



berneslai
homes

Agenda

- 1.0 Welcome by the Chair of Berneslai Homes' Board** **18:30 (2m)**
- KT
- [AGM Minutes 20240926.pdf](#) *Page 1*
- 2.0 Minutes of the last Annual General Meeting held 26th September 2024** **18:32 (2m)**
- For Approval*
- KT
- [AGM Minutes 20240926.pdf](#) *Page 4*
- 3.0 To receive the Berneslai Homes Ltd Annual Report and Accounts for the period ended 31st March 2025** **18:34 (10m)**
- For Information*
- 1) Presentation by Executive Director of Resources
- 2) Representing BMBC, BMBC Service Director to receive the report and accounts
- [Annual Report and Financial statements.pdf](#) *Page 7*
- 4.0 Acceptance by the Shareholder, Barnsley Metropolitan Borough Council** **18:44 (5m)**
- BMBC Service Director on behalf of BMBC
- 5.0 Annual Report to Tenants - presentation** **18:49 (5m)**
- Executive Director of Customer and Estate Services
- 6.0 Re-appointment of External Auditors BDO (UK) LLP** **18:54 (1m)**
- Board Chair
- [AGM Re-appointment of external auditors.pdf](#) *Page 46*
- 7.0 Retirement and appointment of Board Members** **18:55 (5m)**
- For Approval*

KT

📄 *AGM Retirement and Appointment of Board members.pdf*

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**8.0 To agree the date of the next Annual General Meeting -
24th September 2026**

19:00

Board Chair



Minutes of Berneslai Homes Annual General Meeting
26th September 2024
6.15 p.m. in Gateway Plaza

Present:

- Ken Taylor - Chair
- Richard Fryer - Board Member
- Adam Hutchinson - Board Member
- Mark Johnson - Board Member
- Kevin Osborne - Board Member
- Gez Morrell - Board Member
- Eric Smith - Board Member
- Sarah Tattersall - Board Member
- Amanda Garrard - Chief Executive
- Dave Fullen - Executive Director, Customer & Estate Services
- Arturo Gulla - Executive Director, Property Services
- Rachel Taylor - Executive Director, Resources
- Samantha Roebuck - Head Governance and Strategy and Company Secretary
- Sarah Clyde - Head of Strategic Housing BMBC
- Cllr Janine Moyes - Cabinet Support Member for Regeneration and Culture.

Apologies:-

- Jo Suden - Board Member
- Rebecca Mather - Board Member
- Mahara Haque - Co-optee of Customer Services Committee (Board observer)

Item 1 – Welcome by the Chair of the Board, Berneslai Homes

The Chair welcomed everyone to the 2024 Annual General Meeting.

<p><u>Item 2 – Minutes of the AGM held 28th September 2023</u></p> <p>The minutes were approved as a true and accurate record.</p>	
<p><u>Item 3 – To receive BH Ltd Annual Report and Accounts</u></p> <p>RT provided a presentation to the meeting which covered context, the principal risks and the Financial KPI's. She referred to the strong relationship between Berneslai Homes and the Council, working with customers, strong performance, particularly on rent collection and the £1M benefits gained for tenants.</p> <p>The meeting noted that the budgeted income has been exceed by £5.3M, demonstrating income and costs are well managed.</p> <p>Resolved:</p> <p>Councillor Moyes representing BMBC received the report and accounts.</p>	
<p><u>Item 4 – Acceptance by Shareholder, BMBC</u></p> <p>Councillor Moyes on behalf of BMBC accepted the accounts and thanked Berneslai Homes for inviting her to attend.</p> <p>She referred to the challenging environment and thanked Berneslai Homes' colleagues for continuing to deliver excellent services to tenants. She also thanked those tenants who work with Berneslai Homes on continuous improvement.</p> <p>She then referenced some of the key achievements :-</p> <ul style="list-style-type: none"> • the introduction of the new Lettings policy, to make the best use of the council stock and allocate homes to those most in need; • the updated Complaints Policy; • the new Repairs and Maintenance Policy; • the creation of a stand-alone Anti Social Behaviour (ASB) Team who work alongside the Council's Safer Neighbourhood Service to deal more effectively with anti-social behaviour. <p>She said she was pleased to see that Berneslai Homes continue to work closely with tenants to shape policies to deliver good quality and safer council housing in Barnsley. The Tenants Voice Panel (TVP) play a key role in having input into policies and strategies and the Tenant Scrutiny Panel continue to have deeper scrutiny into service areas at the request of the TVP. Overall Berneslai Homes engaged with 10,000 tenants over the last 12 months, including holding 14 engagement events in the community.</p>	

<p>Councillor Moyes concluded by saying that it was with great confidence in colleagues that the council look forward to the continued partnership working to meet any challenges and to continue to create great homes and communities with the people of Barnsley.</p>	
<p><u>Item 5 – Re-appointment of External Auditors BDO (UK) LLP</u></p> <p>The Chair proposed and it was agreed that BDO be reappointed as External Auditors to the company for the financial year 2024/25 and that the CEO is authorised to set remuneration.</p>	
<p><u>Item 6 – Retirement and appointment of Board Members</u></p> <p>The meeting noted and accepted the retirement of the Eric Smith and Adriana Rrustemi (both Tenant Board Members); the appointment of Rebecca Mather and Gez Morrall (Tenant Board Members) and Ken Taylor (Board Chair). Eric Smith was appointed as a co-optee of the Board.</p>	
<p><u>Item 7 – To agree the date of the next meeting</u></p> <p>Thursday 25th September 2025</p>	

Appendix B

Registered company number 04548803

BERNESLAI HOMES LIMITED

(A Company Limited by Guarantee)

Annual Report and Accounts for the year ended 31 March 2025

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Berneslai Homes Limited

Board of Directors

Ken Taylor
Chair of the Board

Gerard Morrall
Tenant Board Member

Adam Hutchinson
Independent Member

Richard Fryer
Independent Member

Jo Sugden
Independent Member

Councillor Kevin Osborne

Eric Smith
Board Co-optee
(Resigned 5 December 2024)

Mark Johnson
Independent Member

Councillor Sarah Tattersall

Rebecca Mather
Tenant Board Member
(Appointed 30 May 2024)

Executive Officers

Amanda Garrard
Chief Executive

Kulvinder Sihota
Executive Director of
Corporate Services (resigned
31 August 2024)

Dave Fullen
Executive Director of Customer
and Estates Services

Arturo Gulla
Executive Director of
Property Services (resigned 15
August 2025)

Lee Winterbottom
Managing Director
Construction Services
(resigned 2 August 24)

Rachel Taylor
Executive Director of Resources &
Company Secretary (commenced 1
August 2024)

External Auditor

BDO LLP
6th Floor
Central Square
29 Wellington Street
Leeds
LS1 4DL

Bankers

Barclays Bank
PLC
10-18 Queen Street
Barnsley
S70 1SJ

Solicitors

Walker Morris LLP
33 Wellington Street
Leeds
LS1 4DL

Registered Office

10th Floor
Gateway Plaza
Off Sackville Street
Barnsley
S70 2RD

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Statement from the Chair

Throughout 2024/25 Berneslai Homes has continued to provide high quality housing and responsive maintenance services whilst also supporting tenants to live well within their communities. This was acknowledged during the year when the Council achieved the Housing Regulators Consumer Standard's highest award of C1, a fantastic external recognition of the Council's and Berneslai Homes services.

Crucial to the success of Berneslai Homes is our strong partnership with Barnsley Metropolitan Borough Council. As we move into our fifth year of a 10-year contract with the Council, providing housing management and maintenance services across the council housing stock, we will continue to build on this successful relationship to drive improvements to deliver the highest level of housing services.

We strive for excellence in all that we do and are determined to make social, economic and environmental impacts which are aligned to the Council's 2030 Plan. There have been numerous examples of this, not least through our dedicated Tenants First team that help our customers with a wide range of tenancy issues including family intervention support, mental health housing support, budgeting advice and housing coaching to more complex issues. Also, our Ambition team that has successfully supported over 180 people in its first year and secured new funding to help even more tenants have the opportunity to build confidence, gain valuable experience and access support to move towards employment or training.

Providing safe and secure homes is a top priority and the Board has continued to have the highest level of visibility for the delivery of safety actions and will provide a strong level of scrutiny as we look to deliver our ambitions in our Strategic Plan.

Across all of Berneslai Homes activities we will continue to put customers at the heart of our decision making, always seeking ways to involve them openly in our governance and assurance arrangements, co-designing services, and providing support as they test and inspect our service. Through this we will go beyond the C1 rating and listen harder than ever to our extensive tenant feedback through social media posts; surveys; Tenant Voice, Scrutiny and Customer Panels; estate walkabouts; Your Community, Your Say meetings; Check It Challengers; Community Champions and much more.

I am extremely proud of the whole Berneslai Homes team who work in an incredibly challenging time within the housing sector and achieve fantastic results. Therefore, I would like to thank every colleague throughout the whole of the organisation for their contribution to achieving all of the above and for enabling us to deliver our ambitions for a modern, forward looking, organisation that puts the needs of our customers first.

Finally, on behalf of the Board, I would also like to thank the Council, our customers and all of our partners who have worked with us for their support. I now look forward to continuing to work with you all as we deliver our vision of creating great homes and communities with the people of Barnsley.

Ken Taylor
Chair
25 September 2025

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Strategic Report Year ended 31 March 2025

The Board present their annual report and the audited financial statements for the year ended 31 March 2025

Activities of the Company

Berneslai Homes Limited is a wholly owned and controlled Company of Barnsley Metropolitan Borough Council (BMBC) and is limited by guarantee. The Company manages and maintains the Housing stock and other Housing Revenue Account assets on behalf of the Council.

Business review

2024/25 was a successful year for Berneslai Homes where Barnsley Metropolitan Borough Council (BMBC) received a C1 grading in October 2024, making it the first local authority to be awarded this top consumer rating

This judgement was based on inspections, tenant meetings, and document reviews involving Berneslai Homes and BMBC. Like many housing providers there continues to be significant workload and challenges, with regulatory and financial pressures on the service.

The financial year 2024/25 was again a challenging year for the housing sector which placed a strain on budgets and exacerbated recruitment and supply issues. The Property Repairs and Improvement Partnership (PRIP) contract began its fifth year with Property Repairs Team (PSRT) responsible for delivering two thirds of the contract. The outturn for the year was turnover of £28.5M, with a surplus of £1,168K.

Principal risks and uncertainties

Risk can never be eliminated completely, so risk management is used to ensure risks are identified and their consequences understood. Berneslai Homes has a successful track record of managing risk as an integral part of its Governance and management systems. Risk is a key consideration throughout our business planning process and the Risk Management Framework Strategy is an important component of Berneslai Homes' assurance framework. The Board and the Chief Executive have overall responsibility for risk management. Berneslai Homes continues to employ a robust and structured approach to risk management by:

- Monitoring Strategic, operational, project and fraud risks through the dedicated risk system.
- Formally reviewing the strategic risk register quarterly by the Executive Management Team (EMT), Audit and Risk Committee and the Board. Every two years, a complete zero-based review of the strategic risks is also undertaken, during which a brainstorming session is undertaken providing an opportunity for everyone to discuss the significant areas of concern. The next zero-based review of the strategic risks will be undertaken by EMT and Board Members during 2025-26.
- Directorate's having their own operational risk registers, which are monitored and reviewed at least quarterly. Each Directorate also undertakes two-yearly zero-based register reviews. These reviews were undertaken in 2024.
- Ensuring Board reviews and approves the risk management framework annually, with the Audit & Risk Committee providing assurance on its effectiveness.
- Ensuring risk conversations are mandatory on each Board and Committee report.
- Linking the risk registers to all Corporate Assurance reviews
- Linking risks to the Strategic Plan to align them with broader organisational goals
- Ensuring that Board has ownership of the Corporate Risk Appetite Statement, which was fully refreshed in July 2025 by Board and EMT, which aligns to the Strategic Plan and current external environment.

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The principal risks currently facing Berneslai Homes include:-

1) Vulnerability of in-house and third-party systems to cyber-attack - Whilst the Status and Impact remain 'Potential', the multiple successful cyber-attacks against large commercial organisations raises the concern. Key Actions: a) Key discussions around IT security with BMBC, inc a presentation to Audit Committee by BMBC in October 2025. b) Dedicated Cyber Risk register to monitor key risks. c) Ongoing communications around phishing, including training and phishing exercises. d) Review of the time period for staff allowed to change their password. e) Joint AI policy with BMBC.

2) We do not have the right data to make informed decisions (Data Quality) and we do not use the data we have effectively (working outside systems) – This remains critical to reflect resources allocated to the data tool project. Key Actions: a) Working with BMBC to consider introducing a CRM system. b) Continue to expand and embed the capabilities of the Data Logic tool for data quality requirements. c) Developing a suite of NEC reports to provide more efficient way to manage data required for RP02.

Financial Performance for the year

The Board reports a deficit of £0.9 million for the year, a significant improvement from the previous year's deficit of £1.8 million. This lower deficit was mainly due to some planned expenses being postponed to future years and savings from unfilled job positions. The company's turnover, which is the total revenue generated, was £44.9 million, up from £43.4 million the previous year.

The company's net assets, which represent the total value of its assets minus its liabilities, were £7.4 million, an increase from £6.9 million the previous year. This figure includes a net pension liability of £0.4 million, reduced from £0.5M the previous year.

Emissions and Energy Consumption

The Company's greenhouse gas emissions and energy consumption are as follows:

	2024/25 CO2e (t)	2023/24 CO2e (t)
Scope 1: Direct emissions resulting from activities for which the Company is responsible involving natural gas and vehicle fleet	2,878	2,432
Scope 2: Indirect emissions resulting from activities for which the Company is responsible involving electricity	510	550
Scope 3: Indirect emissions resulting from activities for which the Company is responsible but does not control involving business mileage and Home Working	725	670

The intensity ratio for the year was 91.5 CO2e per £m turnover (2023/24 was 84.2).

The main source of CO2 emissions is from gas supplies primarily in relation to the district heating systems. Included in our Sustainability Strategy 2022-2027 our ambition is to monitor and trial new heating technologies offering affordable warmth and carbon reduction. Further detail of initiatives is included in Section 172 Reporting.

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The data has been taken from monthly invoices received from suppliers and converted using the UK government GHG Conversion Factors for Company Reporting.

Section 172 Reporting

Berneslai Homes vision is clear:

Creating great homes and communities with the people of Barnsley.

Our values are the 3'cs that underpin everything we do

Customer First

Can do attitude

Curious

Berneslai Homes' strategic objectives 1–6 is aligned with the Council's objectives to promote consistency in our approach and ensure we support the Council's vision of making Barnsley a place of possibilities.

Hearing Customers

Keeping Tenants Safe

Improving opportunities for employment and training

Technology and Innovation

Growth of home and services

Zero carbon

Our strategic Plan 2021 to 2031 is reviewed annually and sets out our long-term goals, the steps needed to achieve them and how we will monitor our success.

Directors' duties

Directors of UK companies must act in accordance with a set of general duties. These duties are detailed in section 172(1) of the Companies Act 2006 which is summarised as follows:

'A director of a company must act in the way they consider, in good faith, would be most likely to promote the success of the company for the benefit of its members as a whole and, in doing so have regard (amongst other matters) to:

- the likely consequences of any decisions in the long term;
- the interests of the company's employees;
- the need to foster the company's business relationships with suppliers, customers and others;
- the impact of the company's operations on the community and environment;
- the need to maintain a reputation for high standards of business conduct; and
- the need to act fairly between members of the Company.'

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Business Conduct

Directors are briefed on their duties, and they can access professional advice on these, either from the Company Secretary or, if they judge it necessary, from an independent adviser. It is important to recognise that in a large organisation such as ours, the Directors fulfil their duties partly through a governance framework that delegates the day-to-day decision-making to employees of the Company. The Board considers its stakeholders to be:

Its customers – tenants, leaseholders and the public

Barnsley Metropolitan Borough Council – not just as the owner but as a crucial partner in providing services to Barnsley residents

Its employees – who are integral to our service delivery

Key decisions and stakeholders

Good governance is essential in ensuring that stakeholders continue to be supportive of Berneslai Homes and its Strategic Plan.

- The following list below highlights key events and decisions made by the Board. In general, all stakeholders are affected by these decisions, including BMBC, Board, Employees and Customer. the stakeholders they impact. Key events and decisions have been determined by assessing items which are either material or that have a significant impact on one or many categories of stakeholders. A new Repairs and maintenance policy
- Customer Insight and Engagement Strategy
- Risk management
- Governance – decisions throughout the year to support compliance with the NHF code of governance and continuous improvement
- Strategic Plan and annual business action plan
- Value for money strategy
- Berneslai Homes draft budget 25/26.

People

Berneslai Homes is committed to being a responsible business. We work to build strong partnerships that meet the expectations of our Board, employees, customers and suppliers. Employees are at the heart of our services. For our business to be successful we need to manage the performance of our people whilst developing talent, ensuring that we operate as efficiently as possible.

Partnership

Berneslai Homes work closely with Barnsley Council and the 2030 Board, our local communities and different businesses and organisations across all sectors to achieve their vision of Barnsley being a place of possibilities.

Community and Environment

Berneslai Homes embrace diversity and inclusion, provide work opportunities, support carers, and contribute to the zero-carbon agenda. We invest and spend wisely in our homes and communities whilst also supporting the local economy and investing in our town.

The right home environment is critical to our tenant's physical and mental health and wellbeing. Good quality, energy efficient and safe housing helps people stay healthy and provides the base to help achieve a decent quality of life. Berneslai Homes work with Public Health and other health partners to ensure our tenants can access information and support, to stay fit and well all year round and to

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provide additional help to keep warm and well during colder weather. We invest over £2 million per annum in equipment and adaptations to assist tenants to remain in their homes.

The Board recognises the need to operate sustainably, which is defined in the Board approved Sustainability Strategy.

Listened to our tenants

Berneslai Homes welcomes and actively promotes customer feedback. Feedback is collected on both quantitative and qualitative information. This year we have been focusing on listening to more and different voices.

We have engaged with 10,456 tenants during 2024/25, gaining their feedback in a range of ways. Our customer engagement team have continued to be visible in our communities increasing our engagement tours and linking in with other agencies and partners.

We have held/attended 19 engagement events in communities, capturing the voices of 134 tenants. We have held 26 open sessions with our panel of involved tenants on a variety of topics including ASB and repairs, hearing from 168 voices. The annual satisfaction survey was sent to 3,533 tenants and we received 1,180 responses. We also heard from 3,039 tenants via Contact Centre surveys. We gain valuable insight and feedback from our tenants via our regular surveys, 5,055 were completed during 2024/25.

Berneslai Homes has taken significant strides in improving services over the last 12 months. Aligning with Barnsley Council's ambitions we have:

- Ensured safety is a priority – with 100% compliance on key areas including gas safety.
- Invested in 593 decent homes works and over 900 major adaptations.
- Provided over 10,000 tenants with opportunities to feedback and work with Berneslai Homes to improve service.
- Collected over 100% rent during 2024/25 utilising new technology & systems. This includes rent collected during the year and rent arrears as defined by the Housemark standard definition.
- Provided support to 2,077 tenants to ensure they can deal with the cost-of-living situation (an additional £1.2M benefit income for tenants).
- Delivered on the Ambition employment programme supporting 182 tenants in their journey towards work.

Key performance indicators

Performance management is linked to the aims and objectives of the Company and is central to ensuring the delivery of key business and service priorities.

Management TSMs	2024/25 Result
Anti-social behaviour cases relative to the size of the landlord (TSM NM01 1) (cum)	35.2
Anti-social behaviour cases relative to the size of the landlord (Hate related) (TSM NM01 2) (cum)	0.7
Complaints relative to the size of the landlord Stage 1 (TSM CH01 1) (cumulative numbers opened in month)	67.1
Complaints responded to within Complaint Handling Code timescales (Stage 1) (TSM CH02 1) (Cum)	93.0%
Complaints relative to the size of the landlord Stage 2 (TSM CH01 2) (cumulative numbers opened in month)	15.8

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Complaints responded to within Complaint Handling Code timescales (Stage 2) (TSM CH02 2) (Cum)	97.9%
Proportion of non-emergency repairs completed in landlord's target time (TSM RP02 1)	85.7%
Proportion of emergency repairs completed in landlord's published target time (TSM RP02 2)	89.1%
The proportion of homes non-decent (TSM RP01)	0.2%
Percentage of homes that have had all the necessary gas safety checks (TSM BS01)	100.0%
Percentage of homes that have had all the necessary fire risk assessments (TSM BS02)	100.0%
Percentage of homes that have had all the necessary asbestos management surveys or re-inspections (TSM BS03)	100.0%
Percentage of homes that have had all the necessary legionella risk assessments (TSM BS04)	100.0%
Percentage of homes in buildings where the communal passenger lifts have had all the necessary safety checks. (TSM BS05)	100.0%

Perception TSMs	2024/25 Result
Tenant Satisfaction (Annual) (TSM TP01)	75.2%
Satisfaction with overall repairs service (Only those receiving a repair in last year) (STAR) (Annual) (TSM TP02)	74.4%
Satisfaction with time taken to complete most recent repair. (Only those receiving a repair in last year) (STAR) (Annual) (TSM TP03)	67.5%
Tenant satisfaction home is well maintained (TSM TP04)	70.7%
Tenant satisfaction home is safe (TSM TP05)	71.5%
The percentage of tenants who feel that their views are listened to and acted upon (STAR survey question) (TSM TP06)	62.3%
Satisfaction that the landlord keeps tenants informed about things that matter to them (TSM TP07)	62.5%
Agreement that the landlord treats tenants fairly and with respect (TSM TP08)	77.9%
Satisfaction with the landlord's approach to handling complaints (only those making a complaint in last year) (TSM TP09)	44.5%
Satisfaction that the landlord keeps communal areas clean and well maintained (TSM TP10)	61.7%
Satisfaction that the landlord makes a positive contribution to neighbourhoods (TSM TP11)	55.0%
Satisfaction with the landlord's approach to handling anti-social behaviour (TSM TP12)	47.6%

Specific actions to address KPIs behind target are included within our published performance reports. A yearend action plan for performance below target is published on our website.

Berneslai Homes are also fully compliant with the Housing Ombudsman's Complaints Handling Code.

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Costs and Performance

Operating costs for 2024/25 totalled £46,2m and was spent across the service areas as shown below, together with comparatives for 2023/24:

Service Area	2024/25		2023/24	
	Total £m	Per Unit £	Total £m	Per Unit £
Property Services including Asset Management	3.8	208	3.4	185
Routine Maintenance	11.4	625	14.5	788
Major Repairs & Capital Schemes	17.1	938	12.8	696
Customer & Estate Services	6.9	378	8.5	462
Corporate Services	3.6	197	3.9	212
Strategic Management	1.7	93	1.5	82
Utilities (Tenants)	1.7	93	2.7	147
Total Operating Costs	46.2	2,534	47.3	2,594

In terms of Executive Directors' remuneration and management costs, the table below summarises costs per unit managed for:

- a) the highest paid Director, who is the Chief Executive, excluding pension and National Insurance contributions; and
- b) all Directors remuneration including pensions and National Insurance contributions.

	2024/25 Per Unit £	2023/24 Per Unit £
Chief Executive's remuneration (excl NI and pension)	7.74	7.49
Total Executive Directors' remuneration (incl NI and pension)	34.75	38.55

Rachel Taylor
Executive Director of Resources and Company Secretary
25 September 2025

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Directors' Report

The directors present their report and accounts for the year ended 31 March 2025.

Activities of the Company

The activities of the Company are shown in the Strategic Report.

Governance

Board Members and Executive Directors

The Board Members and the Executive Officers of the Company are set out on page 2. The Board comprises an Independent Chair, 2 tenant representatives, 2 BMBC nominees and 4 independents. The makeup of the Board and their terms of office are determined by Berneslai Homes Limited Memorandum and Articles which govern the company.

The Executive Officers are the Chief Executive and the Functional Directors.. The Board Members and Executive Officers have no financial interest in the Company.

Board members are registered as the Company Directors with Companies House. The Executive Officers do not have the legal status of Company Directors; they act within the authority delegated by the Board. The Board is responsible for the Strategic direction of the company and policy framework. The day to day Management is delegated to the Chief Executive and other Executive officers.

The Board meets at least 5 times per year, Copies of the agenda and papers for each meeting are published one week in advance. The public is welcome to attend meetings, although only Board members have the right to vote and speak at meetings. Any confidential items are clearly marked on the agenda. Minutes of the meetings are published on Berneslai Homes website with agendas and reports.

The Board delegates some decision making to the following Committees

Audit and Risk Committee

Customer Services Committee

Employee Involvement and Development

It is recognised that the commitment of every employee is critical for the success of the Company. Employees are kept well informed by a variety of methods including team briefings, key messages, 1-2-1s, toolbox talks and focus groups to examine and consult upon specific issues. Berneslai Homes also has its own intranet site. We constantly seek feedback from our employees, using a variety of methods which include annual employee satisfaction surveys, regular pulse surveys and the Performance and Development Review (PDR) Process.

We recognise a number of trade unions and have a well-established consultation framework.

We believe that saying thank you and celebrating successes is important and to appreciate our employees who show a commitment to our values of putting the customer first, being curious and having a can-do attitude, we have introduced 'Be Berneslai' which is our reward and recognition programme.

We also believe in providing volunteering opportunities, giving employees the chance to engage in community-based volunteering. Each employee can use 4 volunteering days each year.

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Training needs for all employees are identified through the PDR process. Development is not limited to attending courses and conferences and we encourage employees to job shadow, undertake back to the floor days and to network with other internal and external colleagues and organisations to maximise their potential.

A full review of our Leadership offer will be undertaken within the next 12 months to make sure the programme continues to be fit for purpose and in line with current and innovative practices.

We regularly host a range of school and other work experience placements.

The new Competence and Conduct Standard for social housing, to be introduced from October 2026, will help ensure that housing professionals have the qualifications, skills, and behaviours needed to deliver high-quality services to tenants and residents. As an organisation we are defining what professionalisation looks like for us and our staff in key roles. Professional qualifications will form a part of our response, alongside tailored learning and development programmes and clear expectations of conduct.

Employees with Disabilities

It is our policy that people with disabilities should have full and fair consideration for all vacancies, and those who meet the essential criteria are guaranteed an interview. In employment we ensure that reasonable adjustments are made for disabled employees and we have a Supporting Disabled People at Work Policy. The policy ensures a consistent approach to the implementation of adjustments.

Those employees who become disabled during their employment are provided with support where possible to enable them to remain in their existing roles.

We have partnered with Barnsley College to provide placements for supported internships aimed at young people with disabilities. These enable them, with the support of a workplace coach, to gain experience in real workplace settings and develop their employability skills.

Equality, Diversity and Inclusion

Berneslai Homes is committed to equality and inclusion. We see equality and inclusion as core business values, which are embedded in our services, policies, and procedures; from recruitment and selection, through to training and development, from service delivery that meets customers' needs to involvement and engagement of diverse customers. We continue to develop and deliver annual EDI action plans based on four themes – enhancing data and governance, educating and raising awareness, integrating EDI into policies and processes and developing customer inclusion.

Our EDI Strategy 2022-25 reflects the strategic aims of Barnsley 2030 and aligns with our Strategic Plan 2021-31. Our ambition is to become a beacon employer of best practice in EDI by going above and beyond our duties outlined in the Equality Act 2010 and Public Sector Equality Duty 2011. The company recognises that equality is an integral part of delivering a first-class service. It is our policy to promote equality of opportunity for all, in an environment free from discrimination, harassment and victimisation. We embrace and promote diversity, recognising the benefits that it brings in terms of culture, employee retention and recruitment, and business excellence.

Internal Controls Assurance

The Board is accountable for the Company's management and internal control system.

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Alignment with the NHF Code of Governance

As part of our commitment to strong governance, the organisation has adopted the **National Housing Federation (NHF) Code of Governance 2020**. The Code sets out expectations to operate with integrity, accountability, and transparency, and places particular emphasis on the effectiveness of internal controls and assurance mechanisms.

In line with **Principle 4: Control and Assurance**, the Board has ensured that:

- A **robust framework of internal controls** is in place, designed to manage risk and safeguard assets.
- The **Audit and Risk Committee** regularly reviews the effectiveness of these controls, including financial, operational, and compliance-related systems.
- The Board receives **regular assurance reports**, including internal audit findings, risk register updates, and compliance reviews, to support informed decision-making.
- The organisation maintains a **risk management strategy** that is reviewed annually and embedded across all levels of operation.
- There is a clear process for **whistleblowing and fraud reporting**, with oversight from the Board and Executive Team.

The Board confirms that it has received **sufficient assurance** during the year that internal controls are operating effectively and that risks are being appropriately managed. This assurance supports the Board's confidence in the organisation's ability to deliver its strategic objectives in accordance with the NHF Code.

The Chief Executive has responsibility for maintaining a sound system of control which supports the achievement of the organisation's aims and objectives. The systems are designed to manage rather than eliminate the risk of failure to achieve these objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness.

The Chief Executive has reviewed the Internal Control framework developed by the Executive Team and taken account of comments made by Internal and External Audit, and the Audit & Risk Committee and has confirmed that adequate procedures are in place. She is satisfied that there is sufficient evidence to confirm adequate systems of internal control existed and were operated throughout the year to ensure the proper management of significant risks facing the Company. No weaknesses were identified which have resulted in material misstatement or loss, which would have required disclosure in the financial statements.

Financial Instruments

The Company's financial risk management objective is broadly to seek to make neither profit nor loss from exposure to currency or interest rate risks. The Company has no borrowings and the policy is to finance working capital from the retained cash surplus.

The Company does not actively use financial instruments as part of its financial risk management.

Going Concern

The Company's management service and Property Repairs and Improvement Partnership (PRIP) contracts with BMBC are both for a period of 10 years ending 2030/31, thereby securing the Company's income streams for the foreseeable future. BMBC have issued a representation letter in respect of the service agreement.

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The Management Fee and Property Services Repairs Team budgets for 2025/2026 have been approved by the Board.

Directors have considered the operating surplus, cashflow and level of reserves plans which are in-line with expectations and are forecast to continue to be in-line for at least 12 months from the date of signing the Annual Report and Financial Statements. A sensitivity stress test has been carried out to assess the ability to continue operating in the event of a downturn in turnover highlighting any mitigating actions which management could take.

Based on the assessment undertaken, the Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future, being a period of 12 months after the date on which the Annual Report and Financial Statements are signed. For this reason, it continues to adopt the going concern basis for the Financial Statements.

Directors Qualifying Indemnity Provision

The Directors benefited from qualifying third party indemnity provisions in place during the year and at the date of this report.

Modern Slavery Act – Transparency Statement

Berneslai Homes is committed to eliminate as far as possible the risk of modern slavery and human trafficking in our organisation and in our supply chain. Berneslai Homes has a Modern Slavery statement that is published annually. The full Statement can be viewed on our website

Auditor

A resolution to reappoint BDO LLP as auditor of the Company was agreed at the Annual General Meeting on 26 September 2024.

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Information Given to Auditors

So far as each of the Directors are aware at the time the report is approved:

- There is no relevant audit information of which the Company's auditors are unaware, and
- The Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by the Board of Directors and signed on behalf of the Board on 25 September 2025.

Rachel Taylor, Company Secretary
25 September 2025

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Statement of Directors' Responsibilities

The directors are responsible for preparing the strategic report, the directors' 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 profit or loss 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 estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards 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 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.

Financial statements are published on the company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the company's website is the responsibility of the directors. The directors' responsibility also extends to the ongoing integrity of the financial statements contained therein.

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Independent Auditor's Report to the MEMBERS of Berneslai Homes Limited

Opinion on the financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 31 March 2025 and of its deficit 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.

We have audited the financial statements of Berneslai Homes Limited ("the Company") for the year ended 31 March 2025 which comprise the Income Statement, the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' 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 Company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The Directors are responsible for the other information. The other information comprises the information included in the Statement from the Chair, the Strategic Report and the Directors' 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.

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.

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We have nothing to report in this regard.

Other Companies Act 2006 reporting

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

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

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 Strategic report or the Directors' report.

We have nothing to report in respect of the following matters in relation to which 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.

Responsibilities of Directors

As explained more fully in the Statement of Directors Responsibilities, 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.

Extent to which the audit was 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Non-compliance with laws and regulations

Based on:

- Our understanding of the Company and the industry in which it operates;
- Discussion with management and those charged with governance; and
- Obtaining an understanding of the Company's policies and procedures regarding compliance with laws and regulations

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we considered the significant laws and regulations to the reporting framework FRS 102, the Companies Act 2026, as well as regulations related to UK tax legislation.

The Company is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to be the health and safety legislation, employment legislation and data protection legislation.

Our procedures in respect of the above included:

- Review of minutes of meetings of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation; and
- Review of legal expenditure accounts to understand the nature of expenditure incurred.

Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- Enquiry with management and those charged with governance regarding any known or suspected instances of fraud;
- Obtaining an understanding of the Company's policies and procedures relating to:
 - Detecting and responding to the risks of fraud; and
 - Internal controls established to mitigate risks related to fraud.
- Review of minutes of meetings of those charged with governance for any known or suspected instances of fraud;
- Discussion amongst the engagement team as to how and where fraud might occur in the financial statements; and
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Based on our risk assessment, we considered the areas most susceptible to fraud to be in relation to posting inappropriate journal entries and management bias in accounting estimates.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, which met a defined risk criteria, by agreeing to supporting documentation;
- Assessing significant estimates made by management for bias in particular those used in the derivation of the defined benefit pension scheme balance.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members who were all deemed to have appropriate competence and capabilities and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities is available on the Financial Reporting Council's website at:

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<https://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.

Matthew Whitehouse (Senior Statutory Auditor)
For and on behalf of BDO LLP, Statutory Auditor
Manchester , UK

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

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Income statement for the year ended 31 March 2025

	Notes	Year Ended 31 March 25 £'000	Year Ended 31 March 24 £'000
Turnover	4	44,939	43,389
Other operating income	7	255	1,072
Operating cost		(46,202)	(47,315)
Operating deficit	6	(1,008)	(2,854)
Other finance (cost)/income	12	(58)	858
Interest receivable	8	268	266
Deficit on ordinary activities before Taxation		(798)	(1,730)
Taxation on deficit on ordinary activities	13	(90)	(73)
Retained deficit for the year		(888)	(1,803)

All activities are continuing.

The notes on pages 26 to 38 form part of these financial statements.

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**Statement of comprehensive income
for the year ended 31 March 2025**

	Notes	Year ended 31 March 25 £'000	Year ended 31 March 24 £'000
Deficit for the financial year		(888)	(1,803)
Actuarial Income/(loss) on defined benefit pension scheme	12	1,503	(18,507)
Total comprehensive income/(loss) for the year		615	(20,310)

The notes on pages 26 to 38 form part of these financial statements.

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Statement of financial position at 31 March 2025

	Notes	As at 31 March 25 £'000	As at 31 March 24 £'000
Tangible assets	14	52	80
Current assets			
Stock	16	813	782
Debtors	15	4,527	4,948
Short term investments		6,420	2,430
Cash at bank and in hand		719	3,282
		<u>12,479</u>	<u>11,442</u>
Creditors: amounts falling due within one year	17	<u>(4,612)</u>	<u>(4,169)</u>
Net current assets		<u>7,867</u>	<u>7,273</u>
Total assets less current liabilities		<u>7,919</u>	<u>7,353</u>
Pension liabilities	12	(422)	(471)
Net assets		<u>7,497</u>	<u>6,882</u>
Capital and reserves			
Retained surplus (excluding pension liability)		7,919	7,353
Pensions reserve		(422)	(471)
Retained surplus		<u>7,497</u>	<u>6,882</u>

The financial statements were approved and authorised for issue by the Board and were signed on its behalf on 25 September 2025.

Ken Taylor

Adam Hutchinson

Chair Berneslai Homes Board

Board Member

Berneslai Homes Limited

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Statement of changes in equity for the year ended 31 March 2025

	Notes	Pension Reserve £'000	Retained Surplus £'000	Total Equity £'000
Comprehensive (deficit) / income brought forward at 1 April 2024:		(471)	7,353	6,882
Deficit for the year		-	(888)	(888)
Current service cost of pension scheme	12	(3,161)	3,161	-
Actuarial Gain on pension scheme	12	1,503	-	1,503
Employer contributions to pension scheme	12	1,874	(1,874)	-
Past Service Costs	12	(109)	109	-
Net interest from pension scheme	12	(58)	58	-
Other Comprehensive income for the year		49	1,454	1,503
Comprehensive income carried forward at 31 March 2025		(422)	7,919	7,497
	Notes	Pension Reserve £'000	Retained Surplus £'000	Total Equity £'000
Comprehensive income brought forward at 1 April 2023		18,925	8,267	27,192
Deficit for the year		-	(1,803)	(7,925)
Current service cost of pension scheme	12	(3,587)	3,587	-
Actuarial loss on pension scheme	12	(18,507)	-	(18,507)
Employer contributions to pension scheme	12	1,805	(1,805)	-
Past Service Costs	12	(2)	2	-
Curtailment	12	37	(37)	-
Net interest from pension scheme	12	858	(858)	-
Other comprehensive income for the year		(19,396)	889	(18,507)
Comprehensive income carried forward at 31 March 2024		(471)	7,353	6,882

The pension reserve forms part of the Company's Retained Surplus but is disclosed separately to show separately the movements in relation to the Company's Defined Benefit Pension Scheme.

The notes on page 26 to 38 form part of these financial statements.

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Statement of cash flows for the year ended 31 March 2025

	Notes	Year ended 31 March 25 £'000	Year ended 31 March 24 £'000
Cash flows from operating activities			
Deficit for the financial year		(888)	(1,803)
Adjustments for:			
Depreciation of tangible assets		27	27
Increase in stocks		(31)	(78)
Decrease in debtors		421	627
Increase/(decrease) in creditors		426	(1,101)
Net interest receivable		(268)	(266)
Net interest from pension scheme		58	(858)
Taxation charge		90	-
Difference between net pension expenses and cash contribution		1,397	1,747
		1,232	(1,705)
Cash from operations			
Taxation paid	13	(73)	(33)
		1,159	(1,738)
Cash flows from investing activities			
Interest received	8	268	266
Purchases of tangible assets	14	-	-
		268	266
Net increase/(decrease) in cash and cash equivalent		1,427	(1,472)
Cash and cash equivalents at beginning of year		5,712	7,184
Cash and cash equivalents at end of year		7,139	5,712
Cash and cash equivalents comprise:			
Cash at bank and in hand		719	3,282
Short term investments		6,420	2,430
		7,139	5,712

The notes on page 26 to 38 form part of these financial statements.

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Notes to the Accounts

1 Company Status and Parent Undertaking

Berneslai Homes Limited is a company 100% owned by Barnsley Metropolitan Borough Council (BMBC). The Company is limited by guarantee. The guarantors are listed in the Company's Register of Members. The liability in respect of the guarantee as set out in the memorandum, is limited to £1 per member of the Company.

2 Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with FRS 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland and the Companies Act 2006.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3). The following principal accounting policies have been applied:

Going Concern

The Company's management service and Construction Services PRIP contracts with BMBC are both for a period of 10 years ending 2030/31, thereby securing the Company's income streams for the foreseeable future. BMBC have issued a representation letter in respect of the service agreement.

The Management Fee and Property Services Repairs Team budgets for 2025/2026 have been approved by the Board.

Directors have considered the operating surplus, cashflow and level of reserves plans which are in-line with expectations and are forecast to continue to be in-line for at least 12 months from the date of signing the Annual Report and Financial Statements. A sensitivity stress test has been carried out to assess the ability to continue operating in the event of a downturn in turnover highlighting any mitigating actions which management could take.

Based on the assessment undertaken, the Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future, being a period of 12 months after the date on which the Annual Report and Financial Statements are signed. For this reason, it continues to adopt the going concern basis for the Financial Statements.

Tangible fixed assets and depreciation

Depreciation is provided on a straight-line basis on the cost of tangible fixed assets, to write them down to their estimated residual values over their expected useful lives.

The principal annual rates used are:

Leasehold improvements	Over the term of the lease
Fixtures and fittings	20-33%

Where there is evidence of impairment, fixed assets are written down to their recoverable amount.

Intangible assets and depreciation

Development costs for computer software are amortised over their estimated useful lives of 5 years.

Stocks

Stock comprises costs incurred on repairs, maintenance and improvement jobs, net of amounts transferred to cost of sales after deducting foreseeable losses and related payments on account.

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Accounting Policies continued:

Stocks (continued)

Costs include all direct material and labour costs incurred in bringing a contract to its state of completion at the year-end including an appropriate proportion of indirect expenses. Provisions for estimated losses on contract are made in the period in which such losses are foreseen. Programme Maintenance Jobs balances do not include attributable profit.

Other stocks are stated at the lower of cost and net realisable value, after making due allowance for obsolete and slow-moving items.

Deferred Taxation

Deferred tax balances are not recognised in respect of permanent differences except in respect of business combinations, when deferred tax is recognised on the differences between the fair values of assets acquired and the future tax deductions available for them and the differences between the fair values of liabilities acquired and the amount that will be assessed for tax.

Deferred income tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

Deferred Income

Deferred Income is received for a specific activity which is to be delivered in the following financial year.

Pension Costs

The company participates in a funded defined benefit scheme, the South Yorkshire Local Government Pension Scheme (LGPS). Triennial actuarial valuations of the pension scheme are performed by an independent, professionally qualified actuary, using the projected unit method.

Pension scheme assets are measured using market values. Pension scheme liabilities are measured using a projected unit method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability.

Any pension scheme surplus is recognised at the lower of the surplus in the defined benefit plan and the asset ceiling and presented on the face of the statement of financial position. The movement in the scheme is split between operating charges, financing items and, in the statement of comprehensive income, actuarial gains and losses in accordance with FRS 102.

The effect of the increase (or decrease) in actuarial value is shown as an additional line to income (or losses) in the Statement of Comprehensive Income.

Holiday Pay Accrual

A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the at the Statement of Financial Position date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Statement of Financial Position date.

Short Term Investment Policy

The company's treasury management strategy for 2024/25 is to use financial institutions with a minimum credit rating of A-. Money Market funds need a rating of "AAA".

Short term investments comprise money market funds and other short term deposit investments.

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Accounting Policies continued:

Financial Instruments

The company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from other third parties and loans to related parties.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate, which is an approximation of the amount that the company would receive for the asset if it were to be sold at the reporting date.

Financial assets and liabilities are offset, and the net amount reported in the Statement of Financial Position, when there is an 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.

3 Judgements in applying accounting policies and key sources of estimated uncertainty

In preparing these financial statements, the directors have had to make the following judgements:

Pensions

The critical underlying assumptions in relation to the estimates of the pension defined benefit scheme obligation include standard rates of inflation, mortality, discount rate and anticipated future salary increases. Variations in these assumptions can significantly influence the value of the liability or asset recorded and annual defined benefit expense.

Stocks

Stock is assessed annually and an impairment charge made where it is considered that the net realisable value is less than the carrying value.

4 Turnover

Turnover represents amounts invoiced to Barnsley Metropolitan Borough Council (BMBC) for the provision of housing management and construction services excluding value added tax during the year.

The management fee is agreed annually and received on a monthly basis. Property Service Repairs Team invoice monthly for works undertaken under the Property, Repair and Improvement Partnership (PRIP) contract.

5 Government Grants (Other Operating Income)

Government grants are recognised when it is reasonable to expect that the grants will be received and that all related conditions will be met.

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6 Operating Surplus/(Deficit)

This is stated after charging:

	Year ended 31 March 25 £'000	Year ended 31 March 24 £'000
Depreciation of tangible assets	27	27
Contribution to BMBC Housing Growth Programme	4	619
<i>Auditor's remuneration:</i>		
Fees payable to the company's auditor for the audit of the financial statements	40	37
Fees payable to the company's auditor for other services - services relating to tax	5	5
Inventory recognised as an expense	2,569	2,223

7 Other Operating Income

Other operating income comprises of the following Government Grants and BMBC contribution to new IT Repairs System.

	Year ended 31 March 25 £'000	Year ended 31 March 24 £'000
Education and Skills Grant	2	1
European Social Fund (ESF) - Tenants First Project	-	165
Housing Support & Multiply Grants	32	32
BMBC Contribution	-	863
Community Renewal Fund	-	9
UK Prosperity Fund	221	-
Grants from Suppliers	-	2
	255	1,072

8 Interest Receivable

	Year ended 31 March 25 £'000	Year ended 31 March 24 £'000
Cash deposits held with the Bank and Money Market Funds	268	266
	268	266

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9 Staff Costs

	Year ended 31 March 25 £'000	Year ended 31 March 24 £'000
Wages and salaries	18,577	18,253
Social security costs	1,895	1,842
Other pension costs	1,854	1,835
	22,326	21,930

Average number of employees during the year:

	Year ended 31 March 25 No.	Year ended 31 March 24 No.
Customer & Estate Services	149	157
Assets & Regeneration	63	58
Property Services Repairs Team	250	263
Senior Management and Corporate Services	51	58
	513	536

The number of posts with total salaries exceeding £50,000 was as follows:

	Year ended 31 March 25 No.	Year ended 31 March 24 No.
£50,000 - £55,000	14	12
£55,000 - £60,000	1	-
£60,000 - £65,000	4	6
£65,000 - £70,000	3	2
£70,000 - £75,000	1	-
£80,000 - £85,000	-	1
£85,000 - £90,000	-	1
£105,000 - £110,000	3	2
£120,000 - £125,000	-	1
£135,000 - £140,000	1	1
	1	1

10 Non-executive Directors' Emoluments

	Year ended 31 March 25 £'000	Year ended 31 March 24 £'000
Non-executive Directors' emoluments	46	46
Total non executive directors' expenses in respect of qualifying services	-	-

Emoluments disclosed above include £11,494 (2024: £7,215) paid to the highest paid director.

The Company did not make any contributions under pension arrangements on behalf of any directors (2024: nil).

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11 Executive Officers Emoluments

	Year ended 31 March 25 £'000	Year ended 31 March 24 £'000
Executive Officers' emoluments	634	709

The executive officers are considered to be key management personnel under FRS 102.

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12 Pension Obligations

Local Government Pension Scheme

Berneslai Homes Limited is a scheduled employer of the South Yorkshire Local Government Pension Scheme (LGPS) a funded defined benefit pension scheme. The Company entered into the scheme upon TUPE transfer of its staff from the Council. Under the guidance issued by the ODPM, the pension liabilities accrued at the time of the TUPE transfer of staff will remain with the Council.

The LGPS is a funded defined benefit scheme, with the assets held in separate trustee administered funds. The total contribution made for the year ended 31 March 2025 was £3,006,688 (2024: £2,988,837) of which employers' contributions totalled £1,821,209 and employees' contributions totalled £1,185,479.

The disclosures required under FRS 102 have been calculated by a qualified independent actuary, Hymans Robertson LLP. The date of the last full actuarial valuation was 31 March 2022.

The actuaries estimate that the net pension asset as at 31 March 2025 is £48,519,000 with an asset ceiling of £Nil (31 March 2024: asset £28,285,000). It is Berneslai Homes' intention to continue to contribute towards the scheme at the recommended contribution rate in future years.

The financial assumptions used for the purpose of the FRS 102 calculation as at 31 March 2025 were as follows:

	At 31 March 2025	At 31 March 2024
Pension increase rate (CPI)	2.75%	2.75%
Salary increase rate	3.35%	3.35%
Discount rate	5.80%	4.85%

Mortality assumptions

Life expectancy is based on the Fund's VitaCurves with improvements in line with the CMI 2022 model, with a 25% weighting of 2022, a 0% weighting of 2021 (and 2020) data, standard smoothing (Sk7), initial adjustment of 0.25% and a long term rate of improvement of 1.5% p.a. for both males and females. Based on these assumptions, the average future life expectancies at age 65 for the Employer are:

	2025 No. of years	2024 No. of years
Current Pensioners:		
Males	20.5	20.6
Females	23.6	23.6
Future Pensioners:		
Males	21.3	21.4
Females	25.0	25.0

*Figures assume members aged 45 as at the last formal valuation date.

Berneslai Homes Limited

Local Government Pension Scheme continued:

Asset Ceiling calculation

In both the current and prior year the company's actuary has calculated that the company have a net current pension asset of £48,519,000 (2024 - £28,285,000). In both years the company's actuary has calculated the asset ceiling which can be recognised within the financial statements.

In both years the Asset restriction calculation is based on the present value of future service costs (A) less the present value of future service contributions (B).

Amounts recognised in the statement of financial position:

	2025 £'000	2024 £'000
Present value of funded obligations	(113,211)	(130,022)
Present value of unfunded obligations	(422)	(471)
Fair value of plan assets	162,152	158,778
	<u>48,519</u>	<u>28,285</u>
Asset Ceiling Adjustment	(48,941)	(28,756)
Unrecognised past service cost	-	-
Deficit	<u>(422)</u>	<u>(471)</u>
Related deferred tax asset	-	-
Net Liability	<u>(422)</u>	<u>(471)</u>

Analysis of the amount charged to income and expenditure account:

	2025 £'000	2024 £'000
Total service cost	(3,270)	(3,589)
Net Interest	(58)	858
Total operating charge	<u>(3,328)</u>	<u>(2,731)</u>

£3,270k charged (2024: £3,589k charged) to the operating surplus and £58k debited (2024: £858k credited) to other finance income and costs.

Amounts recognised in the statement of total recognised surpluses and deficits

	2025 £'000	2024 £'000
Actuarial Gain relating to pensions	20,293	10,249
Asset Ceiling Adjustment	(18,790)	(28,756)
Total recognised surplus/(deficit)	<u>1,503</u>	<u>(18,507)</u>

The company expects to contribute £1,867k to its defined benefit pension scheme in 2025/2026.

Berneslai Homes Limited

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Local Government Pension Scheme continued:

Changes in present value of defined benefit obligation:

	2025	2024
	£'000	£'000
Opening defined benefit obligation	(471)	18,925
Service cost	(3,270)	(3,589)
Net Interest	(58)	858
Actuarial gain	20,293	10,249
Asset ceiling adjustment	(18,790)	(28,756)
Employer contributions	1,874	1,842
Closing defined benefit obligation	<u>(422)</u>	<u>(471)</u>

Major categories of plan assets as a percentage of total plan assets:

	2025	2024
Equities	68%	69%
Bonds	21%	21%
Property	10%	9%
Cash	1%	1%

Amounts for current and previous four periods are as follows:

	2025	2024	2023	2022	2021
	£'000	£'000	£'000	£'000	£'000
Present value of defined benefit obligation	(113,633)	(130,493)	(128,953)	(177,810)	(178,562)
Fair value of scheme assets	162,152	158,778	147,878	152,094	138,936
Asset ceiling adjustment	(48,941)	(28,756)	-	-	-
(Deficit)/Surplus on scheme	(422)	(471)	18,925	(25,716)	(39,626)

Berneslai Homes Limited

13 Tax on ordinary activities

Berneslai Homes Limited has been granted non trading status by HM Revenue & Customs. The directors have prepared the accounts based on this assumption.

13(a) Analysis of charge in period

	Year ended 31 March 25 £'000	Year ended 31 March 24 £'000
Current Tax:		
UK corporation tax on deficit for period	90	73
Adjustments in respect of prior periods	-	-
Total current tax (note 13b)	<u>90</u>	<u>73</u>
Deferred Tax		
Origination & reversal of timing differences	-	-
Total deferred tax	<u>-</u>	<u>-</u>
Total tax on deficit on ordinary activities	<u>90</u>	<u>73</u>
Tax on ordinary activities continued:		

13(b) Factors affecting tax charge for period

The tax assessed is higher than the standard rate of corporation tax in the UK of 25% (2024: 25%). The differences are explained below:

	2025 £'000	2024 £'000
Deficit on ordinary activities before tax	<u>(798)</u>	<u>(1,730)</u>
Deficit on ordinary activities multiplied by the standard rate of corporation tax 25% (2024: 25%)	(200)	(433)
Effects of:		
Expenses not deductible for tax purposes	11,477	11,769
Deferred tax not recognised	-	(1)
Income not taxable	(11,194)	(11,269)
Adjustments in respect of prior periods	-	-
Fixed asset differences	7	7
Remeasurement of deferred tax for changes in tax rate	-	-
	<u>90</u>	<u>73</u>

Provision for Deferred Tax

There is a potential deferred tax asset of £1K (2024: £1K) which is not provided for in these accounts as the directors do not believe that it is likely to reverse in the foreseeable future.

Berneslai Homes Limited

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14 Tangible Assets

	Leasehold Improvements £'000	Fixtures + Fittings £'000	Total £'000
Cost or valuation			
At 1 April 2024	719	193	912
Additions	-	-	-
At 31 March 2025	719	193	912
Depreciation			
At 1 April 2024	664	168	832
Charged in year	15	13	27
At 31 March 2025	679	181	860
Net book value			
At 31 March 2025	40	12	52
At 31 March 2024	55	25	80

15 Debtors: amounts falling due within one year

	As at 31 March 25 £'000	As at 31 March 24 £'000
Trade debtors	83	11
Less provision for bad debts	(2)	(1)
BMBC debtors	3,748	4,401
Other debtors	685	506
Prepayments & accrued income	13	31
	4,527	4,948

The BMBC debtors are interest free and repayable on demand.

16 Stock

	As at 31 March 25 £'000	As at 31 March 24 £'000
Raw materials	813	782
	813	782

Berneslai Homes Limited

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17 Creditors: amounts falling due within one year

	As at 31 March 25 £'000	As at 31 March 24 £'000
Trade creditors	1,884	1,714
BMBC creditors	1,134	521
Corporation Tax	83	66
VAT	831	791
Other tax and social security	383	412
Other creditors	275	299
Accruals & deferred income	22	366
	<u>4,612</u>	<u>4,169</u>

The BMBC creditors are interest free and repayable on demand.

18 Financial instruments

	As at 31 March 25 £'000	As at 31 March 24 £'000
Financial assets		
Financial assets that are debt instruments measured at amortised cost	<u>10,967</u>	<u>10,263</u>
Financial liabilities		
Financial liabilities that are debt instruments measured at amortised cost	<u>3,316</u>	<u>2,900</u>

Financial assets measured at amortised cost comprise cash and debtors (excluding corporation tax and prepayments).

Financial liabilities measured at amortised cost comprise creditors (excluding corporation tax, VAT, social security and deferred income).

19 Financial commitments

Operating lease commitments

The total payments which the company is committed to make under operating leases are as follows:

	2025 £'000	2024 £'000
Equipment, leases expiring:		
within one year	438	311
one to five years	2,191	1,554
beyond five years	438	621
	<u>3,068</u>	<u>2,486</u>

Berneslai Homes Limited

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20 Related party transactions

Rebecca Mather and Gerard Morrall who have been board members during the year, are resident in a property owned and maintained by the parent undertaking, Barnsley Metropolitan Borough Council. The residents have a standard tenancy agreement, are required to fulfil the same obligations, and receive the same benefits as other tenants.

Kulvinder Sahota, the interim Director of Corporate Services until August 2024 was, in addition to her executive role for which remuneration is included in Note 11, employed under a separate contract of employment to deliver specific project work for the company in 2023/24 and 2024/25. Total remuneration under this additional contract was £38,016 in 2024/25 (2023/24: £45,619).

The Company received £44,806,432 income from its parent company in the year. This was principally for management services, repairs and maintenance, and contributions towards IT development. A debtor balance owed to the Company by its parent company on 31st March 2025 was £3,748,445.

The Company leases its Head Office based at Gateway Plaza from its parent Company and pays a rental charge of £438,236 per annum. The company also purchases a number of other support services from its parent company.

There was a creditor balance to the parent company on 31st March 2025 of £1,134,133.

21 Parent undertaking

The company is a wholly owned subsidiary of Barnsley Metropolitan Borough Council, which is the largest and smallest group for which consolidated accounts are prepared. In the opinion of the directors this is the company's ultimate parent company and ultimate controlling party. Consolidated accounts are available from Barnsley Metropolitan Borough Council's website.



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Agenda Item 6

Report of the Chief Executive,
Berneslai Homes, to the
Annual General Meeting
25th September 2025

Re-appointment of External Auditors

The Chair will propose the re-appointment of BDO (UK) LLP as External Auditors to the Company for the financial year 2025-2026.

BDO has expressed their willingness to serve.

The Chief Executive is authorised to set remuneration.



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Agenda Item 7

Report Title	Retirement and Appointment of Board Members	Date	25th September 2025
Report To	Annual General Meeting	Confidential	No

Retirement Of Board Members

Effective from 25 September 2025:

- Councillor Sarah Tattersall (Councillor Board Member)

Appointment Of Board Members

Effective from 25 September 2025:

- Councillor David Leech (Councillor Board Member)

Retirement Of Independent Members

Effective from 5 December 2024:

- Mahara Haque (Independent Customer Services Committee Chair)

Retirement Of Co-Optees

Effective from 5 December 2024:

- Eric Smith (Board Co-Optee)