

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Community		
Year ended:	31 December 2021		
List no:	784T		
Head or Main Office address:	465C Caledonian Road		
	London		
Postcode	N7 9GX		
Website address (if available)	www.community-tu.org		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Roy Rickhuss CBE		
Telephone Number:	0207 420 4000		
Contact name for queries regarding the completion of this return	Cherl Siljeur		
Telephone Number:	0207 420 4028		
E-mail:	csiljeur@community-tu.org		

Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: ymw@tcyoung.co.uk

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Return of Members

(see notes 10 and 11)

Number of members at the end of the year					
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	43,464	401			43,865
Total	43,464	401			A 43,865

Number of members at end of year contributing to the General Fund

40,669

Number of members included in totals box 'A' above for whom no home or authorised address is held:

358

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
No change in officers			

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held and date elected
Roy Rickhuss	General Secretary
Ross Clark	NEC member, President, Trustee
Steven McGregor	NEC member
Peter Hobson	NEC member
Clive Royston	NEC member
Paul McBean	NEC member
Ian Smith	NEC member
Dean Cox	NEC member, Vice President
Alan Coombs	NEC member, Trustee
Gary Keogh	NEC member
Andrew Gutteridge	NEC member
Dougie Fairbairn	NEC member, Trustee
Andrew Taylor	NEC member
Steven Webster	NEC member
Maz Jackson	NEC member
Chris Rice	NEC member
Steven McGurk	NEC member
Alex Robinson	NEC member
Sue Mather	NEC member
Jacqui Thomas	NEC member
Tracy Barlow	NEC member
Christopher Knight	NEC member
Steve Millman	NEC member
Deborah Wood	NEC member
Joy Rowley	NEC member
Melynda Standing	NEC member
Chris Wilson	NEC member

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		5,760
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		5,760
Investment income (as at page 12)		4,048
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	16,857	
Total of other income (as at page 4)		16,857
Total income		26,665
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		914
Administrative expenses (as at page 10)		9,196
Federation and other bodies (specify)		
GFTU		20
IndustriAll		28
TUC		95
Scottish TUC		5
Unions 21		3
Wales TUC		4
Misc		7
Total expenditure Federation and other bodies		162
Taxation		
Total expenditure		10,272
Interfund Transfers OUT		
Surplus (deficit) for year		16,393
Amount of general fund at beginning of year		74,317
Amount of general fund at end of year		90,710

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Union Learning Income	274
Professional Service Income	76
Net FRS102 Pension movement	9,482
Change in market value of investments	6,761
Revaluation adjustments FRS102	264
Total other sources	16,857
Total of all other income	16,857

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation – Employment Related Issues		brought forward	360
	60	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Life Change Benefit	115
		Education and Training services	
		Training Courses	235
Communications			
Publications	84		
		Negotiated Discount Services	
		Benefits scheme	12
Dispute Benefits			
Strike Pay	216	Other Benefits and Grants (specify)	
		Child benefit	7
		Officer / Organiser expenses	100
		Campaigns	82
		Retirement benefit	3
carried forward	360	Total (should agree with figure in General Fund)	914

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Member Support Fund (formerly Benevolent Fund)	£000	£000
Income			
	From members		55
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		55
	Interfund Transfers IN		
Expenditure			
	Benefits to members		34
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		34
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		21
	Amount of fund at beginning of year		79
	Amount of fund at the end of year (as Balance Sheet)		100
	Number of members contributing at end of year		40,669

Fund 3		Fund Account	
Name:	Futures Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure			
	Benefits to members		219
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		219
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-219
	Amount of fund at beginning of year		2,275
	Amount of fund at the end of year (as Balance Sheet)		2,056
	Number of members contributing at end of year		40,669

(See notes 21 and 23)

Fund 4		Fund Account		
Name:		£000	£000	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
		Total Income		
		Interfund Transfers IN		
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
			Total Expenditure	
			Interfund Transfers OUT	
		Surplus (Deficit) for the year		
		Amount of fund at beginning of year		
		Amount of fund at the end of year (as Balance Sheet)		
		Number of members contributing at end of year		

Fund 5		Fund Account		
Name:		£000	£000	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
		Total Income		
		Interfund Transfers IN		
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
			Total Expenditure	
			Interfund Transfers OUT	
		Surplus (Deficit) for the year		
		Amount of fund at beginning of year		
		Amount of fund at the end of year (as Balance Sheet)		
		Number of members contributing at end of year		

(See notes 21 and 23)

Fund 6		Fund Account		
Name:		£000	£000	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
		Total Income		
		Interfund Transfers IN		
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
			Total Expenditure	
			Interfund Transfers OUT	
		Surplus (Deficit) for the year		
		Amount of fund at beginning of year		
		Amount of fund at the end of year (as Balance Sheet)		
		Number of members contributing at end of year		

Fund 7		Fund Account		
Name:		£000	£000	
Income	From members			
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
		Total Income		
		Interfund Transfers IN		
Expenditure	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
			Total Expenditure	
			Interfund Transfers OUT	
		Surplus (Deficit) for the year		
		Amount of fund at beginning of year		
		Amount of fund at the end of year (as Balance Sheet)		
		Number of members contributing at end of year		

(See notes 21 and 23)

Fund 8		Fund Account	
Name:		£000	£000
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	
		Number of members contributing at end of year	

Fund 9		Fund Account	
Name:		£000	£000
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	
		Number of members contributing at end of year	

Political fund account

(see notes 24 to 33)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
Income	Members contributions and levies		232
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total income		232
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
	Expenditure A (as at page i)		111
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		29
	Expenditure D (as at page iv)		13
	Expenditure E (as at page v)		80
	Expenditure F (as at page vi)		8
	Non-political expenditure (as at page vii)		12
	Total expenditure		253
	Surplus (deficit) for year		-21
	Amount of political fund at beginning of year		321
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		300
	Number of members at end of year contributing to the political fund		16,268
	Number of members at end of the year not contributing to the political fund		27,597
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		26,172
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

Political fund account expenditure (a)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party

Name of political party in relation to which money was expended	Total amount spent during the period £
The Labour Party	104
The Co-operatove Party	7
Total	111

Political fund account expenditure (b)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates

Expenditure of money on the provision of any services or property for use by or on behalf of any political party	
Name of political party to which payment was made	Total amount paid during the period
	£
Total	

Political fund account expenditure (c)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£000
See Attached			
			29
Total			29

Political fund account expenditure (d)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

Expenditure on the maintenance of any holder of political office	
Name of office holder	£000
Stephen Kinnock Mp	7
Dan Norris Mayor West England	1
Barry Gardner MP - Stop Fire and Rehire	5
Total	13

Political fund account expenditure (e)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates.

The expenditure of money on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party	
Name of political party	£000
Labour Party Confernce	72
Labour Party Event 1 George Street	2
Conservative Confernce	1
SME4 Labour Gala Event	5
Total	80

Political fund account expenditure (f)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act.

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate
--

Name of organisation or political party	£000
Labour Party Advertisement	1
Text Messaging /Brochures	1
Labour Party Local - Text	1
Labour Postage	1
Electoral publications	4
Total	8

Expenditure from the political fund not falling within section 72 (1) of the trade union & labour relations (consolidation) act 1992

For expenditure not falling within section 72 (1) the required information is-

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£000
Hope Not Hate Charitable Project	10
British Kebab Awards	2
Total expenditure	12

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one	£
Total expenditure	

(c) the total amount of all other money expended	£
Total expenditure	

Total of all expenditures **12**

Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

	£000
Administrative Expenses	
Remuneration and expenses of staff	
Salaries and Wages included in above	4,715
Auditors' fees	6,041
Legal and Professional fees	56
Occupancy costs	407
Stationery, printing, postage, telephone, etc.	1,240
Expenses of Executive Committee (Head Office)	335
Expenses of conferences	38
Other administrative expenses (specify)	18
Branch exps 189, Insurance 238, Motor exps 67	494
Donations 74, Bank charges 28	102
Badges / regalia	47
Sundry exps	21
Other Outgoings	
Depreciation	383
Interest payable	14
Outgoings on land and buildings (specify)	
Property Revaluation	
Other outgoings (specify)	
Total	9,196
Charged to:	
General Fund (Page 3)	9,196
Member Support Fund (formerly Benevolent Fund)	
Futures Fund	
Total	9,196

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary £000	Employers N.I. contributions £000	Benefits		Total £000	
			Pension Contributions £000	Other Benefits		
				Description		Value £000
Roy Rickhuss General Secretary	120,495	15,409		Car/Fuel 16,387 Other 1,585	17,972	153,876
NEC - T Barlow	455					455
NEC - NIL RETURN						
R Clark, S McGregor, P Hobson, P McBean						
I Smith, A Coombs, A Gutteridge, D Cox						
G Keogh, C Royston, D Fairbairn						
A Taylor, S Webster, M Jackson						
C Rice, S Mather, J Thomas						
C Knight, S McGurk, A Robinson						
D Wood, S Millman						
A Rutter, M Standing, J Rowley,						
C Wilson						

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			271
Dividends (gross) from:			
Equities (e.g. shares)			3,166
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			8
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Gain on disposal of investments/fixed assets			603
			4,048
		Total investment income	4,048
		Credited to:	
		General Fund (Page 3)	4,048
		Member Support Fund (formerly Benevolent Fund)	
		Futures Fund	
		Political Fund	
		Total Investment Funds	4,048

Balance sheet as at

(see notes 49 to 52)

Previous Year		£000	£000
20,498	Fixed Assets (at page 14)		4,679
	Investments (as per analysis on page 15)		
60,056	Quoted (Market value £ (70,509)		67,912
2,857	Unquoted		2,597
	Total Investments		70,509
	Other Assets		
	Loans to other trade unions		
475	Sundry debtors		673
1,412	Cash at bank and in hand		2,904
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		3,577
85,298	Total assets		78,765
74,317	General fund (page 3)		90,710
79	Member Support Fund (formerly Benevolent Fund)		100
2,275	Futures Fund		2,056
321	Political Fund Account		300
	Liabilities		
	Amount held on behalf of central trade union political fund		
£732	Creditors & Accruals		839
£996	Bank Loan		322
£7,760	FRS102 Pension liability		1,722
-£1,182	FRS102 Prior year property revaluation		
	Total liabilities		2,883
£85,298	Total assets		78,765

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	4,381	573	1,008	934	483	7,379
Additions			18		68	86
Disposals	-766	-181			-42	-989
Revaluation/Transfers	745					745
At end of year	4,360	392	1,026	934	509	7,221
Accumulated Depreciation						
At start of year	381	23	714	763	308	2,189
Charges for year	84	12	128	137	105	466
Disposals	-83				-30	-113
Revaluation/Transfers						
At end of year	382	35	842	900	383	2,542
Net book value at end of year	3,978	357	184	34	126	4,679
Net book value at end of previous year	4,000	550	294	171	175	5,190

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)	61,769	
Fixed interest	2,605	
Preference	3,538	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	67,912	
Market Value of Quoted Investment	70,509	
Unquoted		
Equities		
Unity Trust Bank	1,036	
Aberdeen	324	
Government Securities (Gilts)		
Mortgages	368	
Bank and Building Societies		
Other unquoted investments (to be specified)		
Labour Xchange 90	90	
PPPS 12 Welsh RFU 48	60	
Prop: Stotfold 514, Streatham 203	717	
Misc	2	
Total unquoted (as Balance Sheet)	2,597	
Market Value of Unquoted Investments	2,597	

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
---	-----------------------------

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Community in Spain SSL	B54261607 (Spain)

Are the shares which are controlled by the union registered in the names of the union's trustees?

Yes <input type="checkbox"/>	No <input type="checkbox"/>
------------------------------	-----------------------------

If NO, state the names of the persons in whom the shares controlled by the union are registered.

Company name	Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	5,815	232	6,047
From Investments	4,048		4,048
Other Income (including increases by revaluation of assets)	16,857		16,857
Total Income	26,720	232	26,952
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	10,525	253	10,778
Funds at beginning of year (including reserves)	76,671	321	76,992
Funds at end of year (including reserves)	92,866	300	93,166
Assets			
Fixed Assets			4,679
Investment Assets			70,509
Other Assets			3,577
		Total Assets	78,765
Liabilities		Total Liabilities	-14,401
Net Assets (Total Assets less Total Liabilities)			93,166

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income			
Expenditure (including decreases by revaluation of assets)			
Total Expenditure			
Funds at beginning of year (including reserves)			
Funds at end of year (including reserves)			
Assets			
Fixed Assets			
Investment Assets			
Other Assets			
		Total Assets	
Liabilities		Total Liabilities	
Net Assets (Total Assets less Total Liabilities)			

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="2"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 50px;" type="text" value="119"/>
Number of votes cast in the ballot	<input style="width: 50px;" type="text" value="93"/>
Number of Individuals answering "Yes" to the question	<input <sup="" style="width: 50px;" type="text" value="81"/> 1
Number of individuals answering "No" to the question	<input <sup="" style="width: 50px;" type="text" value="11"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input <sup="" style="width: 50px;" type="text" value="1"/> 3
1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input type="text" value="Yes"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text" value="No"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 50px;" type="text" value="31"/>
Number of votes cast in the ballot	<input style="width: 50px;" type="text" value="20"/>
Number of Individuals answering "Yes" to the question	<input <sup="" style="width: 50px;" type="text" value="17"/> 1
Number of individuals answering "No" to the question	<input <sup="" style="width: 50px;" type="text" value="3"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input <sup="" style="width: 50px;" type="text" value=""/> 3
1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input type="text" value="Yes"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text" value="No"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 50px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 50px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 50px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 50px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 50px;" type="text"/> ³
1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 50px;" type="text"/>

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

If **YES**, for each industrial action taken please complete the information below:

Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

To follow with audited accounts



Accounting policies



(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature:		Chairman's Signature:	
			<small>(or other official whose position should be stated)</small>
Name:	Roy Rickhuss General Secretary	Name:	JP McHugh Assistant General Secretary
Date:	10th November 2022	Date:	10th November 2022

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes		No	<input checked="" type="checkbox"/>
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<input checked="" type="checkbox"/>	No	
A member statement is: (see Note 80)	Enclosed		To follow	<input checked="" type="checkbox"/>
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<input checked="" type="checkbox"/>	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	<input checked="" type="checkbox"/>	No	

Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

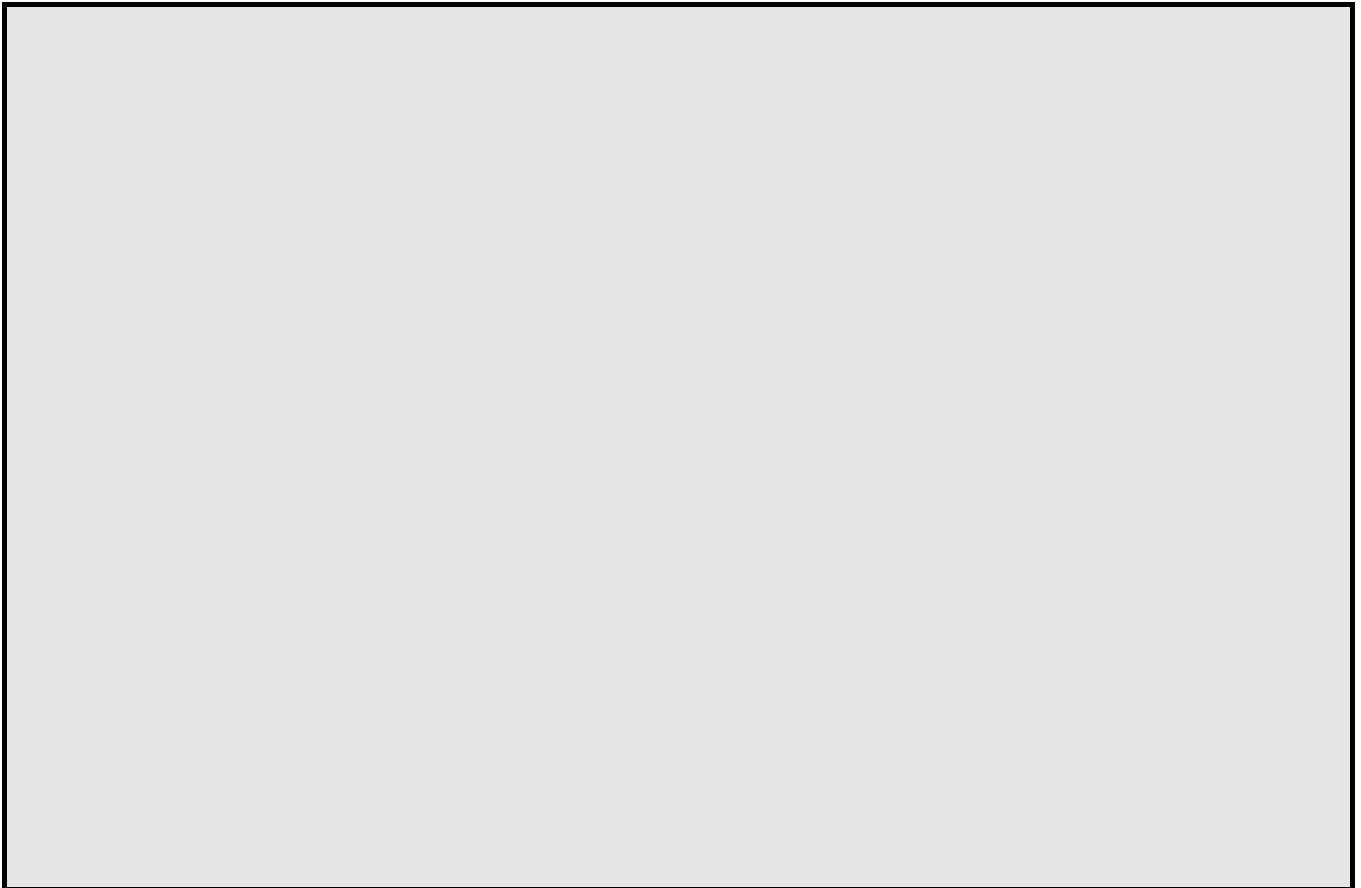
Please explain in your report overleaf or attached

3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

- give a true and fair view of the matters to which they relate to.
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)



Signature(s) of auditor or auditors:

Name(s):

Profession(s) or Calling(s):

Address(es):

Postcode

Date

Contact name for inquiries and telephone number:

N.B. When notes to the account are referred to in the auditor's report a copy of those notes must accompany this return.

Membership audit certificate

made in accordance with section 24ZD of the Trade Union and Labour Relations (Consolidation) Act 1992

(See notes 97 to 103)

At the end of the reportign period proceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

Yes

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

Membership audit certificate

Section one

For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer

- 1 In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

Yes


- 2 In the opinion of the assurer has he/she obtained the inforamation and explanations necessary for the performance of his/her functions?

Yes

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	04.05.2022
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

Membership audit certificate

Section two

For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes / No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	



**Join
community
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community-tu.org/join

Dear Carol,

Please find enclosed an email received from Vic this afternoon, after he'd contacted the valuers that you had very kindly recommended.

I know I have made this point on a number of occasions, but worth making again, Community has co-operated fully with trying to resolve the issue of property valuation. It has so far cost us in excess of £50,000 and that is before we pay the actual audit fee.

You can see that both estimates are in the region of £20,000 plus vat. During our discussion recently with Marcia, she made a very valid point that this is our members money. Therefore, I am sure you will agree with me that this cost cannot be justified.

I would welcome your advice and guidance as how we can now secure your agreement to sign off the accounts. I would hope that, as Community has yet again been as co-operative as possible, at this stage you will now be able to exercise your judgement.

I look forward to your response where hopefully we can finally make progress.

Regards,

Roy

Roy Rickhuss CBE

General Secretary

Community trade union

Address: 465c Caledonian Road, London, , United Kingdom N7 9GX

Phone: [020 7420 4031](tel:02074204031)

Email: rrickhuss@community-tu.org

Website: www.community-tu.org



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