

Scheme registration number: 13/59103

# The Museums Association Pension Plan

Report and financial statements  
For the year ended 31 March 2022

# The Museums Association Pension Plan

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### For the year ended 31 March 2022

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## The Museums Association Pension Plan

### Reference and administrative details

**For the year ended 31 March 2022**

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<b>Scheme registration number</b>	13/59103
<b>Sponsoring employer</b>	The Museums Association
<b>Trustee</b>	The MA Pension Plan Company Ltd (Company number 08277044) was set up in November 2012 to act as sole trustee of the Museums Association Pension Plan.
<b>Address of the Trustee</b>	The Museums Association 42 Clerkenwell Close LONDON EC1R 0AZ
<b>Contact for enquiries</b>	Neil Mackay, The Museums Association <a href="mailto:Neil@museumsassociation.org">Neil@museumsassociation.org</a>
<b>Trustee directors</b>	Directors of the MA Pension Plan Company Ltd serving during the year: Heather Lees                      Chair, (employer-appointed) Will Adams                        Member-nominated director Sharon Heal                        Employer-appointed director
<b>Scheme advisers</b>	
<b>Actuary</b>	Grant Spence (resigned 10/06/21) XPS Pensions (RL) Limited (Previously RL Corporate Pension Services Limited)  Graeme Foster (appointed 01/09/21) XPS Pensions (RL) Limited (Previously RL Corporate Pension Services Limited)
<b>Auditor</b>	Kreston Reeves Limited (appointed on 14/10/22) Chartered Accountants and Statutory Auditors 9 Donnington Park Chichester, West Sussex, PO20 7AJ Sayer Vincent LLP (resigned on 8/2/22)
<b>Investment manager(s)</b>	Royal London Asset Management Limited 1 Thistle Street EDINBURGH EH2 1DG
<b>Consultants &amp; investment advisers</b>	First Actuarial LLP (from 23 September 2019) Fosse House, 182 High Street TONBRIDGE, KENT TN9 IBEXPS

## **The Museums Association Pension Plan**

### **Trustee's annual report**

#### **For the year ended 31 March 2022**

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We present our report and contribution summary of the scheme for the year to 31 March 2022.

The accounts have been prepared and audited in accordance with the Occupational Pension Schemes (Requirements to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard FRS102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and the guidance set out in the Statement of Recommended Practice – Financial Reports of Pension Schemes (2018).

The auditors' report is attached on page 16. The auditors' statement about contributions is on page 19. It can be seen from this report that contributions were in all material respects paid in accordance with the Schedule of Contributions as certified by the scheme actuary (page 15).

## **Scheme management**

### **The Pension Plan**

The Museums Association Pension Plan ("MAPP") was established by a trust deed effective from November 1988 to provide retirement and other benefits to employees of the Museums Association (MA). The plan aims to provide pensions related to members' earnings before retirement, and pensions and lump sum benefits for widows/widowers and dependents. The plan is governed by the trust deed and rules dated 14 September 1989 and amended on 28 January 1997, 1 September 2000, 10 March 2005, 31 August 2005, 21 September 2007, 31 March 2008, 14 January 2011 and 1 October 2014.

### **Changes to the scheme**

MAPP was closed to future service accrual with effect from 31 March 2008. As a result, no new members will be admitted and no further employee contributions will be payable. Benefits already accrued by individual members will be held until they retire or decide to transfer out, and will be "revalued" each year in the meantime.

In May 2008 the contractual obligation for administration and actuarial services associated with MAPP was transferred to Royal London Mutual Insurance Society Limited ("Royal London", formerly Scottish Life) from JLT Benefit Solutions Limited, and in June 2008 the MAPP funds, including those invested as AVCs, held by JLT were transferred to Royal London.

The MA is responsible for ensuring that there are sufficient funds in MAPP to meet the pension obligations as they arise. The level of funding necessary is calculated by the Scheme Actuary every three years.

As benefits have ceased to be earned under the scheme, no contributions are required in respect of future service benefits. The valuation also shows a surplus. Therefore no employer contributions are required at this time, except that the employer will meet the cost of Pension Protection Fund levies and the cost of any expenses other than those paid to Royal London through policy charges, as and when they fall due.

## The Museums Association Pension Plan

### Trustee's annual report

#### For the year ended 31 March 2022

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A full review of the employer's contributions will be completed at the time of the next valuation, which is due to take place at 1 April 2022. The trustees may bring forward the date of the next valuation if changes in circumstances dictate. The trustees note the need to monitor events as an ongoing requirement.

In addition to assets held by the scheme, the trustee holds a charge of £600,000 over the Association's funds. This amount is held as a designated fund by the employer.

#### **Scheme advisers**

Details of the Scheme advisers are given in the reference and administrative details at the front of this report.

#### **Trustee directors and related parties**

The directors of the trustee company are listed in the reference and admin details. The Principal Employer may at any time or times by deed appoint new or additional trustees provided that the proposed trustees are not disqualified from acting.

Will Adams and Sharon Heal are also deferred members of the Scheme. Heather Lees is a trustee of the Museums Association.

#### **Scheme membership**

37 members of MAPP are now "deferred" members who are not yet in receipt of a pension from the scheme. Six of these also participate in the AVC plan.

	2021	2020
<b>Live</b>	0	0
<b>Deferred</b>	37	38
<b>Annuitants</b>	3	3
<b>Pensioners</b>	4	3

Where annuities have been purchased externally, they have been added into the membership.

#### **Pension increases**

Increases applied to pensions in payment as at 31 March 2021 were 0% per annum for pensions earned before 6 April 1997 and RPI with a maximum of 5% for pensions earned after 6 April 1997. No discretionary pension increases were granted during this period.

#### **Contact for further information**

See reference and administrative details at the front of the report.

## **The Museums Association Pension Plan**

### **Trustee's annual report**

**For the year ended 31 March 2022**

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## **Investment management**

### **Investment managers**

Royal London Asset Management Limited, 1 Thistle Street, Edinburgh, EH2 1DG

### **Review of investment performance**

The assets of MAPP are invested in an insurance policy (number 15711) from Royal London.

At 31 March 2022 the value of the units invested on behalf of MAPP totalled £4,023,938.73

The breakdown is shown below, together with the value of annuities held in the name of the trustee.

## The Museums Association Pension Plan

### Trustee's annual report

**For the year ended 31 March 2022**

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<b>Fund</b>	<b>Unit Holding</b>	<b>Bid Price</b>	<b>Value</b>
RLP Deposit	114.68	452.40	518.79
RLP Long (15yr) Index Linked	20,540.60	258.90	53,179.60
RLP Medium (10yr) Corporate Bond	7,543.89	226.10	17,056.74
RLP Long (15yr) Corporate Bond	18,237.82	256.30	46,743.52
RLP/BlackRock ACS Global Equity Index (60:40)	560,059.44	344.70	1,930,524.90
RLP Property	65,596.76	1,295.20	849,609.17
RLP Medium (10yr) Index Linked	10,779.91	213.70	23,036.68
RLP Short (5yr) Gilt	13,528.68	156.10	21,118.27
RLP Medium (10yr) Gilt	10,565.14	195.70	20,675.98
RLP Short (5yr) Index Linked	13,674.24	167.70	22,931.71
RLP Short (5yr) Corporate Bond	10,915.08	191.90	20,946.03
RLP Long (15yr) Gilt	20,319.16	233.00	47,343.65
RLP Sterling Extra Yield Bond	7,612.96	248.40	18,910.60
RLP/BlackRock ACS World (ex UK) Equity Index	127,856.75	398.80	509,892.72
RLP/Jupiter Financial Opportunities	141,308.14	174.60	246,724.02
RLP Sustainable Diversified Trust	116,046.69	167.80	194,726.35
Value of Units Held			4,023,938.73
Value of annuities purchased			214,000.00
Total Assets			4,237,938.73

## Compliance statement

There have been no employer-related investments during the period.  
The Scheme is a registered scheme number 13/59103.

### Changes in and other matters relating to scheme advisers

In June 2021 Grant Spence retired as the scheme actuary and was replaced by Graeme Foster.  
There were no circumstances reported in connection with the resignation.

The previous auditors, Sayer Vincent LLP, resigned as auditors in February 2022 and Kreston Reeves LLP were appointed in October 2022. There were no reasons in respect of Sayer Vincent LLP's resignation that need to be brought to the attention of the members.

## Statement of trustee's responsibilities

The financial statements, which are prepared in accordance with UK Generally Accepted Accounting Practice, including the Financial Reporting Standard applicable in the UK (FRS 102) are the responsibility of the trustee. Pension Scheme regulations require, and the trustee directors are responsible for ensuring, that those financial statements:

- Show a true and fair view of the financial transactions of the Scheme during the Scheme year and of the amount and disposition at the end of the Scheme year of the assets and liabilities, other than liabilities to pay pensions and benefits after the end of the Scheme year; and
- Contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, including a statement whether the financial statements have been prepared in accordance with the Statement of Recommended Practice "Financial Reports of Pension Schemes" (2018).

In discharging the above responsibilities, the trustee directors are responsible for selecting suitable accounting policies, to be applied consistently, making any estimates and judgements on a reasonable and prudent basis, and for the preparation of the financial statements on a going concern basis unless it is inappropriate to presume that the Scheme will not be wound up.

The trustee is also responsible for making available certain other information about the Scheme in the form of an annual report.

The trustee is responsible under pensions legislation for preparing, maintaining and from time to time reviewing and if necessary revising a schedule of contributions showing the rates of contributions payable towards the Scheme by or on behalf of the employer and the active members of the Scheme and the dates on or before which such contributions are to be paid. The trustee is also responsible for keeping records in respect of contributions received in respect of any active member of the Scheme and for adopting risk-based processes to monitor whether contributions are made to the Scheme by the employer in accordance with the schedule of



## The Museums Association Pension Plan

### Trustee's annual report

#### For the year ended 31 March 2022

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contributions. Where breaches of the schedule occur, the trustee is required by the Pensions Acts 1995 and 2004 to consider making reports to The Pensions Regulator and the members.

The trustee also has a general responsibility for ensuring that adequate accounting records are kept and for taking such steps as are reasonably open to them to safeguard the assets of the Scheme and to prevent and detect fraud and other irregularities, including the maintenance of an appropriate system of internal control.

### Auditor

With effect from February 2022, Sayer Vincent LLP were no longer the pension's auditors and Kreston Reeves LLP were subsequently appointed. The following statement has been received from Sayer Vincent LLP – "there are no reasons for our resignation that needs to be brought to the members attention."

The trustee's annual report has been approved by the trustee directors on 30 March 2023 and signed on its behalf by



Sharon Heal Director  
Museums Association Pension Plan Company Ltd

**The Museums Association Pension Plan**

**Summary of contributions**

**For the year ended 31 March 2022**

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	£
<b>Contributions payable under the schedule of contributions</b>	
Employer deficit contributions	Nil
	<hr/>
<b>Total contributions payable under the Schedule</b>	<b><u>Nil</u></b>

Approved by the trustee directors on 30 March 2023 and signed on its behalf by

Sharon Heal Director  
Museums Association Pension Plan Company Ltd

## The Museums Association Pension Plan

### Report on actuarial liabilities

#### For the year ended 31 March 2022

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Under Section 222 of the Pensions Act 2004, every scheme is subject to the Statutory Funding Objective, which is to have sufficient and appropriate assets to cover its technical provisions. The technical provisions represent the present value of the benefits members are entitled to based on pensionable service to the valuation date. This is assessed using the assumptions agreed between the Trustees and the Employer and set out in the Statement of Funding Principles, which is available to Scheme members on request.

The most recent full actuarial valuation of the Scheme was carried out as at 1 April 2019, which showed that:

The value of the Technical Provisions was:	£3,142k
The value of the assets at that date was:	<u>£3,192k</u>
Net Scheme surplus:	£50k

The method and significant actuarial assumptions used to determine the 2019 technical provisions are as follows.

No allowance has been made for Scheme experience after 1 April 2019 and, in particular the Covid-19 pandemic.

#### Method

The actuarial method used in the calculation of the technical provisions is the Current Unit Method. The funding valuation has been carried out on a market-related basis, and so the financial assumptions are based on market conditions at the valuation date.

#### Significant actuarial assumptions

##### Discount rates

Before retirement	4.3% p.a. (gilts +2.8%)
After retirement	1.8% p.a. (gilts +0.3%)

<b>Future Retail Price inflation</b>	3.6% p.a.
<b>Future Consumer Price inflation</b>	2.7% p.a.

##### Pension increases

Pension increases in payment – pension earned before 6/4/97	0.0% p.a.
Pension increases in payment – pension earned on or after 6/4/97 (RPI with a maximum of 5%)	3.6% p.a.
Pensions in deferment	2.7% p.a.

## The Museums Association Pension Plan

### Report on actuarial liabilities

**For the year ended 31 March 2022**

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#### Demographic and other assumptions

Mortality before retirement	Nil
Mortality after retirement	
— Base tables	S3PA (B=YoB) +2 years
— Future improvements	CMI_2018 [2%]
Commutation of pension	All members commute 15% of their pension for cash using factors agreed by the trustees on 1 April 2020
Retirement age	Normal retirement age, or next birthday if older
Expense allowance	0.8% of liabilities
Proportion of members	85% for males 75% for females
Age difference between than males	Females are 3 years younger
Discretionary increases	No allowance

# Actuary's certification of the schedule of contributions

## Adequacy of rates of contributions

I hereby certify that, in my opinion, the rates of contributions shown in this schedule of contributions are such that the statutory funding objective could have been expected on 1 April 2019 to continue to be met for the period for which the schedule is to be in force.

## Adherence to statement of funding principles

I hereby certify that, in my opinion, this schedule of contributions is consistent with the statement of funding principles dated 19 June 2020.

The certification of the adequacy of the rates of contributions for the purpose of securing that the statutory funding objective can be expected to be met is not a certification of their adequacy for the purpose of securing the scheme's liabilities by the purchase of annuities, if the scheme were to be wound up.



Signature	<hr/>	Date	29 June 2020
Name	Grant W Spence	Qualification	FFA
Name of Employer	XPS Pensions (RL) Limited		
Address	XPS Pensions Group 3 <sup>rd</sup> Floor, East Wing 40 Torphichen Street Edinburgh, EH3 8JB		

## The Museums Association Pension Plan

31 March 2022

### Independent Auditor's Report to the Trustees

#### Opinion

We have audited the financial statements of the The Museums Association Pension Plan for the year ended 31 March 2022 which comprise the fund account, the statement of net assets and the notes to the financial statements, including 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:

- show a true and fair view of the financial transactions of the Scheme during the year ended 31 March 2022, and of the amount and disposition at that date of its assets and liabilities, other than the liabilities to pay pensions and benefits after the end of the year;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- contain the information specified in Regulation 3A of the Occupational Pension Schemes (Requirement to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, made under the Pensions Act 1995.

#### 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 Scheme 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 Scheme'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 contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

31 March 2022

## Independent Auditor's Report to the Trustees

### Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the Scheme'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 wind up the Scheme or to cease operations, or have no realistic alternative but to do so.

### Auditor's responsibilities for the audit of the financial statements

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.

### Extent to which the audit was considered capable of detecting irregularities, including fraud

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of laws and regulations that affect the Scheme, focusing on those that had a direct effect on the financial statements or that had a fundamental effect on the operation of the Scheme. Key laws and regulations that we identified were tax legislation, whereby HMRC can rescind registered Scheme status, legislation which allows the Pensions Regulator to fine the Scheme or remove Trustees, and the penalty regime for data protection laws and regulations. The Scheme is also obliged to comply with its Trust Deed and Rules.
- We enquired of the Trustees and requested copy correspondence with HMRC and The Pensions Regulator but were advised there had been none. We reviewed the Trustees' meeting minutes for evidence of non-compliance with relevant laws and regulations.
- We gained an understanding of the controls that the Trustees have in place to prevent and detect fraud. We enquired of the Trustees about any incidences of fraud that had taken place during the accounting period.
- The risk of fraud and non-compliance with laws and regulations and fraud was discussed within the audit team and tests were planned and performed to address these risks. We identified the potential for fraud in the following areas: 'pension scams' whereby pension Scheme members transfer out their benefits to unapproved or inappropriate arrangements; and the use of Scheme assets for personal preferment of a Trustee or member.
- We reviewed financial statements disclosures and tested to supporting documentation to assess compliance with relevant laws and regulations discussed above.
- We enquired of the Trustees and third-party advisors about actual and potential litigation and claims.
- We reviewed the AAF 01/06 report on internal controls for the key investment managers, in particular over pricing controls.
- We performed analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud.

31 March 2022

### Independent Auditor's Report to the Trustees

#### Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)

- In addressing the risk of fraud due to management override of internal controls we tested the appropriateness of journal entries and assessed whether the judgements made in making accounting estimates were indicative of a potential bias.

Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Scheme's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Scheme's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Scheme to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



**The Museums Association Pension Plan**

**31 March 2022**

**Independent Auditor’s Report to the Trustees**

**Use of our report**

This report is made solely to the Scheme’s Trustees as a body, in accordance with Regulation 3 of the Occupational Pension Schemes (Requirements to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996 made under the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Scheme’s Trustees those matters we are required to state to them in an auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Scheme’s Trustees as a body, for our audit work, for this report, or for the opinions we have formed.



<p><b>Kreston Reeves LLP</b> Statutory Auditor Chartered Accountants 168 Shoreditch High Street London, E1 6RA</p>	<p>Date: 30th March 2023</p>
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**The Museums Association Pension Plan**

**31 March 2022**

**Independent Auditor’s Statement about Contributions to the Trustees**

We have examined the contributions payable to the The Museums Association Pension Plan for the Scheme year ended 31 March 2022 which is set out in the Summary of Contributions on page 13.

In our opinion contributions for the Scheme year ended 31 March 2022 as reported in the Summary of Contributions and payable under the Schedules of Contributions have in all material respects been paid for the period 1 April 2021 to 31 March 2022 at least in accordance with the Schedule of Contributions certified by the Scheme Actuary on 29 June 2020.

**Scope of work on statement about contributions**

Our examination involves obtaining evidence sufficient to give reasonable assurance that contributions reported in the Summary of Contributions on page 13 have in all material respects been paid at least in accordance with the Schedules of Contributions. This includes an examination, on a test basis, of evidence relevant to the amounts of contributions payable to the Scheme and the timing of those payments under the Schedules of Contributions.

**Respective responsibilities of Trustees and the auditor**

As explained more fully in the Statement of Trustees’ Responsibilities, the Scheme’s Trustees are responsible for ensuring that there is a prepared, maintained and from time to time revised Schedule of Contributions showing the rates and due dates of certain contributions payable towards the Scheme by or on behalf of the Employer and the active members of the Scheme. The Trustees are also responsible for keeping records in respect of contributions received in respect of active members of the Scheme and for monitoring whether contributions are made to the Scheme by the Employer in accordance with the Schedule of Contributions.

It is our responsibility to provide a Statement about Contributions paid under the Schedule of Contributions and to report our opinion to you.

**Use of our statement**

This statement is made solely to the Scheme’s Trustees as a body, in accordance with the Pensions Act 1995. Our audit work has been undertaken so that we might state to the Scheme’s Trustees those matters we are required to state to them in an auditor’s statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Scheme and the Scheme’s Trustees as a body, for our audit work, for this statement, or for the opinions we have formed.



<p><b>Kreston Reeves LLP</b>  Statutory Auditor  Chartered Accountants  168 Shoreditch High Street  London  E1 6RA</p>	<p>Date: 30th March 2023</p>
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## The Museums Association Pension Plan

### Fund account

For the year ended 31 March 2022

	Note	2022 Total £	2021 Total £
<b>Contributions and benefits:</b>			
Employer contributions	3	-	-
<b>Total contributions</b>		-	-
Benefits paid or payable	4	(24,298)	(22,258)
Payments to or on account of leavers	5	-	-
Administrative expenses	6	-	-
		<b>(24,298)</b>	<b>(22,258)</b>
<b>Net additions/(withdrawals) from dealings with members</b>		<b>(24,298)</b>	<b>(22,258)</b>
<b>Returns on investments:</b>			
Investment income	7	31,897	28,816
Change in market value of investments	8	373,072	699,960
Investment management expenses	9	-	-
<b>Net returns on investments</b>		<b>404,969</b>	<b>728,776</b>
<b>Net increase/(decrease) in the fund during the year</b>		<b>380,671</b>	<b>706,518</b>
<b>Net assets of the fund at the start of the year</b>	8	<b>3,944,141</b>	<b>3,237,623</b>
<b>Net assets of the fund at the end of the year</b>		<b>4,324,812</b>	<b>3,944,141</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

## The Museums Association Pension Plan

### Statement of net assets (available for benefits)

31 March 2022

	Notes	2022 £	2021 £
<b>Investment assets:</b>			
Pooled investment vehicles	11	4,023,939	3,635,745
Insurance policies	12	214,000	226,000
AVC Investments	13	86,873	82,396
		<u>4,324,812</u>	<u>3,944,141</u>
<b>Total net investments</b>		<b>4,324,812</b>	<b>3,944,141</b>
<b>Current assets</b>		-	-
<b>Current liabilities</b>		-	-
<b>Net assets of the scheme at the year end</b>		<u><b>4,324,812</b></u>	<u><b>3,944,141</b></u>

The financial statements summarise the transactions of the scheme and deal with the net assets at the disposal of the trustees. They do not take account of obligations to pay pensions and benefits which fall due after the end of the scheme year. The actuarial position of the scheme, which does take account of such obligations, is dealt with in the Report on Scheme Liabilities included in the annual report and these financial statements should be read in conjunction with this report.

These financial statements were approved by the Trustee on 30 March 2023 and signed on its behalf by



Sharon Heal  
Museums Association Pension Plan Company Ltd. Director

**1 Basis of preparation**

The accounts have been prepared in accordance with the Occupational Pension Schemes (Requirements to obtain Audited Accounts and a Statement from the Auditor) Regulations 1996, Financial Reporting Standard FRS102 – The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and the guidance set out in the Statement of Recommended Practice – Financial Reports of Pension Schemes (revised June 2018). The Trustee has also adopted the changes proposed by the FRC in Amendments to FRS102 – Fair Value Hierarchy Disclosures to align the reporting standards more consistently with International Financial Reporting Standards (IFRS).

The financial statements are presented in sterling which is the functional currency of the pension scheme rounded to the nearest £/£'000

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**2 Accounting policies**

The principal accounting policies that the trustees have adopted are as follows:

**a) Contributions**

Employer deficit contributions are accounted for on the due dates on which they are payable under the Schedule of Contributions or on receipt if earlier with the agreement of the employer and trustees.

**b) Payments to members**

Pensions in payment are accounted for in the period to which they relate.

Benefits are accounted for in the period in which the member notifies the Trustees of his decision on the type or amount of benefit to be taken, or if there is no member choice, on the date of retiring or leaving.

Opt-outs are accounted for when the Scheme is notified of the opt-out.

Individual transfers in or out of the Scheme are accounted for when member liability is accepted or, discharged which is normally when the transfer amount is paid or received.

Transfer values are determined by the actuaries advising the trustees.

**c) Group transfers are accounted for in accordance with the terms of the transfer agreement.**

**d) Expenses are accounted for on an accruals basis.**

**e) Investment income**

Interest from insurance policies is accounted for on an accrual basis, and is included in the change in market value of the with profits policy.

**f) The change in market value of investments during the year comprises all increases and decreases in the market value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.**

### **Accounting policies (continued)**

- g)** Investments are included at fair value as described below.

Profit insurance policies are reported at the policy value provided by the insurance company based on the cumulative reversionary bonuses declared and the current terminal bonus. Fair values have been determined as the cash value of the unattached annuities at the balance sheet date. The change in fair value of investments during the year comprises all increases and decreases in the fair value of investments held at any time during the year, including profits and losses realised on sales of investments during the year.

Annuities purchased in the name of Trustees which fully provide the pension benefit for certain members are included in these financial statement at the amount of the related obligation, determined using the most recent Scheme funding valuation assumptions and methodology updated for market conditions at the reporting date. Annuity valuations are provide by the scheme actuary.

Unit trust and managed fund investments are stated at the bid price of the units held.

## The Museums Association Pension Plan

### Notes to the financial statements

For the year ended 31 March 2022

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#### 3 Contributions

	2022 £	2021 £
Employer contributions		
Deficit funding	-	-

As benefits have ceased to be earned under the scheme, no contributions are required in respect of future service benefits. The valuation at 01 April 2019 also shows a surplus. Therefore no employer contributions are required at this time, except that the employer will meet the cost of Pension Protection Fund levies and the cost of any expenses other than those paid to Royal London through policy charges, as and when they fall due.

#### 4 Benefits paid or payable

	2022 £	2021 £
Pensions	12,298	10,258
Pensions paid from annuities	12,000	12,000
Lump sum death benefits	-	-
Pensions	<u>24,298</u>	<u>22,258</u>

#### 5 Payments to and on account of leavers

	2022 £	2021 £
Individual transfers out to other schemes	-	-

#### 6 Administrative expenses

All costs of administration are borne by the Museums Association.

#### 7 Investment income

	2022 £	2021 £
Income from pooled investment vehicles (management fee rebate)	<u>31,897</u>	<u>28,816</u>

## The Museums Association Pension Plan

### Notes to the financial statements

#### For the year ended 31 March 2022

#### 8 Reconciliation of investments

	Value at 1 April 2021 £	Purchases at cost £	Sales proceeds £	Change in market value £	Value at 31 March 2022 £
Pooled investment vehicles	3,635,745	31,897	(12,298)	368,595	4,023,939
Insurance policies (annuities)	226,000		(12,000)	–	214,000
AVC investments	82,396	–	–	4,477	86,873
	<u>3,944,141</u>	<u>31,897</u>	<u>(24,298)</u>	<u>373,072</u>	<u>4,324,812</u>
Cash	–	–	–	–	–
Totals	<u>3,944,141</u>	<u>31,897</u>	<u>(24,298)</u>	<u>373,072</u>	<u>4,324,812</u>

#### 9 Investment management expenses

Transaction costs are included in the cost of purchases and deducted from sale proceeds. Direct transaction costs include costs charged to the scheme such as fees, commissions, and stamp duty.

Indirect costs are incurred through the bid-offer spread on investments within pooled investment vehicles and charges made within those vehicles.

#### 10 Taxation

The scheme is a registered Pension Scheme under Chapter 2 Part 4 of the Finance Act 2004 and is therefore exempt from income tax and capital gains tax. The tax charge in the Revenue Account represents irrecoverable withholding taxes arising on investment income.

#### 11 Pooled investment vehicles

The scheme's investments in pooled investment vehicles at the year end comprised:

	2022 £	2021 £
UK Unit Trusts	<u>4,023,939</u>	<u>3,635,745</u>

All fund managers operating the pooled investment vehicles are registered in the UK.

#### 12 Insurance policies

The scheme held insurance policies at the year end as follows:

	2022 £	2021 £
Annuities with Royal London insurance and Canada Life	<u>214,000</u>	<u>226,000</u>



# The Museums Association Pension Plan

## Notes to the financial statements

### For the year ended 31 March 2022

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#### 13 AVC investments

The trustees hold assets invested separately from the main fund to secure additional benefits on a money purchase basis for those members electing to pay Additional Voluntary Contributions. Members participating in this arrangement each receive an annual statement made up to 31 March confirming the amounts held to their account and the movements in the year. The aggregate amounts of AVC investments are as follows:

	2022	2021
	£	£
Royal London E/60673	<b>86,873</b>	82,396

#### 14 Fair value determination

The fair value of financial instruments has been estimated using the following fair value hierarchy:

- Level 1: The unadjusted quoted price in an active market for identical assets or liabilities that the entity can access at the measurement date.
- Level 2: Inputs other than the quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
- Level 3: Inputs are unobservable for the asset or liability.

The Scheme's investment assets and liabilities have been fair valued using the above hierarchy categories as follows:

	Level 1	Level 3	Total
	£	£	2022
			£
Pooled investments	4,023,939	–	<b>4,023,939</b>
Insurance policies (annuities)	–	214,000	<b>214,000</b>
AVC investments	–	86,873	<b>86,873</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	Level 1	Level 3	Total
		£	2021
			£
Pooled investments	3,635,745	–	<b>3,635,745</b>
Insurance policies (annuities)	–	226,000	<b>226,000</b>
AVC investments	–	82,396	<b>82,396</b>

**15 Investment risk disclosures**

FRS 102 requires the disclosure of information in relation to certain investment risks. These risks are set out by FRS 102 as follows:

Credit risk: this is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

Market risk: this comprises currency risk, interest rate risk and other price risk.

The trustees determine their investment strategy after taking advice from a professional investment adviser. The scheme has exposure to these risks because of the investments it makes to implement its investment strategy described in the report of the trustees. The trustees manage investment risks, including credit risk and market risk, within agreed risk limits which are set taking into account the scheme's strategic investment objectives. These investment objectives and risk limits are implemented through the investment management agreements in place with the scheme's investment managers and monitored by the trustees by regular reviews of the investment portfolios.

Further information on the trustees' approach to risk management and the scheme's exposures to credit and market risks are set out below.

a) Investment performance – If future investment returns on assets falls short of the rates assumed it is likely that contributions will need to increase. The investment strategy will be regularly reviewed to understand the risks being taken and to ensure that those risks are appropriate in the light of the employer covenant and the trustees' funding objective.

b) Investment mismatching – When market conditions change, the asset value may move differently to the liability value. This may lead to a change in the funding position and contribution requirements. The size of this effect depends on the degree of matching between the assets and liabilities. The investment strategy will be regularly reviewed to understand the risks being taken and to ensure that those risks are appropriate in the light of the employer covenant and the trustees' funding objective.

c) Inflation – If price inflation were higher than anticipated, benefits would be higher than expected and future employer contributions may need to be increased. The trustees will make sure the investment strategy appropriately considers the inflation risk inherent within the scheme.

d) Annuity purchase – The actual cost of securing a member's benefits in the annuity market at retirement will depend on financial conditions at that time. This may lead to a change in the funding position and contribution requirements. This position is accentuated where the benefits are being secured for a member with a relatively large liability. The trustees will regularly review the policy of annuity purchase instead of paying pensions from the fund to secure member benefits.

**16 Self investment**

There has been no self investment during the year.

**17 Related party transactions**

None of the trustees receive payments from the pension scheme.