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- PRINT ON ONE SIDE ONLY

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 2012
List no:	784T
Head or Main Office:	67 – 68 LONG ACRE COVENT GARDEN LONDON WC2E 9FA
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"/> (Click the appropriate box)
General Secretary:	MICHAEL J LEAHY OBE
Telephone Number:	0207 420 4000
Contact name for queries regarding	SARAH WOLD ACMA
Telephone Number:	0207 420 4026
E-mail:	swold@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: 020 7210 3734

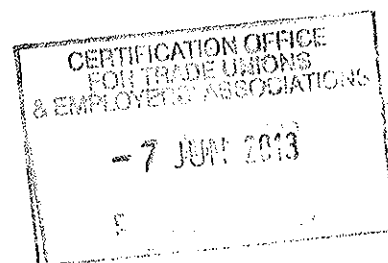
The address to which returns and other documents should be sent are:

For Unions based in England and Wales:

Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:

Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG



(Revised February 2011)

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
MALE	25,831	18			25,849
FEMALE	5,637	37			5,674
TOTAL	31,468	55			A 31,523

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

	536
Number of members at end of year contributing to the General Fund	30,497

OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

RETURN OF CHANGE OF OFFICERS

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

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
SEE ATTACHED			

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 AS AT 31 DECEMBER 2012

Mr M J Leahy	General Secretary
Mr JP Mann	Deputy General Secretary

NEC Members

Mr P Donnelly	Trustee	Appointed February 2012
Mr R Middlemas		
Mr P Hobson		
Mr S Scorer		
Mr L Schaffer		
Mrs S Mather	President	Appointed February 2012
Mr S Sansome		
Mr P Mills		
Mr P Rees		
Mr J Tetsill		
Mr A Coombs		
Mr D Fairbairn	Trustee	Appointed February 2012
Mr P Fox		
Mr K Jordan	Trustee	Appointed February 2012
Mr C Rice		
Mr T Butler		
Mr R Mooney	Vice President	Appointed February 2012
Ms J Thomas		
Mrs T Barlow		
Mrs C Hodgson		

GENERAL FUND

(see notes 13 to 18)

	£000's	£000's
INCOME		
From Members: Contributions and Subscriptions	3,568	
From Members: Other income from members (specify)		
Total other income from members		3,568
Total of all income from members		
Investment income (as at page 12)	4,102	
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	185	
Total of other income (as at page 4)		4,287
		TOTAL INCOME
		7,855
EXPENDITURE		
Benefits to members (as at page 5)	973	
Administrative expenses (as at page 10)	5,904	
Federation and other bodies (specify)	202	
TUC £133, GFTU £18, IMF £27, EMF £7, Misc £17		
FRS 17 movement	(1,169)	
Total expenditure Federation and other bodies		
Taxation		
		TOTAL EXPENDITURE
		5,910
		Surplus (deficit) for year
		1,945
		Amount of general fund at beginning of year
		48,430
		Amount of general fund at end of year
		50,375

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£000's	£000's
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		
Other income		
Miscellaneous Income	3	
Legal Service Refunds	182	
TOTAL OTHER INCOME		185
TOTAL OF ALL OTHER INCOME		185

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£000's		£000's
Representation – Employment Related Issues	201	brought forward	345
		Education and Training services	341
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications	118	Salary Costs	92
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits	26	Bereavement	62
		Child	11
		Convalescent Home	12
		Recruitment	104
		Retirement	6
Other Cash Payments			
carried forward	345	Total (should agree with figure in General Fund)	973

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Benevolent Fund	£000's	£000's
Income			
	From members	24	
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		24
Expenditure			
	Benefits to members	11	
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		11
	Surplus (Deficit) for the year		13
	Amount of fund at beginning of year		81
	Amount of fund at the end of year (as Balance Sheet)		94
	Number of members contributing at end of year		30,497

FUND 3		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	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 24 and 25)

FUND 4		Fund Account	
Name:		£	£
Income			
From members			
Investment income (as at page 12)			
Other income (specify)			
	Total other income as specified		
	Total Income		
Expenditure			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
	Total Expenditure		
	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:		£	£
Income			
From members			
Investment income (as at page 12)			
Other income (specify)			
	Total other income as specified		
	Total Income		
Expenditure			
Benefits to members			
Administrative expenses and other expenditure (as at page 10)			
	Total Expenditure		
	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 24 and 25)

FUND 6		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	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:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	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 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£000's	£000's
Income	Members contributions and levies	176	
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total income		176
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify) Donations, affiliations, in-kind, gala dinners	182	
	Administration expenses in connection with political objects (specify) Exp's of members attending conferences & political meetings	72	
	Non-political expenditure		
	Total expenditure		254
	Surplus (deficit) for year		(78)
	Amount of political fund at beginning of year		140
	Amount of political fund at the end of year (as Balance Sheet)		62
	Number of members at end of year contributing to the political fund		25,131
	Number of members at end of the year not contributing to the political fund		6,392
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		5,987

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 fund		
	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		

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

		£000's
Administrative Expenses		
Remuneration and expenses of staff		
Salaries and Wages included in above	£2,463	3,231
Auditors' fees		38
Legal and Professional fees		280
Occupancy costs		708
Stationery, printing, postage, telephone, etc.		261
Expenses of Executive Committee (Head Office)		55
Expenses of conferences		90
Other administrative expenses (specify)		
Branch Exps 662, Insurance 68, Motor Exps 39		769
Donations 39, Bank Charges 8, Sundry 9		56
Badges / Regalia		28
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		388
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
	Total	5,904
Charged to:	General Fund (Page 3)	5,904
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Total	5,904

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contribution s £	Other Benefits		
				Description	Value £	
General Secretary – MJ Leahy	100,504	11,885		Car, driver, mortgage Medical, prof fees	13,568	125,957
Deputy Gen Sec – JPB Mann	88,224	9,955	17,605	Car, fuel, medical	4,791	120,575
NEC member – T Barlow	234					234
NEC member – P Fox	551					551
NEC member – P Mills	706					706
<u>NIL RETURN (NEC)</u>						
P Donnelly, R Middlemas						
P Hobson, S Sansome						
S Scorer, L Schaffer						
P Rees, J Tetsill						
A Coombs, D Fairbairn						
K Jordan, C Rice						
R Mooney, T Butler						
J Thomas, S Mather						
C Hodgson						

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £		Other Fund(s) £000's
Rent from land and buildings			256
Dividends (gross) from:			
Equities (e.g. shares)			2,648
Interest (gross) from:			
Government securities (Gilts)			539
Mortgages			11
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Gain on disposal of asset			643
Loan Interest			5
		Total investment income	4,102
		Credited to:	
		General Fund (Page 3)	4,102
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	4,102

BALANCE SHEET as at 31 December 2012

(see notes 47 to 50)

Previous Year		£000's	£000's
17,496	Fixed Assets (at page 14)	17,476	
	Investments (as per analysis on page 15)		
40,297	Quoted (Market value £63,444,000)	40,666	
3,805	Unquoted	3,754	
	Total Investments	61,896	61,896
	Other Assets		
	Loans to other trade unions		
227	Sundry debtors & prepayments	189	
229	Cash at bank and in hand	876	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
62,054	Total of other assets		1,065
	TOTAL ASSETS		62,961
48,430	Fund (Account)		50,375
81	Benevolent Fund (Account)		94
	Fund (Account)		
	Superannuation Fund (Account)		
140	Political Fund (Account)		62
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
812	Sundry creditors & accruals	1,008	
	Accrued expenses		
	Provisions		
12,591	Other liabilities FRS 17 pensions	11,422	
	TOTAL LIABILITIES		12,430
62,054	TOTAL ASSETS		62,961

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £000's	Motor Vehicles £000's	Not used for union business £000's	Total £000's
	Freehold £000's	Leasehold £000's				
Cost or Valuation						
At start of year	17,835		1,033	470	365	19,703
Additions	32		114	316		462
Disposals				(283)		(283)
Revaluation/Transfer s						
At end of year	17,867		1,147	503	365	19,882
Accumulated Depreciation						
At start of year	1,063		892	252		2,207
Charges for year	248		71	69		388
Disposals				(189)		(189)
Revaluation/Transfer s						
At end of year	1,311		963	132		2,406
Net book value at end of year	16,556		184	371	365	17,476
Net book value at end of previous year	16,772		141	218	365	17,496

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £000's	Political Fund £
Equities (e.g. Shares)	39,711	
Government Securities (Gilts)	442	
Other quoted securities (to be specified)		
Foreign Bonds	513	
TOTAL QUOTED (as Balance Sheet)	40,666	
Market Value of Quoted Investment	63,444	
UNQUOTED		
Equities		
Government Securities (Gilts)		
Mortgages	318	
Bank and Building Societies	550	
Unity bank 272, Welsh RFU 48, PPS 6, Misc 2	328	
Other unquoted investments (to be specified)		
Investment properties 2,449 Stotfold property 109	2,558	
TOTAL UNQUOTED (as Balance Sheet)	3,754	
Market Value of Unquoted Investments		

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

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)		
Communitas EU Ltd	03964433		
Community in Spain SSL	B54261607		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input checked="" 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 60 to 71)

	All funds except Political Funds £000's	Political Funds £000's	Total Funds £000's
INCOME			
From Members	3,592	176	3,768
From Investments	4,102		4,102
Other Income (including increases by revaluation of assets)	185		185
Total Income	7,879	176	8,055
EXPENDITURE (including decreases by revaluation of assets)	5,921	254	6,175
Total Expenditure	5,921	254	6,175
Funds at beginning of year (including reserves)	48,511	140	48,651
Funds at end of year (including reserves)	50,469	62	50,531
ASSETS			
Fixed Assets			17,476
Investment Assets			44,420
Other Assets			1,065
		Total Assets	62,961
LIABILITIES		Total Liabilities	12,430
NET ASSETS (Total Assets less Total Liabilities)			50,531

NOTES TO THE ACCOUNTS

(see notes 72 and 73)

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

A large, empty rectangular box with a black border, intended for the taxpayer to enter or attach notes to the accounts. The box is currently blank.

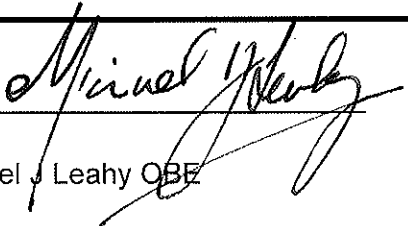
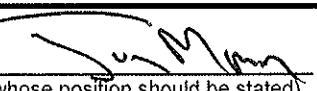
ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature:  Name: Michael Leahy OBE Date: 08 April 2013	Chairman's Signature:  (or other official whose position should be stated) Name: JPB Mann MBE (Deputy Gen Sec) Date: 08 April 2013
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CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	√	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	√	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	√	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	√	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	√	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	√
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	√	NO	<input type="checkbox"/>

AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

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 relate?
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

YES NO

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 83)

YES NO

If "No" please explain below.

3. 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 rule 83)

YES NO

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 85)

SEE ATTACHED SHEET

Set out below is the Report of the Independent Auditors to the Members as contained in the financial statements of the Community for the year ended 31 December 2012:

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF COMMUNITY

We have audited the financial statements of the Community for the year ended 31 December 2012, set out on pages 3 to 20. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to Community members as a body. Our audit work has been undertaken so that we might state to Community 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 Community and Community members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Community's National Executive Council and auditors

As explained more fully in the Statement of Responsibilities of the National Executive Council on page 1, the National Executive Council is responsible for the preparation of financial statements which give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Union's National Executive Council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the National President's Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements give a true and fair view of the state of the Union's affairs as at 31 December 2012 and of its income and expenditure for the year then ended.

Matters on which we are required to report by exception

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to report to you

- A satisfactory system of control over transactions has not been maintained.
- The Association has not kept proper accounting records.
- The financial statements are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

by exception in respect of the following matters if, in our opinion:

We have nothing to report to you in respect of the above matters.

H W FISHER & COMPANY
Chartered Accountants
Statutory Auditor

Dated: 15 March 2013

Acre House
11 – 15 William Road
London NW1 3ER
United Kingdom

AUDITOR'S REPORT (continued)

SEE ATTACHED SHEET

Signature(s):

H W Fisher & Company

Name(s):

H W Fisher & Company

Profession(s) or Calling(s):

*Chartered Accountants
Statutory Auditor*

Address(es):

*Acre House
11 - 15 William Road
London NW1 3ER
United Kingdom*

Date:

23 April 2013

Contact name and telephone number:

*Sailesh P Mehta
020 7388 7000*

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