### Form AR21

### **Trade Union and Labour Relations (Consolidation) Act 1992**

### **Annual Return for a Trade Union**

Name of Trade Union:	Solidarity
Year ended:	31 December 2019
List no:	5789T
Head or Main Office address:	Room 407
	12 South Bridge
	Edinburgh
Postcode	EH1 1DD
Website address (if available)	http://www.solidaritytradeunion.corg
Has the address changed during the year to which the return relates?	Yes No <b>x</b> ('X' in appropriate box)
General Secretary:	Patrick Harrington
Telephone Number:	07794 486 858
Contact name for queries regarding the completion of this return	Patrick Harrington
Telephone Number:	07794 486858
E-mail:	solidaritygb@aol.com
Please follow the guidance notes in the Any difficulties or problems in the completion Officer as below or by telephone to: 0330 109	of this return should be directed to the Certification

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: <a href="mailto:ymw@tcyoung.co.uk">ymw@tcyoung.co.uk</a>

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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	
Male	112	2			114	
Female	57				57	
Other						
Total	169	2			A 171	

								,		iotai	
Male		112	2								114
Female		57									57
Other											
Total		169	2						Α		171
Number o	f members at end of members included	d in tota	als box 'A' above fo	or whom	no home or	ers			overe	d by thi	171 2 s return
Po	osition Held		Name of Officer asing to hold Officer			D	Date of change				
Presiden	t	David	l Kerr	Gle	en Nicklasson 03 N		n 03 November 20		019		
	ether the union is		i0		V				1		
	branch of anothe				Yes		N	0 X			
If	yes, state the nar	me of t	that other union:								
b. A	federation of trac	de unic	ons?		Yes		N	0 <b>X</b>			
	If yes, state the	numbe	er of affiliated uni	ons:							
			and nan	nes:							

# 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
Glen Nicklasson	President
Patrick Harrington	General Secretary
David Andrews	Executive
David Kerr	Executive
Graham Williamson	Executive

## **General Fund**

(see notes 13 to 18)

	£	£
Income  From Members: Contributions and Subscriptions		13,139
From Members: Contributions and Subscriptions From Members: Other income from members (specify)		13,139
Donations		7,534
Total other income from members		7,534
Total of all income from members		20,673
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
Total of other income (as at page 4)		
Total income		20,673
Interfund Transfers IN Expenditure		
Benefits to members (as at page 5)		784
Administrative expenses (as at page 10)		19,014
Federation and other bodies (specify)		
Total expenditure Federation and other bodies	1	
Taxation		
Total expenditure		19,798
Interfund Transfers OUT	•	
Surplus (deficit) for year		875
Amount of general fund at beginning of year		-2,066
Amount of general fund at end of year		-1,191

# Analysis of income from federation and other bodies and other income (see notes 19 and 20)

Description	æ
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Total other sources	
Total of all other income	

# Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

	(see notes 2		£
Representation –		brought forward	
Employment Related Issues		Advisory Services	
	784		
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward	784	Total (should agree with figure in General Fund)	784

Fund 2	· · · · · · · · · · · · · · · · · · ·		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Т	otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
		i	
	Number of members contributi	ng at end of year	

Fund 3			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified Total Income	
	Inter	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
		ficit) for the year	
	Amount of fund at b		
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 4			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
		,	
		eficit) for the year	
	Amount of fund at t		
	Amount of fund at the end of year (a	s Balance Sheet)	
		_	
	Number of members contributi	ng at end of year	

Fund 5			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc		
	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
		,	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 6	·		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc		
		Total Income	
	Inte	erfund Transfers IN	
Expenditure		·	
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	7	Total Expenditure	
	Interfu	und Transfers OUT	
	Surplus (De	eficit) for the year	
	Amount of fund at	beginning of year	
	Amount of fund at the end of year (a	as Balance Sheet)	
		-	
	Number of members contribut	ing 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	
		nterfund Transfers IN	
Expenditure		•	
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inte	erfund Transfers OUT	
	Surplus	(Deficit) for the year	
	Amount of fund	at beginning of year	
	Amount of fund at the end of yea	r (as Balance Sheet)	
	Number of members contrib	outing at end of year	

Fund 8	·		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	1	Total Expenditure	
	Interfu	und Transfers OUT	
		·	
	Surplus (De	eficit) for the year	
	Amount of fund at	beginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
		,	
	Number of members contribut	ing at end of year	

Fund	9		Fund Account			
Name:	£					
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				
	Inte	erfund Transfers OUT				
	Surplus	(Deficit) for the year				
	Amount of fund	at beginning of year				
	Amount of fund at the end of yea	r (as Balance Sheet)				
	Number of members contrib	outing at end of year				

### Political fund account

		(see notes 24 to 33)	£	£
Political fun	d account 1 To be con	npleted by trade unions which maintain their	own political fund	
	Income	Members contributions and levies		
		Investment income (as at page 12)		
	Other income (specify)			
		Total oth	her income as specified	
			Total income	
		ion and Labour Relations (Consolidation) Act olitical funds exceeds £2,000 during the perion		out in section (72) (1)
		Expenditure A (as at page i)		
		Expenditure B (as at page ii)		
		Expenditure C (as at page iii)		
		Expenditure D (as at page iv)		
		Expenditure E (as at page v)		
		Expenditure F (as at page vi)		
		Non-political expenditure (as at page vii)		
			Total expenditure	
		5	Surplus (deficit) for year	
		Amount of political fu	ınd at beginning of year	
		Amount of political fund at the end of y	ear (as <u>Balance Sheet</u> )	
		Number of members at end of year contribu	iting to the political fund	
		mber of members at end of the year not contribu	- '	
Numb	per of members at end of year who ha	ve completed an exemption notice and do not contr	ribute to the political fund	
Political fun	d account 2 To be completed	by trade unions which act as components of	a central trade union	
Income	Contributions and levies collected fro	m members on behalf of central political fund		
	Funds received back from central po	litical fund		
	Other income (specify)			<u>L</u>
			Total other income a	as specified
			T	otal 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 re	emitted to central political	
		Amount held on behalf of central po	litical fund at end of year	
		Number of members at end of year contrib	outing to the political fund	
		Number of members at end of the year not contrib	outing to the political fund	
Number of mer	mbers at end of year who have comple	eted an exemption notice and do not therefore contr	ribute 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 d	irectly or indirectly by a political party
Name of political party in relation to which money was expended	Total amount spent during the period £
Total	

### 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

### 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))	£
		Total	

### 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 maintaince of any holder of	political office
Name of office holder	£
Tota	

### 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

£

**Total** 

### 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 pursuade 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

£

Total	

# 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 informati	on is-	
(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one		£
Total expen	diture	
(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 expen	diture	
(c) the total amount of all other money expended		£
<del>-</del>	J14	Γ
Total expen	aiture	
Total of all expend	itures	

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		12,167
Salaries and Wages included in above	10,762	
Auditors' fees		800
Legal and Professional fees		2,849
Occupancy costs		
Stationery, printing, postage, telephone, etc.		1,117
Expenses of Executive Committee (Head Office)		
Expenses of conferences		1,328
Other administrative expenses (specify)		
LOAN REPAYMENTS		212
MISC		414
FINANCIAL TRANSACTION PROCESS	SING FEES	127
Other Outgoings		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
tratart		
tretert		T. (.)
		<b>Total</b> 19,014
Charged to:	General Fund	(Page 3) 19,014
		Total
		<b>Total</b> 19,014

# Analysis of officials' salaries and benefits (see notes 36 to 46 below)

Office held	Gross Salary	Employers		Benefits		
	,	N.I.				Total
		contributions				
			Pension Contributions		Other Benefits	
				Description	Value	
	£	£	£		£	£
General Secretary	10,217		1,950			12,167
President						
Executive						

# Analysis of investment income (see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings Dividends (gross) from: Equities (e.g. shares) Interest (gross) from: Government securities (Gilts) Mortgages Local Authority Bonds Bank and Building Societies			
Other investment income (specify)			
	Total	investment income	
Credite		neral Fund (Page 3)	
		, ,	
		Political Fund	
	Total	Investment Funds	

### Balance sheet as at

31 December 2019

(see notes 49 to 52)

	(see notes 49 to 52)		
Previous Year		£	£
	Fixed Assets (at page 14)		
	Investments (as per analysis on page 15)		
	Quoted (Market value £ ( )		
	Unquoted (Warker Value 2 (		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		
	Cash at bank and in hand		785
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		705
	Total of other assets	T.4-14-	785
		Total assets	
-2,066	General fund (page 3)		-1,191
	Political Fund Account		
	Political Fund Account		
	Liabilities	,	
	Amount held on behalf of central trade union political fund		
	'		1,978
			.,0.0
		Total liabilities	1,978
		Total assets	785

## **Fixed assets account**

(see notes 53 to 57)

	Freehold	Buildings Leasehold	Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	£	£	£	£	£	£
Cost or Valuation						
At start of year						
Additions						
Disposals						
Revaluation/Transfers						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfers						
At end of year						
Net book value at end of year						
Net book value at end of previous year						

# Analysis of investments (see notes 58 and 59)

Equities (e.g. Shares)  Government Securities (Gilts)  Other quoted securities (to be specified)  Total quoted (as Balance Sheet) Market Value of Quoted Investment  Equities  Government Securities (Gilts)  Government Securities (Gilts)  Other unquoted investments (to be specified)  Total unquoted investments (to be specified)		(see notes 58 and 59)		
Government Securities (Gilts)  Other quoted securities (to be specified)  Total quoted (as Balance Sheet) Market Value of Quoted investment  Equities  Government Securities (Gilts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)	Quoted			Political Fund
Government Securities (Gilts)  Other quoted securities (to be specified)  Total quoted (as Balance Sheet) Market Value of Quoted investment  Equities  Government Securities (Gilts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)		Fauities (e.g. Shares)	L	L
Other quoted securities (to be specified)  Total quoted (as Balance Sheet) Market Value of Quoted Investment  Equities  Government Securities (Gilts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)		Equition (o.g. blishoo)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment  Equities  Government Securities (Gitts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)		Government Securities (Gilts)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment  Equities  Government Securities (Gitts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)		Other quoted securities (to be specified)		
Market Value of Quoted Investment  Equities  Government Securities (Gilts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)		outer quoted securities (to be specified)		
Market Value of Quoted Investment  Equities  Government Securities (Gilts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)				
Government Securities (Gilts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)				
Government Securities (Gilts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)		Market Value of Quoted Investment		
Government Securities (Gilts)  Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)	Unquoted	Equities		
Mortgages  Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)				
Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)		Government Securities (Gilts)		
Bank and Building Societies  Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)				
Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)		Mortgages		
Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)				
Other unquoted investments (to be specified)  Total unquoted (as Balance Sheet)		Bank and Building Societies		
Total unquoted (as Balance Sheet)				
		Other unquoted investments (to be specified)		
Market Value of Unquoted Investments		Market Value of Unquoted Investments		

# 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?  If YES name the relevant companies:		Yes	No x
Company name			nber (if not registered where registered)
		_	
Are the shares which are controlled by the union registered in the names of the union's trustees?		Yes	No
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
Company name	Names c	of shareholders	
		_	

# Summary sheet (see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	20,673		20,673
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income	20,673		20,673
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	19,798		19,798
Funds at beginning of year (including reserves) Funds at end of year (including reserves)	-2,066 -1,191		-2,066 -1,191
Assets			
	Fixed Assets		
	Investment Assets		
	Other Assets		785
		Total Assets	785
Liabilities		Total Liabilities	1,976
Net Assets (Total Assets less Total Liab	pilities)		-1,191

(see notes 74 to 80)

(see notes 74 to 60)				
Did the union hold any ballots in respect of industrial action during the return period?				
If Yes How many ballots were held:				
For each ballot held please complete the information below:				
Ballot 1				
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				
Number of individuals answering "No" to the question				
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 2 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				
Number of individuals answering "No" to the question				
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 3				
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				
Number of individuals answering "No" to the question				
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 & 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			
Number of individuals answering "No" to the question			
Number of invalid or otherwise spoiled voting papers returned			
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			
Number of individuals answering "No" to the question			
Number of invalid or otherwise spoiled voting papers returned			
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			
individuals who were children to vote in the bullet			
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			
Number of individuals answering "No" to the question			
Number of invalid or otherwise spoiled voting papers returned³			
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

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet (see note 81)

B: engagement or non-engagement, or termination or suspension of employment or the duties of

C: allocation of work or the duties of employment between workers or groups of workers;

E: a worker's membership or non-membership of a trade union;

A: terms and conditions of employment, or the physical conditions in which any workers require to work;

Categories of Nature of Trade Dispute

D: matters of discipline;

employment, of one or more workers;

F: facilities for officials of trade unions;

	G: machinery for negotiation or consulation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of theright of a trade union to represent workers in such negotiation or consulation 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 <b>YES</b> , 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:				
Α	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				
	Industrial Action 2  1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:				
Α					
Α	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:				
Α	D      B      C      D      E      F      G				
Α	D      D				
Α	D E F G      Dates of the industrial action taken:      Number of days of industrial action:				
Α	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:  B C D E F G  2. Dates of the industrial action taken:  3. Number of days of industrial action:  4. Nature of industrial action.				
A	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:  B C D E F G  2. Dates of the industrial action taken: 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:  B C D E F G  2. Dates of the industrial action taken: 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:				
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:  B C D E F G  2. Dates of the industrial action taken:  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:  B C D E F G				

use a continuation page if necessary

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Industrial Action 4
1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
A
2. Dates of the industrial action taken:
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
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
2. Dates of the industrial action taken:
3. Number of days of industrial action:
4. Nature of industrial action.
Industrial Action 7
please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
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.

### **Accounting policies**

(see notes 84 and 85)

Basis of preparing the financial statements

These financial statements have been prepared under the historical cost convention. With the continued support of members, it is appropriate to prepare the financial statements on the going concern basis which assumes the Union will continue in operational existence for the foreseeable future.

## 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:	
			(or other official whose position should be stated)
Name:	Patrick Harrington	Name:	David Kerr
Date:	30 September 2020	Date:	30 September 2020

### **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	x	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	x	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	х	No	
Has the audtor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	x	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	x	No	
A member statement is: (see Note 80)	Enclosed	x	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	x	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	X	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.

Are the auditors or auditor of the opinion that the union has complied with section 28 of the 992 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 holdin 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
992 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 holdin and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)
992 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 holdin and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)
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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
. Your auditors or auditor must include in their report the following wording:
n 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 nd 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

### **Auditor's report (continued)**

I have examined the accounts of the union with p which they relate to.	roper care and can confirm that financial state	ments give a true and fair view of the matters to			
There are no exceptional items to report and the	deficit balance on the account does not in any	way jeopardise the union's future.			
I am satisfied that the union has:					
* Kept proper account records wth respect to its * Established and maintained a satisfactory syste		h holding and its receipts and remittances.			
The financial statements 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.					
Signature(s) of auditor or auditors:	2				
Name(s):	Mano Butani				
Profession(s) or Calling(s):	ACMA				
Address(es):	AMASS BTC				
	293 Old Church Road				
Postcode	CV6 7DT				
Date	30/09/2020				
Contact name for inquiries and telephone number:	Mano Butani, 024 7668 3849				

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?

#### No

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

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 / No

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

#### Yes / No

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	
Address	
Date	
Contact name and telephone number	

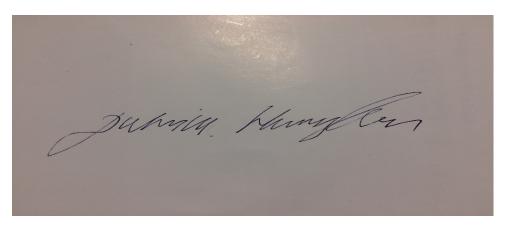
## Membership audit certificate

### Section two

audit relates.	The more than 10,000 members at the end of the reporting period preceding the one to which this
its duty to com	your knowledge and belief has the trade union during this reporting period complied with pile and maintain a register of the names and addresses of it members and secured, so nably 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	
<del></del>	

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 entry is up-to-date.

#### Yes



Patrick Harrington general secretary

30/09/20