RURAL HOUSING SCOTLAND
(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022



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DIRECTORS' REPORT

The Directors are pleased to present their annual report together with the financial statements for the year ending 31 March 2022 (which are also prepared to meet the requirements for a directors' report and financial statements for the purposes of the Companies Act 2006).

OBJECTIVES & ACTIVITIES

The principal object for which the charitable company is established is to assist rural communities in Scotland to relieve poverty by alleviating rural homelessness, poor housing conditions, other housing needs and related problems. For the purpose of furthering the attainment of its objectives, the charitable company shall have and may pursue all or any of the following activities:

- support rural communities to work in partnership with local and national government and their agencies, housing associations, voluntary bodies and the private sector;
- provide advice, support and information to rural communities and individuals on housing issues and problems;
- establish and support networks linking individuals and groups with an interest in rural housing issues;
- provide information on rural housing issues to increase understanding amongst policy decision makers;
- carry out and publish research projects which increase understanding of rural housing issues and which pilot innovative ways of tackling them;
- seek opportunities for influencing public policy on relevant matters, and advocating on behalf of rural communities.

ACHIEVEMENTS & PERFORMANCE

Rural Housing Scotland exists to support rural communities take action to tackle local housing problems and to highlight and develop solutions to rural housing need.

The COVID 19 pandemic continued to be a challenging background to our work through 2021 and into 2022. However we were pleased to take forward our work to develop Smart Clachan in Uist with the award of funding from the Esmee Fairbairn Foundation to enable the recruitment of a Smart Clachan Development Officer, Donna Young.

The development of the Smart Clachan in Uist was further supported through the award of a Rural and Island Communities Ideas into Action grant to our partners Storas Uibhist to design the clachan homes and secure planning permission.

We were pleased to be able to hold an exhibition of the plans for the Smart Clachan at Rubha Bhuailt, Lochboisdale, and were delighted by the positive response the plans received from the community.

We continued to provide online and phone support to communities across rural Scotland and work in detail with communities in Argyll, Aberdeenshire, Eilean Siar, Highland, Moray, Perthshire, Scottish Borders, and South Lanarkshire.

At a national level we worked with Scottish Rural Action to lobby for changes to the proposed National Planning Framework 4 and organised a consultative seminar for the Scottish Parliament Committee on Local Government, Housing and Planning bringing voices from across rural Scotland to share their views about the proposals.

The pandemic meant that our Conference was once again held on line and we were grateful for the support of Ecology Building Society and Highlands Rewilding for their sponsorship of the day.

Our Chief Executive was invited to speak at the West Wales Housing Summit and the Rural Youth Project and contributed articles to Scottish Planner and RYP Tread Magazine.

RURAL HOUSING SCOTLAND DIRECTORS' REPORT (CONTD)

PLANS FOR THE FUTURE

In the coming year we are looking forward to bringing to fruition many of the projects currently being investigated by rural communities to take advantage of the opportunities offered by the Rural and Island Housing Fund. We also hope to realise our Smart Clachan initiative on Uist and to pursue additional innovative solutions to rural housing issues.

We will further develop our membership and our wider communications to raise awareness of rural housing issues and the work of Rural Housing Scotland to alleviate them. We will continue to work to secure appropriate investment in rural housing. We will engage with national and local government to ensure that housing policy meets the needs of rural communities. We will highlight innovation and good practice at our national conference and work in partnership to ensure that the housing needs of rural communities are met and that community led housing delivery plays a major role in this.

FINANCIAL REVIEW

The company received total income of £176,253 (2021: £156,177) and incurred a total of £171,852 (2021: £167,097) by way of expenditure leaving net income of £4,401 (2021: net expenditure of £10,920) as shown in the Statement of Financial Activities. An analysis of income and expenditure is shown in the Statement of Financial Activities and accompanying notes.

The Statement of Financial Activities also shows Other Recognised Gains/(Losses) in relation to the pension scheme liability, reflecting various actuarial adjustments. Gains totalling £18,290 (2021: losses £26,915) are shown, and further details are provided in note 10. The gains less other pension scheme costs means that the closing balance on the provision for pension scheme liability at the end of the financial year has decreased to £4,199 (from £28,042 at the end of the previous financial year). The directors continue to monitor the pension scheme liability.

In respect of reserves, the Directors have a policy of maintaining reserves to protect against unforeseen fluctuations in income. The policy is to maintain unrestricted general funds at a level which would enable the charitable company to continue the provision of services if its sources of income were to cease or be delayed significantly in their payment. The Directors consider that it is prudent for them to aim to cover three months expenditure by way of reserve. At 31 March 2022, the balance on the available unrestricted general fund is being built upon to provide an adequate reserve in accordance with this policy.

ADMINISTRATIVE DETAILS

Charity number SC031239

Company number SC216096

Registered office The Columba Centre, Fionnphort, Isle of Mull, PA66 6BL

Directors Dr Andrene McKee (Convenor)

Wendy Reid (Vice Convenor)

Alastair Cameron

David Stewart (Treasurer)

Dr Madhu Satsangi

Angela Williams Deborah Mackay Norma Robson

Richard Heggie

Neil Clapperton (appointed 16 December 2021)

Company secretary Derek Logie

RURAL HOUSING SCOTLAND DIRECTORS' REPORT (CONTD)

STRUCTURE, GOVERNANCE & MANAGEMENT

Rural Housing Scotland is a company limited by guarantee and is governed by its Memorandum and Articles of Association, and as such has no share capital.

Directors are elected at the Annual General Meetings or co-opted by the Board of Directors, known as the Council of Management. The Council is comprised of Directors and other co-opted members. New directors receive appropriate induction and training.

The Directors assess the major risks to which the charitable company is exposed on an ongoing basis and have established procedures to mitigate the risks identified as a result of those reviews.

DIRECTORS' RESPONSIBILITIES

The Directors (who are also the Trustees of the charitable company for the purposes of charity law) are responsible for preparing a Directors' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accounting Practice).

Company law requires the charitable company Directors 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 incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing the financial statements the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and Statements of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time, the financial position of the charitable company, and to enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for the maintenance and integrity of the charity and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

BY ORDER OF THE BOARD OF DIRECTORS:

lunie Mekel

Dr Andrene McKee

Director

13th Dec. 2022

Date

INDEPENDENT EXAMINER'S REPORT TO THE DIRECTORS OF RURAL HOUSING SCOTLAND

I report on the financial statements for the charitable company for the year ended 31 March 2022, which are set out on pages 5 to 13.

Respective responsibilities of Directors & independent examiner

The Directors (who are also the Trustees of the charitable company for the purposes of charity law) are responsible for the preparation of the financial statements in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The Directors consider that the audit requirements of Regulation 10(1) (a) to (c) of the 2006 Accounts Regulations (as amended) does not apply. It is my responsibility to examine the financial statements as required under section 44(1) (c) of the 2005 Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations (as amended). An examination includes a review of the accounting records kept by the charitable company and a comparison of the financial statements presented, with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeks explanations from the Directors concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the financial statements.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

- 1. which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations (as amended), and
- to prepare financial statements which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations (as amended)
 - have not been met, or
- 2. to which, in my opinion, attention should be drawn in order to enable proper understanding of the financial statements to be reached.

Onisan Evany

Alison Gray Chartered Accountant Le Noyer, Ettrick Terrace Selkirk TD7 4LE

20/12/22

Date

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income & Expenditure Account)

For the Year Ended 31 March 2022

	•	Unrestricted	Restricted	Total funds	Total funds
		Funds	Funds	2022	2021
	Note	· £	£	£	. £ .
Income from:					· .
Grants	2	46,000	15,276	61,276 °	46,000
Secondment income		62,263		62,263	56,026
Conference & membership income	•	834	·	834	14,195
Contracts	•	51,880	 .	51,880	39,956
TOTAL INCOME		160,977	15,276	176,253	15 <u>6,</u> 177
Expenditure on:					
Staff costs	,3	144,795	10,406	155,201	153,179
Other costs	3	16,651	<u> </u>	16,651	13,918
TOTAL EXPENDITURE		161,446	10,406	171,852	167,097
NET INCOME/(EXPENDITURE)	•	(469)	4,870	4,401	(10,920)
OTHER RECOGNISED GAINS/(LOSSES)		•			
Actuarial gains/(losses) on pension scheme	10	18,290	· <u>·</u>	18,290	(26,915)
NET MOVEMENT IN FUNDS		17,821	4,870	22,691	(37,835)
TOTAL FUNDS BROUGHT FORWARD		4,756	· · · · · · · · · · · · · · · · · · ·	4,756	42,591
TOTAL FUNDS CARRIED FORWARD	8	22,577	4,870	27,447	4,756

BALANCE SHEET

As at 31 March 2022

Company No. SC216096 Charity No. SC031239

		202	22	. 202	1
	Note .	£	£	£.	£
FIXED ASSETS	* *			•	•
Tangible assets	4	• *	803	* *	629
CURRENT ASSETS					
Debtors	5	25,892		6,000	
Cash at bank and in hand		13,316		33,689	
		39,208		39,689	
LIABILITIES		•			
Creditors: Amounts falling due within one year	6	(8,365)		(7,520)	•
NET CURRENT ASSETS	-		30,843	-	32,169
TOTAL ASSETS LESS CURRENT LIABILITIES			31,646		32,798
Creditors: Amounts falling due after more than one year	.7	•	(4,199)	•	(28,042)
TOTAL NET ASSETS			27,447		4,756
FUNDS OF THE CHARITY			•		:
Unrestricted funds			22,577	•	4,756
Restricted funds			4,870		: •***
TOTAL CHARITY FUNDS	8 .		27,447		4,756

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not requested the charitable company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for:

- (a) ensuring that the charitable company keeps proper accounting records which comply with Section 386 and 387 of the Companies Act 2006, and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company at the end of each financial year and of its profit and loss for the financial year in accordance with the requirements of section 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements on pages 5 to 13 were approved by the Directors on $\frac{13/12/2022}{1}$ and were signed by

Dr Andrene McKee

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Director

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 March 2022

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with "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) (effective January 2015)" (Charities SORP FRS 102); the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102); with the Charities and Trustee Investment (Scotland) Act 2005; with the Charities Accounts (Scotland) Regulations 2006 (as amended); with the Companies Act 2006 and with the charitable company's Memorandum and Articles of Association. The charitable company constitutes a public benefit entity as defined by FRS 102: There are no material uncertainties about the charitable company's ability to continue as a going concern.

Income recognition

All income is recognised once the charitable company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Any income such as annual grants received in advance, is included as deferred income within creditors. Income earned from contracts is included when it is receivable. Where donations or grants, including capital grants, are received for a specific purpose, they are included within restricted income and any unexpended portion is carried forward as a restricted fund. Assets or gifts in kind received by the charitable company are recognised as income when received and are included at market value or at an estimate of their value where market value is not readily known.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charitable company to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been classified under headings appropriate to the charitable company's circumstances.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Expenditure below £200 is not capitalised. Depreciation is provided on a straight line basis calculated to write off cost less estimated residual value of each asset, over its expected useful life; as follows:

Asset category Annual rate
Computer equipment 33%

Pensions

The charitable company operates a defined benefit pension scheme for eligible employees. The assets of the scheme are held separately from those of the charitable company. Deficits under the scheme are recognised in the financial statements in accordance with the requirements of FRS 102, based on the charitable company's share of the scheme assets and liabilities, as reported by the scheme actuary. Accordingly the charitable company's share of the scheme deficit is recognised in full on the Balance Sheet. Further information is given in note 10 to the financial statements. The annual contributions payable by the charitable company are included within expenditure in the Statement of Financial Activities.

Funds

Unrestricted general funds are funds which can be used in accordance with the objects of the charitable company at the discretion of the Directors. Designated funds are the funds set aside by the Directors out of unrestricted general funds for specific future purposes or projects. There are currently no designated funds. Restricted funds are the funds that can only be used for particular restricted purposes within the objects of the charitable company. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

NOTES TO THE FINANCIAL STATEMENTS (CONTD)

For the Year Ended 31 March 2022

2	2 ANALYSIS OF GRANTS INCOME			2022	2021
				£	£
	Scottish Government			-	30,000
	The Robertson Trust			16,000	16,000
	Esmee Fairbairn Foundation			34,870	·;
	Kickstart Scheme Grant			10,406	
	Includes restricted income £15,276 (2021: £30,000)	•		61,276	46,000
		·	-		
3	ANALYSIS OF EXPENDITURE			2022	2021
	Staff costs			£	£
•	Gross salaries	-		124,110	122,528
	National insurance			7,594	8,060
	Pension			23,497	22,591
	Includes restricted expenditure £10,406 (2021: £30,000)		_	155,201	153,179

The charitable company considers that the Directors and the Company Secretary are its key management personnel. Total employment benefits including employer pension contributions of key management personnel were £53,504 (2021: £52,697).

Expenses reimbursed totalled £nil (2021: £18 in respect of 1 Director) for services provided to the company. No employee earned more than £60,000 per annum during the year nor in the previous year. The average number of employees during the year was 5 (2021: 4).

			2022	2021
Other costs			£	£
Rent			1,560	390
Insurance		•	852	792
Printing, postage, stationery and office costs	*		270	917
Telephone and internet	•		1,964	1,580
Meetings, travel and conference costs	:		1,507	734
Professional fees			5,904	6,304
Sundry expenses		•	516	13 .
Pension defined benefit cost: expenses			212	.237
Pension defined benefit cost: net interest expense	•		537	95
Pension: insurance	•		599	558
Pension: online accounting disclosure tool			1,140	1,110
Independent examiner's fee			1,188	1,188
Depreciation		· <u>.</u>	402	
	•	_	16,651	13,918
		. —		

NOTES TO THE FINANCIAL STATEMENTS (CONTD)

For the Year Ended 31 March 2022

4	FIXED ASSETS		Computer
			Equipt.
			£
	Cost		
,	At 1 April 2021		3,374
	Additions		576
	At 31 March 2022		3,950
	Depreciation		
٠.	At 1 April 2021		2,745
	Charge for year		402
	At 31 March 2022		3,147
	Net book value	• • •	
	At 31 March 2022		803
	At 31 March 2021		629
		•	
		•	
. 70	reditation	2022	2021
	DEBTORS	£	£
	Trade debtors '	25,892	6,000
•		25,892	6,000
			,
• •		٠,	•
		2022	2021
6	CREDITORS: Amounts falling due within 1 year	£	£
	Accruals and deferred income	5,340	4,067
	Taxation and social security costs	3,025	3,453
		8,365	7,520
		• •	
			2024
		2022	2021
7	CREDITORS: Amounts falling due after more than 1 year Pension defined benefit scheme liability (Note 10)	£ 4,199	£ 28,042
	retision defined beliefit scriente liability (Note 10)		
٠.	and the contract of the contra	4,199	28,042

RURAL HOUSING SCOTLAND NOTES TO THE FINANCIAL STATEMENTS (CONTD) For the Year Ended 31 March 2022

G. ANALYCIC OF CHARITADI F PUNDO		٠.	<u></u>			
8 ANALYSIS OF CHARITABLE FUNDS	: '		Balance	•		Funds
	Ne	otė .	1.04.21	Income	Expenses	31.3.22
			£	£	£	£
UNRESTRICTED FUNDS		:			•	•
General funds	•	_	4,756	179,267	(161,446)	22,577
Total unrestricted funds			4,756	179,267	(161,446)	22,577
RESTRICTED FUNDS						
Business development	6	1 .	-	4,870	-	4,870
Staff costs		2	<u> </u>	10,406	(10,406)	* · · · -
Total restricted funds		: <u>.</u>	· <u>-</u>	15,276	(10,406)	4,870
TOTAL CHARITY FUNDS		_	4,756	194,543	(171,852)	27,447
		_				

- 1 Funds received from Esmee Fairbairn Foundation towards business development costs.
- 2 Kickstart Grant received in the year towards staff costs, fully expended in the year.

9	ANALYSIS OF NET ASSETS BETWEEN FUNDS		Unrestricted	Restricted	Total
			£	£	£ _
	Tangible Fixed assets		803		803
	Debtors		25,892		25,892
	Cash at bank and in hand	. *	8,446	4,870	13,316
	Creditors: Amounts falling due within one year	•:	(8,365)		(8,365)
	Creditors: Amounts falling due after more than one year		(4,199)	·	(4,199)
•	Net assets at 31 March 2022		22,577	4,870	27,447

NOTES TO THE FINANCIAL STATEMENTS (CONTD)

For the Year Ended 31 March 2022

10 PENSION SCHEME

OF ASSETS AND DEFINED BENEFIT LIABILITY £ £ Fair value of plan assets 237,879 224,737 Present value of defined benefit obligation 242,078 252,779 DEFINED BENEFIT LIABILITY RECOGNISED (Note 7) (4,199) (28,042) RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE DEFINED 31.3.22 31.3.21 BENEFIT OBLIGATION £ £ Defined benefit obligation at start of period 252,779 207,632 Expenses 197 195 Interest expense 5,431 4,938 Actuarial losses/(gains) due to scheme experience 3,103 (2,313) Actuarial (gains)/losses due to changes in demographic assumptions 699 - Actuarial (gains)/losses due to changes in financial assumptions (19,934) 42,522 Benefits paid and expenses (197) (195) Defined benefit obligation at end of period 242,078 252,779 RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR 31.3.22 31.3.21 VALUE OF PLAN ASSETS £ £ Fair value of plan assets at start of period 224,73	PRESENT VALUES OF DEFINED BENEFIT OBLIGATION, FAIR VALUE	31.3.22	31.3.21
Present value of defined benefit obligation 242,078 252,779 DEFINED BENEFIT LIABILITY RECOGNISED (Note 7) (4,199) (28,042) RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE DEFINED 31.3.22 31.3.21 BENEFIT OBLIGATION £ £ Defined benefit obligation at start of period 252,779 207,632 Expenses 197 195 Interest expense 5,431 4,938 Actuarial losses/(gains) due to scheme experience 3,103 (2,313) Actuarial losses due to changes in demographic assumptions 699 Actuarial (gains)/losses due to changes in financial assumptions (19,934) 42,522 Benefits paid and expenses (197) (195) Defined benefit obligation at end of period 242,078 252,779 RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR 31.3.22 31.3.21 VALUE OF PLAN ASSETS £ £ Fair value of plan assets at start of period 224,737 200,713 Interest income 4,894 4,843 Experience on plan assets (excluding amounts included in interest income) - gain 2,158	OF ASSETS AND DEFINED BENEFIT LIABILITY	£	£
DEFINED BENEFIT LIABILITY RECOGNISED (Note 7) (4,199) (28,042) RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE DEFINED 31.3.22 31.3.21 BENEFIT OBLIGATION £ £ Defined benefit obligation at start of period 252,779 207,632 Expenses 197 195 Interest expense 5,431 4,938 Actuarial losses/(gains) due to scheme experience 3,103 (2,313) Actuarial losses due to changes in demographic assumptions 699 - Actuarial (gains)/losses due to changes in financial assumptions (19,934) 42,522 Benefits paid and expenses (197) (195) Defined benefit obligation at end of period 242,078 252,779 RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR 31.3.22 31.3.21 VALUE OF PLAN ASSETS £ £ Fair value of plan assets at start of period 224,737 200,713 Interest income 4,894 4,843 Experience on plan assets (excluding amounts included in interest income) - gain 2,158 13,294 Deficit contributions by the employer </td <td>Fair value of plan assets</td> <td>237,879</td> <td>224,737</td>	Fair value of plan assets	237,879	224,737
RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE DEFINED BENEFIT OBLIGATION Confined benefit obligation at start of period Expenses 197 195 Interest expense Actuarial losses/(gains) due to scheme experience Actuarial losses due to changes in demographic assumptions Actuarial (gains)/losses due to changes in financial assumptions Actuarial (gains)/losses due to changes in financial assumptions Benefits paid and expenses Conciliation of Opening And Closing Balances of THE FAIR VALUE OF PLAN ASSETS Fair value of plan assets at start of period Experience on plan assets (excluding amounts included in interest income) - gain Deficit contributions by the employer Benefits paid and expenses (197) (195)	Present value of defined benefit obligation	242,078	252,779
BENEFIT OBLIGATION £ £ Defined benefit obligation at start of period 252,779 207,632 Expenses 197 195 Interest expense 5,431 4,938 Actuarial losses/(gains) due to scheme experience 3,103 (2,313) Actuarial losses due to changes in demographic assumptions 699	DEFINED BENEFIT LIABILITY RECOGNISED (Note 7)	(4,199)	(28,042)
Defined benefit obligation at start of period 252,779 207,632 Expenses 197 195 Interest expense 5,431 4,938 Actuarial losses/(gains) due to scheme experience 3,103 (2,313) Actuarial losses due to changes in demographic assumptions 699 Actuarial (gains)/losses due to changes in financial assumptions (19,934) 42,522 Benefits paid and expenses (197) (195) Defined benefit obligation at end of period 242,078 252,779 RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR 31.3.22 31.3.21 VALUE OF PLAN ASSETS £ £ £ Fair value of plan assets at start of period 224,737 200,713 Interest income 4,894 4,843 Experience on plan assets (excluding amounts included in interest income) - gain 2,158 13,294 Deficit contributions by the employer 6,287 6,082 Benefits paid and expenses (197) (195)	RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE DEFINED	31.3.22	31.3.21
Expenses 197 195 Interest expense 5,431 4,938 Actuarial losses/(gains) due to scheme experience 3,103 (2,313) Actuarial losses due to changes in demographic assumptions 699 - Actuarial (gains)/losses due to changes in financial assumptions (19,934) 42,522 Benefits paid and expenses (197) (195) Defined benefit obligation at end of period 242,078 252,779 RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR 31.3.22 31.3.21 VALUE OF PLAN ASSETS £ £ Fair value of plan assets at start of period 224,737 200,713 Interest income 4,894 4,843 Experience on plan assets (excluding amounts included in interest income) - gain 2,158 13,294 Deficit contributions by the employer 6,287 6,082 Benefits paid and expenses (197) (195)	BENEFIT OBLIGATION	£	£
Interest expense 5,431 4,938 Actuarial losses/(gains) due to scheme experience 3,103 (2,313) Actuarial losses due to changes in demographic assumptions 699 Actuarial (gains)/losses due to changes in financial assumptions (19,934) 42,522 Benefits paid and expenses (197) (195) Defined benefit obligation at end of period 242,078 252,779 RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR 31.3.22 31.3.21 VALUE OF PLAN ASSETS £ £ Fair value of plan assets at start of period 224,737 200,713 Interest income 4,894 4,843 Experience on plan assets (excluding amounts included in interest income) - gain 2,158 13,294 Deficit contributions by the employer 6,287 6,082 Benefits paid and expenses (197) (195)	Defined benefit obligation at start of period	252,779	207,632
Actuarial losses/(gains) due to scheme experience Actuarial losses due to changes in demographic assumptions Actuarial (gains)/losses due to changes in financial assumptions Actuarial (gains)/losses due to changes in financial assumptions Benefits paid and expenses (197) (195) Defined benefit obligation at end of period RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR VALUE OF PLAN ASSETS Fair value of plan assets at start of period Interest income Experience on plan assets (excluding amounts included in interest income) - gain Deficit contributions by the employer Benefits paid and expenses (197) (195)	Expenses	197	195
Actuarial losses due to changes in demographic assumptions Actuarial (gains)/losses due to changes in financial assumptions Benefits paid and expenses C1979 (195) Defined benefit obligation at end of period C242,078 (252,779) RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR VALUE OF PLAN ASSETS Fair value of plan assets at start of period Interest income Experience on plan assets (excluding amounts included in interest income) - gain Deficit contributions by the employer Benefits paid and expenses (197) (195)	Interest expense	5,431	4,938
Actuarial (gains)/losses due to changes in financial assumptions Benefits paid and expenses Clary (195) Defined benefit obligation at end of period RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR VALUE OF PLAN ASSETS Fair value of plan assets at start of period Interest income Experience on plan assets (excluding amounts included in interest income) - gain Deficit contributions by the employer Benefits paid and expenses (197) (195)	Actuarial losses/(gains) due to scheme experience	3,103	(2,313)
Benefits paid and expenses(197)(195)Defined benefit obligation at end of period242,078252,779RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR31.3.2231.3.21VALUE OF PLAN ASSETS££Fair value of plan assets at start of period224,737200,713Interest income4,8944,843Experience on plan assets (excluding amounts included in interest income) - gain2,15813,294Deficit contributions by the employer6,2876,082Benefits paid and expenses(197)(195)	Actuarial losses due to changes in demographic assumptions	699	<u>-</u>
Defined benefit obligation at end of period242,078252,779RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR VALUE OF PLAN ASSETS31.3.2231.3.21Fair value of plan assets at start of period Interest income224,737200,713Experience on plan assets (excluding amounts included in interest income) - gain2,15813,294Deficit contributions by the employer6,2876,082Benefits paid and expenses(197)(195)	Actuarial (gains)/losses due to changes in financial assumptions	(19,934)	42,522
RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR VALUE OF PLAN ASSETS Fair value of plan assets at start of period Interest income Experience on plan assets (excluding amounts included in interest income) - gain Deficit contributions by the employer Benefits paid and expenses 31.3.22 31.3.21 200,713 4,894 4,894 4,843 Experience on plan assets (excluding amounts included in interest income) - gain 2,158 13,294 6,082	Benefits paid and expenses	(197)	(195)
VALUE OF PLAN ASSETS £ £ Fair value of plan assets at start of period Interest income Experience on plan assets (excluding amounts included in interest income) - gain Deficit contributions by the employer Benefits paid and expenses £ £ £ £ £ £ 6,081 6,082	Defined benefit obligation at end of period	242,078	252,779
VALUE OF PLAN ASSETS £ £ Fair value of plan assets at start of period Interest income Experience on plan assets (excluding amounts included in interest income) - gain Deficit contributions by the employer Benefits paid and expenses £ £ £ £ £ £ 6,081 6,082	DECONCULATION OF OBENING AND CLOSING DALANCES OF THE FAIR	24 2 22	21 2 21
Fair value of plan assets at start of period 224,737 200,713 Interest income 4,894 4,843 Experience on plan assets (excluding amounts included in interest income) - gain 2,158 13,294 Deficit contributions by the employer 6,287 6,082 Benefits paid and expenses (197) (195)		31.3.22	31.3.21
Interest income 4,894 4,843 Experience on plan assets (excluding amounts included in interest income) - gain 2,158 13,294 Deficit contributions by the employer 6,287 6,082 Benefits paid and expenses (197) (195)	VALUE OF PLAN ASSETS	£	.
Experience on plan assets (excluding amounts included in interest income) - gain 2,158 13,294 Deficit contributions by the employer 6,287 6,082 Benefits paid and expenses (197) (195)	Fair value of plan assets at start of period	224,737	200,713
Deficit contributions by the employer 6,082 Benefits paid and expenses (197) (195)	Interest income	4,894	4,843
Benefits paid and expenses (197) (195)	Experience on plan assets (excluding amounts included in interest income) - gain	2,158	13,294
		6,287	6,082
Fair value of plan assets at end of period 237,879 224,737	Benefits paid and expenses	(197)	(195)
	Fair value of plan assets at end of period	237,879	224,737

The actual return on the plan assets (including any changes in share of assets) over the period from 31 March 2021 to 31 March 2022 was £7,052.

NOTES TO THE FINANCIAL STATEMENTS (CONTD)

For the Year Ended 31 March 2022

10 PENSION SCHEME (CONTD)

	31.3.22	31.3.21
DEFINED BENEFIT COSTS RECOGNISED IN STATEMENT OF FINANCIAL ACTIVITIES	£	£
Expenses	197	195
Net interest expense	537	95
Total defined benefit costs recognised in Statement of Financial Activities	· 734	290
	31.3.22	31.3.21
DEFINED BENEFIT COSTS RECOGNISED IN OTHER RECOGNISED GAINS/(LOSSES)	£	£
Experience on plan assets (excluding amounts included in net interest cost) - gain	2,158	13,294
Experience gains and losses arising on the plan liabilities - (loss)/gain	(3,103)	2,313
Effects of changes in the demographic assumptions underlying the present value of the	(699)	•
defined benefit obligation - (loss)	40.004	(40.500)
Effects of changes in the financial assumptions underlying the present value of the defined benefit obligation - gain/(loss)	19,934	(42,522)
TOTAL AMOUNT RECOGNISED IN OTHER RECOGNISED GAINS/(LOSSES)	18,290	(26,915)
		, .
	31.3.22	31.3.21
ASSETS	£	£
	•.	B 137 *
Global Equity	47,034	34,766
Absolute Return	10,907	11,077
Distressed Opportunities	[*] 8,527	7,680
Credit Relative Value	7,631	6,477
Alternative Risk Premia	9,827	9,015
Emerging Markets Debt	8,855	9,058
Risk Sharing (7,756	8,032
Insurance-Linked Securities	4,986	4,695
Property	6,164	4,029
Infrastructure	14,849	12,548
Private Debt	5,986	5,297
Opportunistic Illiquid Credit	7,885	5,754
High Yield	2,312	5,891
Opportunistic Credit	829	6,139
Cash	660	. 80
Corporate Bond Fund	15,036	16,952
Liquid Credit	1,523	3,880
Long Lease Property	6,854	5,214
Secured Income	12,708	12,348
Over 15 Year Gilts	99	105
Liability Driven Investment	57,559	54,029
Currency Hedging	(871)	
Net Current Assets	763	1,671
Total assets	237,879	224,737

None of the fair values of the assets shown above include any direct investments in the employer's own financial instruments or any property occupied by, or other assets used by, the employer.

NOTES TO THE FINANCIAL STATEMENTS (CONTD)

For the Year Ended 31 March 2022

10 PENSION SCHEME (CONTD)

	•				31.3.22	31.3.21
KEY ASSUMPTIONS		٠,			. £	£
Discount Rate	•				2.79%	2.15%
Inflation (RPI)	•				3.62%	3.29%
Inflation (CPI)		•			3.21%	2.86%
Salary Growth		, •			4.21%	3.86%
Allowance for commutation	on of pension	for cash at retir	ement		75% maximum	75% maximum
, a					allowance	allowance
	•			•		
	•				Life expectancy	. •
The mortality assumption	s adopted at	31 March 2022 i	mply the following	ng life expectancies:	at 65 (in years)	
•	:	. :			•	
Male retiring in 2022					21.6	
Female retiring in 2022		•		•	23.9	
Male retiring in 2042		•	•	•	22.9	
Female retiring in 2042					25.4	

11 RELATED PARTY TRANSACTIONS

Other than described in note 3 regarding key management personnel, there were no related party transactions.