

**THE WELSH HOCKEY UNION LIMITED**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2019**

COMPANY INFORMATION

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<b>Directors</b>	Mr R J Williams Mr C Funnell Mr D Heaton-Rue Mr P Riley Ms C E J Wathan Miss V L Male (Appointed 1 February 2019)
<b>Secretary</b>	Mr C Brewer
<b>Company number</b>	04891518
<b>Registered office</b>	Sport Wales National Centre Sophia Gardens Cardiff United Kingdom CF11 9SW
<b>Auditor</b>	UHY Hacker Young Lanyon House Mission Court Newport South Wales United Kingdom NP20 2DW
<b>Bankers</b>	HSBC Bank PLC 15 Churchill Way Cardiff CF10 2HD

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**DIRECTORS' REPORT  
FOR THE YEAR ENDED 31 MARCH 2019**

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The directors present their report and financial statements for the year ended 31 March 2019.

Hockey Wales (officially registered as Welsh Hockey Union Ltd) is a company limited by guarantee. Members comprise of registered clubs, schools and national associations (such as The Welsh Hockey Umpires Association) all of whom register on an annual basis. These members each guarantee to contribute a maximum of £1 in the event of the company being wound up.

**Principal activities**

The principal activity of the company continues to be that of acting as the governing body for hockey in Wales, to foster, encourage and develop hockey in Wales and promote the interest of hockey.

**Results and dividends**

Hockey Wales operates a membership system whereby other individuals can be part of the sport, for example as registered participants through clubs or as individually registered participants directly to Hockey Wales, commonly known as workforce or recreational members.

As the National Governing Body, Hockey Wales is responsible for overseeing the promulgation and application of the laws and procedures of the International Hockey Federation (FIH) to Hockey in Wales. The objects of the company are set out in the Articles of Association and Memorandum of Understanding, these are summarised as to undertake all and any activities to foster, encourage and develop hockey in Wales.

**Strategy**

Hockey Wales recognises that we live in a complex world, as a result a new strategic intent is being developed to ensure we can respond to the ever changing environment. Through adopting a learning based approach to our strategy we aim to be dynamic and adapt our provisions, to ensure we are delivering world class hockey experiences in Wales.

Consultation has occurred with members, clubs, staff and key stakeholders with a view to launch the new strategic intent Autumn 2019.

We are pleased to confirm that for the fifth year running an independent audit of our accounts has been conducted and an unqualified audit report received.

We continue to be a well governed organisation, successfully completing the partner assurance process (formerly self-assurance), evidencing continuous improvement against the Governance Core Requirements.

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2019**

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**Funding**

Like most National Governing Bodies of Sport, Hockey Wales is heavily reliant on public funding from Sport Wales.

During the year Hockey Wales received £621,475 (2018: £660,410) from Sport Wales made up of both national lottery and exchequer funding. This currently means the organisation is 61% reliant on public funding from Sport Wales. The grant included a 5% decrease in Exchequer funding as a result of national public funding cuts. Hockey Wales received a further £107,284 (2018: £125,327) in facility grant aid from Sport Wales to be used mainly at the National Centre in Cardiff, primarily for talent and performance purposes – these figures are based on market rates. Hockey Wales also received £8,500 from UK Sport to support the International Influencing programme during the second year of the 4-year agreement which totals £34,833.

Hockey Wales continues to be very grateful for the funds received from Sport Wales and recognises this is received in recognition of our ambitious plans, our track record for delivery and the strong governance & leadership of running the business. Sport Wales funding is split in different proportions across each of the three priorities of the strategic plan.

Membership income totals 9% (2018: 8%) of overall revenue and other principle income streams include athlete income through the Tier 2 and 4 programmes, the education and training programme and competition and events. An increase in other sources of income, such as sponsorship, will also continue to be targeted.

**Directors**

The directors who held office during the year and up to the date of signature of the financial statements were as follows:

Mr D Phenis	(Resigned 31 January 2019)
Mr R J Williams	
Mrs L Pinney	(Resigned 24 January 2019)
Mr D Phenis	(Resigned 31 January 2019)
Mr C Funnell	
Mr V Webb	(Resigned 24 January 2019)
Mr D Heaton-Rue	
Ms S J Lloyd	(Resigned 24 January 2019)
Mr P Riley	
Ms C E J Wathan	
Miss V L Male	(Appointed 1 February 2019)

In January 2019, we bid a fond farewell to CEO, David Phenis. David contributed enormously to the success of Hockey Wales in his time as CEO. He led the organisation to improved experiences of hockey for our members, promoted diversity and inclusion within the sport and saw a rise in our international rankings. We wish David every success in his future endeavours.

**Auditor**

UHY Hacker Young, have expressed their willingness to continue in office as auditor and appropriate arrangements have been put in place for them to be deemed reappointed as auditor in the absence of an Annual General Meeting.

**Statement of disclosure to auditor**

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

**DIRECTORS' REPORT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2019**

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On behalf of the board



Mr C Funnell

Director

19.06.19

**DIRECTORS' RESPONSIBILITIES STATEMENT  
FOR THE YEAR ENDED 31 MARCH 2019**

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The directors are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the 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 company website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF THE WELSH HOCKEY UNION LIMITED**

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**Opinion**

We have audited the financial statements of The Welsh Hockey Union Limited (the 'company') for the year ended 31 March 2019 which comprise the income and expenditure account, the balance sheet, the statement of changes in equity and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 March 2019 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**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 company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

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

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

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.



**INDEPENDENT AUDITOR'S REPORT (CONTINUED)  
TO THE MEMBERS OF THE WELSH HOCKEY UNION LIMITED**

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**Matters on which we are required to report by exception**

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

We have nothing to report in respect of the following matters where the Companies Act 2006 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
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption in preparing the directors' report and take advantage of the small companies exemption from the requirement to prepare a strategic report.

**Responsibilities of directors**

As explained more fully in the directors' responsibilities statement, the directors 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 directors 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 directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company 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.

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

**Use of our report**

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



Mr John Griffiths (Senior Statutory Auditor)  
for and on behalf of UHY Hacker Young

24/6/19

Chartered Accountants  
Statutory Auditor

Newport  
South Wales  
United Kingdom

THE WELSH HOCKEY UNION LIMITED

INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 MARCH 2019

	2019 £	2018 £
<b>Income</b>	1,193,305	1,309,062
Cost of sales	(1,140,364)	(1,261,232)
<b>Gross surplus</b>	52,941	47,830
Administrative expenses	(48,994)	(43,168)
<b>Operating surplus</b>	3,947	4,662
Interest receivable and similar income	1,032	1,758
<b>Surplus before taxation</b>	4,979	6,420
Tax on surplus	(196)	(334)
<b>Surplus for the financial year</b>	<u>4,783</u>	<u>6,086</u>

THE WELSH HOCKEY UNION LIMITED

**BALANCE SHEET**  
**AS AT 31 MARCH 2019**

	Notes	2019		2018	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	3		2,768		3,869
<b>Current assets</b>					
Stocks		10,305		12,793	
Debtors	5	68,401		62,771	
Investments	4	181,201		105,644	
Cash at bank and in hand		83,037		105,330	
		342,944		286,538	
<b>Creditors: amounts falling due within one year</b>	6	(212,261)		(161,739)	
<b>Net current assets</b>			130,683		124,799
<b>Total assets less current liabilities</b>			133,451		128,668
<b>Reserves</b>					
Income and expenditure account			133,451		128,668

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the board of directors and authorised for issue on 19.06.19 and are signed on its behalf by:



Mr C Funnell  
Director

Company Registration No. 04891518

STATEMENT OF CHANGES IN EQUITY  
FOR THE YEAR ENDED 31 MARCH 2019

	Income and expenditure £
Balance at 1 April 2017	122,582
<b>Year ended 31 March 2018:</b>	
Profit and total comprehensive income for the year	6,086
<b>Balance at 31 March 2018</b>	<u>128,668</u>
<b>Year ended 31 March 2019:</b>	
Profit and total comprehensive income for the year	4,783
<b>Balance at 31 March 2019</b>	<u><u>133,451</u></u>

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2019

**1 Accounting policies**

**Company information**

The Welsh Hockey Union Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Sport Wales National Centre, Sophia Gardens, Cardiff, United Kingdom, CF11 9SW.

**1.1 Accounting convention**

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the requirements of the Companies Act 2006 as applicable to companies subject to the small companies regime. The disclosure requirements of section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

**1.2 Income and expenditure**

Income and expenses are included in the financial statements as they become receivable or due.

Membership income is recognised to match the underlying costs of membership.

Grants are recognised when they become recoverable.

Expenses include VAT where applicable as the company cannot reclaim it.

**1.3 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings & equipment	20% on cost
Computer equipment	20% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is credited or charged to surplus or deficit.

**1.4 Stocks**

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition.

Stocks held for distribution at no or nominal consideration are measured at the lower of replacement cost and cost, adjusted where applicable for any loss of service potential.

At each reporting date, an assessment is made for impairment. Any excess of the carrying amount of stocks over its estimated selling price less costs to complete and sell is recognised as an impairment loss in profit or loss. Reversals of impairment losses are also recognised in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2019

1 Accounting policies (Continued)

1.5 Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the profit and loss account in other administrative expenses.

1.6 Taxation

The tax currently payable is based on taxable profit for the year. Taxable profit differs from net profit as reported in the profit and loss account because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The company's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date.

2 Employees

The average monthly number of persons (including a director) employed by the company during the year was 21 (2018 - 23).

The average full time equivalent number of persons employed by the company during the year was 12 (2018 - 14).

3 Tangible fixed assets

	Fixtures, fittings & equipment £	Computer equipment £	Total £
<b>Cost</b>			
At 1 April 2018 and 31 March 2019	22,199	20,778	42,977
<b>Depreciation and impairment</b>			
At 1 April 2018	18,367	20,741	39,108
Depreciation charged in the year	1,064	37	1,101
At 31 March 2019	19,431	20,778	40,209
<b>Carrying amount</b>			
At 31 March 2019	2,768	-	2,768
At 31 March 2018	3,832	37	3,869

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2019

<b>4</b>	<b>Current asset investments</b>	<b>2019</b> £	<b>2018</b> £
	Other investments	181,201	105,644
		<u>181,201</u>	<u>105,644</u>
<b>5</b>	<b>Debtors</b>	<b>2019</b> £	<b>2018</b> £
	<b>Amounts falling due within one year:</b>		
	Trade debtors	16,976	24,667
	Other debtors	51,425	38,104
		<u>68,401</u>	<u>62,771</u>
		<u>68,401</u>	<u>62,771</u>
<b>6</b>	<b>Creditors: amounts falling due within one year</b>	<b>2019</b> £	<b>2018</b> £
	Trade creditors	35,903	60,981
	Other creditors	176,358	100,758
		<u>212,261</u>	<u>161,739</u>
		<u>212,261</u>	<u>161,739</u>

**7** **Members' liability**

The company is limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the company on winding up such amounts as may be required not exceeding £1. At 31 March 2019 there were 203 members (2018: 194 member), consisting of clubs, schools and national/regional organisations.

**8** **Control**

In the opinion of the directors there is no ultimate controlling party.

**9** **Comparative restatement**

The Directors have reconsidered the classification of expenses in the income and expenditure account and have restated the prior year comparative figures because they believe that this better represents the true nature of the costs.

DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 MARCH 2019

	£	2019 £	£	2018 £
<b>Income</b>				
Sport Wales Facility and Accommodation Grant Aid		107,284		125,327
Business - Staffing Grant		178,824		218,616
Business - UK Sport		8,500		5,241
Business - Commercial		2,877		9,692
Business - Corporate/CEO		-		25,405
Business - Tournament		102,038		119,124
Business - Registrations		107,601		110,521
Development - Education and Training		22,024		17,169
Development - Programme Grant		76,402		87,881
Development - Agents		-		81,000
Development - Regionalisation		-		14,400
Development - Senior Competitions		4,712		4,061
Development - Youth Competitions		2,960		2,000
Development - Staffing		77,741		-
Development - Clubs		4,108		1,311
Development - Initiatives		6,229		1,987
Performance - Coaching Plan Grant		54,508		54,508
Performance - Coach Cymru Grant		114,000		100,000
Performance - Aspire Grant		20,000		20,000
Performance - Squads		158,311		189,178
Performance - Squads Grant		100,000		75,000
Performance - 360 Centres		45,186		46,641
		<u>1,193,305</u>		<u>1,309,062</u>
<b>Cost of sales</b>				
Facility and Accommodation	107,284		125,327	
Business - Staffing	222,494		269,245	
Business - UK Sport	8,500		5,241	
Business - Tournaments	103,314		140,518	
Business - Insurance	18,147		18,009	
Development - Education and Training	13,574		9,144	
Development - Programme	-		43,405	
Development - Regionalisation	-		17,876	
Development - Senior Competitions	8,367		7,301	
Development - Youth Competitions	9,209		6,352	
Development - Staffing	125,992		123,968	
Development - Clubs	8,402		-	
Development - Initiatives	15,179		-	
Development - Overheads	14,200		-	
Performance - Coaching Plan	23,659		25,943	
Performance - Coach Cymru	90,316		74,326	
Performance - Aspire	20,000		19,669	
Performance - Squads	252,209		272,781	
Performance - 360 Centres	45,088		45,906	
Performance - Staffing	54,430		56,221	
		<u>(1,140,364)</u>		<u>(1,261,232)</u>
<b>Gross surplus</b>	4.44%	52,941	3.65%	47,830



DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT (CONTINUED)  
FOR THE YEAR ENDED 31 MARCH 2019

		2019		2018
	£	£	£	£
Administrative expenses		(48,994)		(43,168)
Operating surplus		3,947		4,662
Interest receivable and similar income				
Bank interest received	1,032		1,758	
		1,032		1,758
Surplus before taxation	0.42%	4,979	0.49%	6,420

**SCHEDULE OF ADMINISTRATIVE EXPENSES  
FOR THE YEAR ENDED 31 MARCH 2019**

	2019	2018
	£	£
<b>Administrative expenses</b>		
IT costs	9,381	10,240
Travelling expenses	-	59
Subscriptions	1,776	1,199
Audit fees	2,970	2,970
Printing and stationery	1,960	2,299
Marketing	7,566	8,129
Telecommunications	(37)	423
Sundry expenses	18,276	12,927
Membership Systems	6,000	3,405
Depreciation	1,102	1,517
	<u>48,994</u>	<u>43,168</u>