - Denbigh	2021
Sandra Evans BSc (Hons) - Gwent	2022

No 8 Region - London

Nick Burrows - London	2021
Phil Van Tromp - London	2022

Elected Reserves of the NEC

Branch Expires

No 1 Region - North West

Steve Lloyd - Salford	2021
Robin Michaelides - Wigan & Leigh	2022

No 2 Region - North East

Graham Cassidy - Doncaster	2021
Grant Thorburn - Cleveland	2022

No 3 Region - Midlands

Steve Groves - Walsall	2021
Tony Gooch - Warwickshire	2022

No 4 Region - Eastern

Martin Gregory - Cambridgeshire	2021
Chris Morgan - Lincolnshire	2022

Branch Expires

No 5 Region - South East

Norman Liggins - East Kent	2021
Dickie Bird - Colchester NE Essex	2022

No 6 Region - South West

Nick Wyer - Dorset	2021
Vacant	2022

No 7 Region - Wales

Helen Lloyd-Jones - Flint	2021
Jeff Mapps - Gwent	2022

No 8 Region - London

Vacant	2021
Eric Smith - London	2022

Life Memberships

July 2019 to June 2020

Branch

Bedfordshire	Mr Roger Wood Mr Nigel Tompkins
Chichester	Mr Alan Barker
Colchester & NE Essex	Mr John Tingey
Cornwall	Mr Wilfred R Warne
Derbyshire	Mr Frank William Shaw
Dorset	Mr Philip Ernest Coward
Dyfed Powys	Mr Hugh Colley
Gloucestershire	Mr Christopher Usher
Hampshire (North)	Mr Christopher D. Wilbond Mrs Fiona Jayne Collier
Hampshire (Portsmouth & SE)	Mr Brian J Woodhall
Hertfordshire	Mr Brian Homans
Huddersfield	Mr Gordon Wingrove
Manchester	Mr David Thornton
Northamptonshire	Mr Stewart John Slinn
Oldham	Mr Geoffrey Gee
Preston & District	Mr Andrew Edwards
Rochdale	Mr William Pattinson
Rotherham	Mr Harold Allen Miss Sheila Baggott

Branch

Sheffield	Mr Richard Anthony Naylor QPM BA (Hons)* Mr Gerry Scarfe*
Southend on Sea	Mr Michael Beaveridge
St Helens	Mr John Russell Mr Alfred Dickinson
Suffolk	Mr John Saunders Mr Stewart Chapman Mr Barry Roper
Swansea	Mr Bryon Tucker
TVP Buckinghamshire	Mr Roger Young
TVP Oxfordshire	Mr Wally Cox**
Walsall	Mr Robin Bond
Wiltshire	Mr Brian Martin*
Wolverhampton	Mr Brian Tew
Worthing	Mr Brian L Martin*
York	Mr Keith Meadley Mr Gordon Keenan Mrs Valerie Stewart Mr Roy Collier
York North Riding	Mr Mal Green*

* Missed from Annual Report 18-19

** Missed from Annual Report 17-18



Financial Statements

For the year ended 31 December 2019

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23	Proposed Budgets for the year ended 31 December 2021

Financial Review

Statements for the year ended 31st December 2019 are found later in the following pages of this report and give full detail of the financial position of the organisation at the Balance Sheet date. The financial statements were audited by our accountants, Paylings, as expected we recorded a deficit of £191,812 for the financial year, mainly due to the impact of the cost of the Centenary celebrations (2018: surplus of £195,624).

The overall income for the year was £1,234,004 (2018: £1,159,058) showing an increase of £74,946.

Total expenditure increased on the previous year by £462,302 to £1,425,816 (2018: £963,434). Within this increase £329,633 was attributed to the NARPO Centenary, included in the Centenary costs this was a total of £163,016 was as a result of a reduction in branch precept for the historic year.

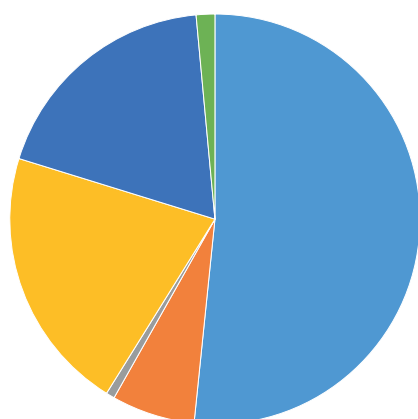
The value of our investments at the year-end 31st December 2019 amounted to £1,400,264 (2018: £1,364,321). Our total accumulated fund at the 31st December 2019 was £3,154,428 (2018: £3,346,240).

The Financial Controller has prepared budgets for the period ending 31st December 2021, based on the expected financial impact of decisions and strategic plans. These budgets were reviewed and endorsed by the NEC at their meeting in May 2020 and in turn circulated to Branches and are contained in the Financial Statements later in the report.

Finally, the total net asset value of Branch balance sheets as at the 31st December 2019, amounted to circa £2.2m (2018: £2.1m).

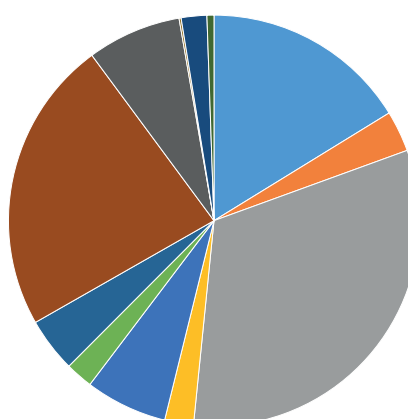
Helen Morgan *Financial Controller*

Income



- Precept and Affiliates Subscription
- Investments and Interest
- Sale of Stock and Diaries
- Commission and Royalties
- Advertising
- Branch and Miscellaneous Charges

Expenditure



- 7000 Staff Costs
- 7100 General Office and Premises
- 7200 Communications and Advertising
- 7300 IT and Website Costs
- 7400 National Executive Committee Costs
- 7400 NARPO Training Courses
- 7402 NARPO Conference
- 7450 NARPO Centenary
- 7500 Legal and Professional Fees
- 7600 Bank Charges
- 8000 Depreciation Expense
- 8001 Corporation tax

Statement of National Executive Committee Responsibilities

We are required under the constitution of the Association to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association and of the excess of income over expenditure for that year. In preparing those financial statements we are required to:

- select suitable accounting policies and then apply them consistently making judgements and estimates that are prudent and reasonable;
- state whether applicable 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 Association will continue in business.

We are also responsible for:

- keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association;
- safeguarding the Association's assets;
- taking reasonable steps for the prevention and detection of fraud and other irregularities.

By Order of the National Executive Committee



Brian Burdus *President*

Report of the Independent Auditors to the Association's Members

of The National Association of Retired Police Officers

We have audited the financial statements of the National Association of Retired Police Officers for the year ended 31st December 2019.

This report is made solely to the association's members, as a body, in accordance with rules of the association. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of National Executive Committee and Auditors

The Association's National Executive Committee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. This includes an assessment of; whether the accounting policies are appropriate to the association's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the National Executive Committee; and the overall presentation of the financial statements.

Opinion on the financial statements

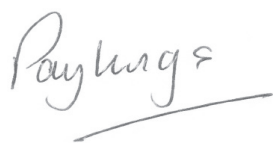
In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31st December 2019 and of its excess of income over expenditure.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the rules of the association.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the rules of the association requires us to report to you if, in our opinion:

- adequate 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
- we have not received all the information explanations we require for our audit.



David Harrison (*Senior Statutory Auditor*)

For and on behalf of Paylings

Registered Auditors

7 The Office Campus, Paragon Business Village,
Red Hall Court, Wakefield, West Yorkshire, WF1 2UY

Balance Sheet

As at 31st December 2019

	2019		2018	
Fixed Assets				
NARPO House		128,474		128,474
Building Adds B/fwd	2,224		2,224	
Additions	0		0	
Less: Depreciation	-2,009	215	-1,722	502
Furniture, IT and Equipment B/fwd	84,220		72,077	
Additions	0		12,143	
Less : Depreciation	-61,441	22,779	-33,039	51,181
Coat of Arms		7,200		7,200
Ceremonial Chains of Office		5,877		5,877
Investment at Cost				
Hawkridge House (<i>Property</i>)	287,176		287,176	
Aviva Investment	28,763		27,423	
Brewin Dolphin	261,493		260,402	
Tilney Bestinvest	822,832	1,400,264	789,320	1,364,321
Current Assets				
Stocks for Resale	14,652		3,307	
Sundry Debtors and prepayments	111,540		268,931	
Current and Deposit Accounts	476,704		604,470	
NARPO Paypal	5,001		13,619	
Close Bros Fixed Term Investments	1,048,046		1,030,624	
Cash in Hand	811		157	
	1,656,754		1,921,108	
Current Liabilities				
Sundry Creditors and accruals	59,307		116,120	
VAT	0		4,361	
Corporation Tax	7,828		11,942	
	67,135		132,423	
Net Current Assets		1,589,619		1,788,685
		3,154,428		3,346,240
Accumulated Fund				
Balance as at 1 January		3,346,240		3,150,616
Surplus for the year		-191,812		195,624
		3,154,428		3,346,240

Income and Expenditure

For the year ended 31st December 2019

	2019		2018	
Income				
Precept (40%)		626,023		604,451
Affiliates Subscription		11,043		12,681
Hawkridge House Net Rent		14,885		14,703
Sale of Supplies	24,092		1,432	
Less: Cost of Sales	-22,164	1,928	-968	464
Sale of Diaries		5,511		8,971
Commissions/Royalties		183,018		189,992
Advertising		231,503		162,904
Taxed Dividends (Gross)	31,576		29,056	
Aviva Interest	1,339		1,187	
Bank & Close Bros Interest	16,187	49,102	20,718	50,961
THIG Schemes		75,000		75,000
Tilney Bestinvest (Sale of Investments)		16,945		31,565
Legacies		937		2,366
Branch Income		18,109		0
NARPO Donation		0		5,000
		1,234,004		1,159,058
Expenditure				
NARPO News Printing		388,983		301,100
National Advertising Campaign		54,833		11,127
2019 Centenary Costs		329,633		0
Printing and Stationery		14,555		10,201
Postage and Telephone		16,664		11,772
Office Expense		25,910		19,719
Training - Officers and Access to Support		35,066		25,772
GDPR Training		0		35,937
General & Water Rates		6,972		6,926
Insurance		8,071		7,023
Salary Costs (Gross)	195,066		180,645	
N.I. Contributions	14,362		13,478	
Pension Contributions	16,970	226,398	16,209	210,332
Staff Recruit/Consultancy/Train		720		0
Computer Expenses		32,325		57,761
NEC Expenditure/Regional Meetings		92,044		90,840
Federation Conference		0		3,152
Conference Expenses (net of income)		60,979		67,268
Audit		6,000		6,000
Parliamentary		38,824		24,585
Professional Expenses		49,003		25,297
Corporation Tax		7,828		11,947
Depreciation		28,688		34,761
Repairs to Property		0		0
Bank Fees		2,319		1,814
Bad Debt		0		0
Donation		0		100
		1,425,816		963,434
Excess of income over expenditure		-191,812		195,624

Notes to the Financial Statements

For the year ended 31st December 2019

Accounting Policies

Basis of Accounting

The financial statements have been prepared under the requirements of the Association Rules and Regulations. The Association has not adopted the 'Financial Reporting Standard 102' "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS102).

Adoption of FRS102 would require the Association to state all investments at market value and the Executive Committee believe the costs out way the benefits at this stage.

Accounting Convention

The financial statements have been prepared under historic cost convention.

Depreciation

Assets costing £500 or more are capitalised as tangible fixed assets, items costing less than £500 are charged against income and expenditure in the year the cost was incurred.

Depreciation of fixed assets is calculated to write off their cost or valuation less any residual value of their estimated useful lives as follows:

Office furniture, IT assets and equipment 33.3% straight line

Buildings are not depreciated, as in the opinion of the National Executive Committee, the residual value of the property will exceed its cost.

Investment Income

Dividends and interest on investments are recognised on a receivable basis and are shown gross of any related tax credit. Tax suffered on investment income is shown as part of the corporation tax charge. Rental income is credited net of related expenditure.

Income

Income represents the amount derived from subscriptions precepted from branches, income from investments and services provided which fall within the Association's ordinary activities, entirely within the United Kingdom. The income and excess of income over expenditure comprise the continuing activities of the Association.

Taxation

Corporation tax charged on taxable income and capital gains

2019	2018
£7,828	£11,947

APB Ethical Standards - Provisions Available for Small Entities

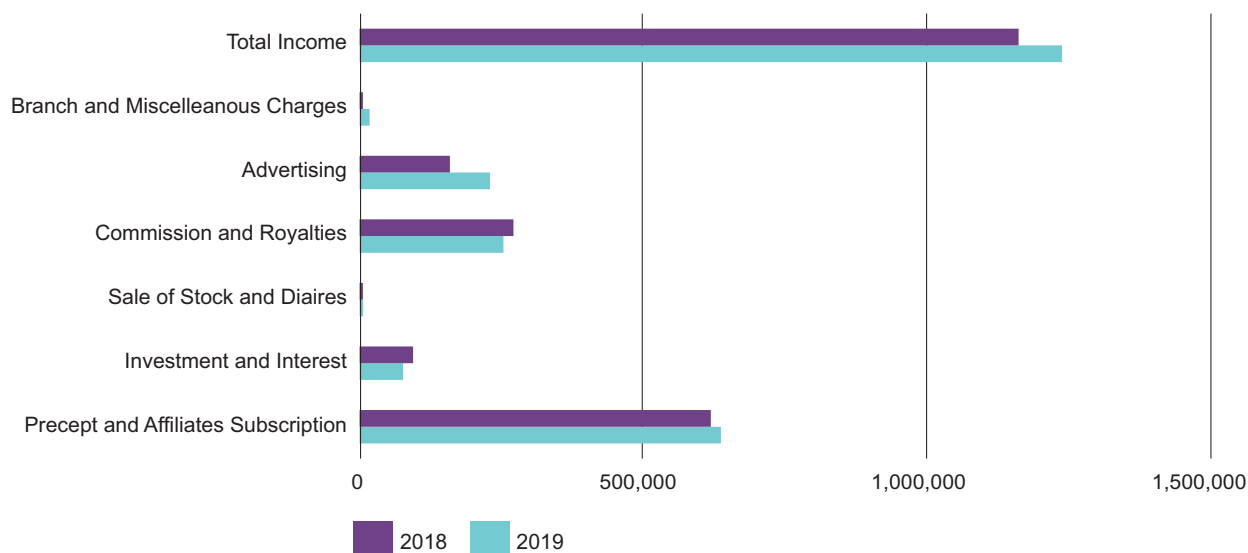
In common with many other associations of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

Budget Variance

For the year ended 31st December 2019

	Actual 2019	Budget 2019	Variance 2019
Income			
4000 Advertising Income	231,503	140,000	91,503
4002 Commissions	258,018	225,000	33,018
4003 Precept and Subscriptions	637,066	607,000	30,066
4004 Merchandise Sales Profit	8,376	11,000	-2,626
4007 Investments and Interest	80,932	52,700	28,232
4010 Branch Charges	18,109	0	18,109
Total Income	1,234,004	1,035,700	198,303

	Actual 2019	Budget 2019	Variance 2019
Expenditures			
7000 Staff Costs	231,371	224,500	-6,871
7100 General Office and Premises	45,930	82,400	36,472
7200 Communications and Advertising	458,372	329,000	-129,372
7300 IT and Website Costs	32,325	32,000	-325
7400 National Executive Committee Costs	92,044	85,000	-7,044
7400 NARPO Training Courses	30,813	29,000	-1,813
7402 NARPO Conference	60,979	77,500	16,521
7450 NARPO Centenary	329,633	347,000	17,367
7500 Legal and Professional fees	105,514	42,000	-63,514
7600 Bank Charges	2,319	1,500	-819
8000 Depreciation Expense	28,688	19,000	-9,688
8001 Corporation Tax	7,828	8,000	172
Total Expenditures	1,425,816	1,276,900	-148,914
Net Surplus/Deficit	-191,812	-241,200	49,389



Proposed Budgets for 2021

	Actual 2019	Budget 2019	Published Budget 2020	Proposed Budget 2021
Income				
4000 Advertising Income	231,503	140,000	150,000	239,800
4002 Commissions	258,018	225,000	225,000	235,000
4003 Precept and Subscriptions	637,066	607,000	653,400	662,422
4004 Merchandise Sales Profit	8,376	11,000	4,400	1,400
4007 Investments and Interest	80,932	52,700	34,200	32,500
4010 Branch Charges	18,109	0	0	19,100
Total Income	1,234,004	1,035,700	1,067,000	1,190,222
Expenditures				
7000 Staff Costs	231,371	224,500	237,500	249,720
7100 General Office and Premises	45,930	82,400	125,500	77,990
7200 Communications and Advertising	458,372	329,000	344,000	478,000
7300 IT and Website Costs	32,325	32,000	114,000	60,000
7400 National Executive Committee Costs	92,044	85,000	92,250	91,200
7400 NARPO Training Courses	30,813	29,000	44,000	45,000
7402 NARPO Conference	60,979	77,500	110,500	86,000
7450 NARPO Centenary	329,633	347,000	0	0
7500 Legal and Professional fees	105,514	42,000	60,000	118,300
7600 Bank Charges	2,319	1,500	3,300	2,432
8000 Depreciation Expense	28,688	19,000	40,000	64,800
8001 Corporation Tax	7,828	8,000	8,000	7,500
Total Expenditure	1,425,816	1,276,900	1,179,050	1,280,942
Net Surplus/Deficit	-191,812	-241,200	-112,050	-90,720