

- DO NOT STAPLE
- 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:

Year ended:

List no:

Head or Main Office:

Website address (if available)

Has the address changed during the year to which the return relates? Yes No *(Click the appropriate box)*

General Secretary:

Telephone Number:

Contact name for queries regarding the completion of this return:

Telephone Number:

E-mail:

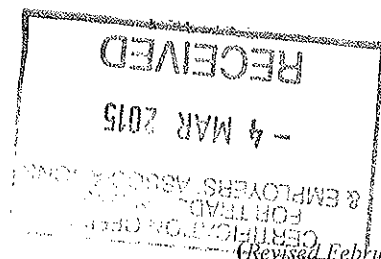
PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.

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 2010)

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	637				637
FEMALE	50				50
TOTAL	687				A 687

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

	0
--	---

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

	687
--	-----

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
Board member	S Vesty		1 September 2013
Board member	O Kohn		1 September 2013
Board member	M Comwell		1 September 2013
Board member	D Danaher		1 September 2013
Board member	R Birkett		1 September 2013
Board member	M Hills		1 September 2013
Board member		G Mercer	1 September 2013
Board member		M Lambert	1 September 2013
Board member		B Deacon	1 September 2013
Board member		J Fisher	1 September 2013
Board member		C Bell	1 September 2013
Board member		B Moss	1 September 2013
Board member		G Kruis	1 September 2013
Board member		A Crockett	1 September 2013

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:

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		92,330
From Members: Other income from members (specify)		
 Total other income from members		
Total of all income from members		92,330
Investment income (as at page 12)		0
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	1,108,823	
Total of other income (as at page 4)		1,108,823
		TOTAL INCOME
		1,201,153
EXPENDITURE		
Benefits to members (as at page 5)		776,418
Administrative expenses (as at page 10)		378,622
Federation and other bodies (specify)		
 Total expenditure Federation and other bodies		1,155,040
Taxation		7,696
		TOTAL EXPENDITURE
		1,162,736
Surplus (deficit) for year		38,417
Amount of general fund at beginning of year		329,182
Amount of general fund at end of year		367,599

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		
Other income Grants from RFU and Premier Rugby	1,108,823	
TOTAL OTHER INCOME		1,108,823
TOTAL OF ALL OTHER INCOME		1,108,823

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	63,200
		Education and Training services	
		Staff training and welfare	12,668
		Player development programme	524,424
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications		Salary Costs	
		Board member fees	50,045
Advisory Services		Board member expenses	14,116
		Other Benefits and Grants (specify)	
Dispute Benefits		Players insurance	80,000
Legal and professional fees	63,200	Player medical	-
		Education Grants	31,965
Other Cash Payments			
carried forward	63,200	Total (should agree with figure in General Fund)	776,418

(See notes 24 and 25)

FUND 2		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 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 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund	
		£	£
Income	Members contributions and levies		
	Investment income (as at page 12)		
	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 of political fund at beginning of year		
	Amount of political fund at the end of year (as Balance Sheet)		
	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		

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)

		£
Administrative Expenses		
Remuneration and expenses of staff		271,520
Salaries and Wages included in above	229,810	
Auditors' fees		5,000
Legal and Professional fees		1,093
Occupancy costs		16,455
Stationery, printing, postage, telephone, etc.		13,217
Expenses of Executive Committee (Head Office)		
Entertaining		1,008
Other administrative expenses (specify)		
Computer running costs		12,907
Membership cards & subscriptions		1,288
Travelling & subsistence, sundry, bank charges, repairs, subs		55,756
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		378
Taxation		-
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
	Total	378,622
Charged to:	General Fund (Page 3)	378,622
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Total	378,622

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	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		0
Credited to:		
General Fund (Page 3)		0
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Political Fund		
Total Investment Income		0

BALANCE SHEET as at 31 August 2013

(see notes 47 to 50)

Previous Year		£	£
403	Fixed Assets (at page 14)	872	
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
2	Unquoted	2	
	Total Investments		874
	Other Assets		
	Loans to other trade unions		
553,290	Sundry debtors	515,638	
15,488	Cash at bank and in hand	122,276	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
568,778	Total of other assets		637,914
569,183	TOTAL ASSETS		638,788
	Fund (Account)		
	Fund (Account)		
	Fund (Account)		
	Superannuation Fund (Account)		
	Political Fund (Account)		
	Revaluation Reserve		
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
29,904	Tax payable		45,701
	Sundry creditors		38,187
145,262	Accrued expenses		187,301
	Provisions		
	Other liabilities		
175,166	TOTAL LIABILITIES		271,189
394,017	TOTAL ASSETS		367,599

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year			4,533			4,533
Additions			879			879
Disposals						
Revaluation/Transfers						
At end of year			5,412			5,412
Accumulated Depreciation						
At start of year			4,162			4,162
Charges for year			378			378
Disposals						
Revaluation/Transfers						
At end of year			4,540			4,540
Net book value at end of year			872			872
Net book value at end of previous year			371			371

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
TOTAL QUOTED (as Balance Sheet)		
Market Value of Quoted Investment		
UNQUOTED		
Equities		
Group undertakings		2
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)		2
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 RPA Management Limited	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) 3173163		
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 £	Political Funds £	Total Funds £
INCOME			
From Members			92,330
From Investments			
Other Income (including increases by revaluation of assets)			1,108,823
Total Income			1,201,153
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure			1,162,736
Funds at beginning of year (including reserves)			329,182
Funds at end of year (including reserves)			367,599
ASSETS			
Fixed Assets			872
Investment Assets			2
Other Assets			637,914
Total Assets			638,786
LIABILITIES			
Total Liabilities			271,189
NET ASSETS (Total Assets less Total Liabilities)			367,599

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.

See accounts

ACCOUNTING POLICIES

(see notes 74 and 75)

See Accounts

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>Damian Hopley</u> Name: <u>DAMIAN HOPLEY</u> Date: <u>02.03.15</u>	Chairman's Signature: <u>[Signature]</u> (or other official whose position should be stated) Name: <u>CHRISTOPHER DUNN</u> Date: <u>27/2/15</u>
--	--

CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

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

See accounts

AUDITOR'S REPORT (continued)

see accounts

Signature(s):

Grant Thornton UK LLP

Name(s):

Grant Thornton UK LLP

Profession(s) or Calling(s):

Chartered accountants

Address(es):

1020 Eskdale Road
Winnersh
Wokingham
Berks. RG41 5TS

Date:

4 March 2015

Contact name and telephone number:

0118 955 9100

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



**THE RUGBY PLAYERS
ASSOCIATION**

FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 AUGUST 2014

THE RUGBY PLAYERS ASSOCIATION

TRADE UNION INFORMATION

FOR THE YEAR ENDED 31 AUGUST 2014

Trade Union registration number: 755T

Registered office: 5th Floor
Regal House
London Road
Twickenham
Middlesex
TW1 3QS

Secretary: D Hopley

Executive Committee:

- Chairman W James (Resigned 31 August 2014)
C Day (Appointed 1 September 2014)

- RPA Board H Thomas
M Lambert
C Day
C Bell
G Kruis
K Palma-Newport
J May
T Biggs
T Brady
S Hamilton
A Fenby
A Davies
O Tomaszczyk

- Non-Executive Directors M Campion
V Luck
W Page (Resigned 31 August 2014)
A Roughead
H Keogh (Appointed 1 September 2014)
J Ryan (Appointed 1 September 2014)

Bankers: HSBC Bank Plc
6th Floor
165 Fleet Street
London
EC4A 2DT

Independent auditor: Grant Thornton UK LLP
Statutory Auditor and Chartered Accountants
1020 Eskdale Road
Winnersh
Wokingham
Berkshire
RG41 5TS

THE RUGBY PLAYERS ASSOCIATION

CONTENTS

FOR THE YEAR ENDED 31 AUGUST 2014

INDEX	PAGE
Report of the Executive Committee	1 - 3
Statement to Members	4
Report of the independent auditor	5 - 6
Income and expenditure account	7
Balance sheet	8
Notes to the financial statements	9 - 14

THE RUGBY PLAYERS ASSOCIATION

REPORT OF EXECUTIVE COMMITTEE

FOR THE YEAR ENDED 31 AUGUST 2014

The Executive Committee presents its report together with financial statements for the year ended 31 August 2014.

Principal activity

The entity is a trade union for the professional rugby players of the Aviva Premiership.

Business review

There was a surplus for the year after taxation amounting to £38,417 (2013: £4,264).

The Executive Committee is satisfied that the Association has adequate resources to continue its operational existence for the foreseeable future and at least 12 months from the date of signing these financial statements. The Executive Committee also believes that the Association is well placed to manage its business risks and cash flows successfully over the forthcoming year and during the renegotiation process of the new funding agreement in 2015.

Executive Committee members

Chairman

W James (Resigned 31 August 2014)

C Day (Appointed 1 September 2014)

RPA Board members

The following were members of The Rugby Players Association Board throughout the year:

G Mercer
H Thomas
M Lambert
W James
J Abbott
C Day
S Tuitupou
B Deacon
J Fisher
C Bell
B Moss
G Kruis
A Crockett

THE RUGBY PLAYERS ASSOCIATION

REPORT OF EXECUTIVE COMMITTEE (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2014

The following members of The Rugby Players Association Board resigned on 1 September 2014:

G Mercer
W James
J Abbott
S Tuitupou
B Deacon
J Fisher
B Moss
A Crockett

The following members of The Rugby Players Association Board were appointed on 1 September 2014:

K Palma-Newport
J May
T Biggs
T Brady
S Hamilton
A Fenby
A Davies
O Tomaszczyk

Non-executive directors

The following were non-executive directors of The Rugby Players Association Board throughout the year:

M Campion
V Luck
W Page (Resigned 1 September 2014)
A Roughead

The following non-executive directors of The Rugby Players Association Board were appointed on 1 September 2014:

H Keogh
J Ryan

Statement of Executive Committee's responsibilities

The Executive Committee is responsible for preparing the Report of the Executive Committee and the financial statements in accordance with applicable law and accounting standards.

The Trade Union and Labour Relations (Consolidation) Act 1992 (amended) requires the Executive Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association as at the year end and of its transactions for the year then ended.

In preparing these financial statements, the Executive Committee is required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and

THE RUGBY PLAYERS ASSOCIATION

REPORT OF EXECUTIVE COMMITTEE (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2014

- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the trade union will continue in operation.

The Executive Committee is responsible for keeping proper accounting records, for safeguarding the assets of the trade union and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

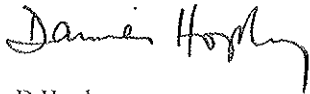
In so far as each member of the Executive Committee is aware:

- there is no relevant audit information of which the trade union's auditor is unaware; and
- the Executive Committee members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

Under Section 35, Chapter 3, part 1 of the Trade Union and Labour Relations (consolidation) Act 1992, Grant Thornton UK LLP will be deemed to have been reappointed as auditor.

BY ORDER OF THE EXECUTIVE COMMITTEE



D Hopley
Secretary

THE RUGBY PLAYERS ASSOCIATION

STATEMENT TO MEMBERS ISSUED IN CONNECTION WITH THE RUGBY PLAYERS ASSOCIATION'S ANNUAL RETURN AS REQUIRED BY SECTION 32A OF THE TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992

FOR THE YEAR ENDED 31 AUGUST 2014

Income and expenditure

The total income of the Association for the period was £1,201,153 (2013: £1,116,980). The Association's total expenditure for the year was £1,155,040 (2013: £1,111,645). This Association does not maintain a political fund.

The income from subscription membership for the period was £92,330 (2013: £89,545).

Salary paid and other benefits provided to the General Secretary, President and members of the Executive Committee

The General Secretary of the union was paid £112,710 (2013: £105,615) in respect of salary and £9,882 (2013: £10,091) in respect of benefits.

Irregularity statement

A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The members may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.



REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE RUGBY PLAYERS ASSOCIATION

We have audited the financial statements of The Rugby Players Association for the year ended 31 August 2014 which comprise the income and expenditure account, the balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the Association's members, as a body, in accordance with Chapter 3, Section 33 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Executive Committee and auditor

As explained more fully in the Executive Committee's Responsibilities Statement set out on pages 2 and 3, the Executive Committee is responsible for the preparation of the financial statements and for being satisfied that they 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 (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the APB's website at www.frc.org.uk/auditscopeukprivate.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Association's affairs as at 31 August 2014 and of its surplus for the year then ended in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Small Entities; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

REPORT OF THE INDEPENDENT AUDITOR TO THE MEMBERS OF THE RUGBY PLAYERS ASSOCIATION (CONTINUED)

Opinion on other matter prescribed by the Trade Union and Labour Relations (Consolidation) Act 1992

In our opinion:

- the Association has kept proper accounting records in accordance with the requirements of section 28 of with the Trade Union and Labour Relations (Consolidation) Act 1992 (amended) and has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
- the financial statements agree with the accounting records.



Grant Thornton UK LLP
Registered Auditor, Chartered Accountants
READING

Date: *4 March 2015*

THE RUGBY PLAYERS ASSOCIATION
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2014

	Note	2014 £	2014 £	2013 £	2013 £
Income					
Subscriptions	2		92,330		89,545
Contributions from funding bodies	2		1,108,823		1,026,994
			<u>1,201,153</u>		<u>1,116,980</u>
Other expenditure					
Wages and salaries		229,810		271,483	
Employer's national insurance		31,828		46,925	
Staff pension costs		9,882		10,091	
Staff training and welfare		12,668		5,384	
Termination payment		-		7,000	
Player insurance		80,000		76,782	
Player medical		-		30,000	
Education Grants		31,965		19,006	
Player development programme		524,424		457,903	
Board member fees		50,045		32,237	
Board member expenses		14,116		15,488	
Legal and professional		63,200		51,013	
Rent		15,984		25,000	
Membership cards		451		-	
Telephone		8,042		4,926	
Printing, postage & stationery		5,175		7,438	
Computer running costs		12,907		7,516	
Entertaining		1,008		-	
Travelling and subsistence		6,596		4,069	
Subscriptions		837		4,338	
Repairs and renewals		29,737		7,139	
Accountancy		1,093		317	
Insurance		471		(2,490)	
Depreciation		378		371	
Audit fees		5,000		6,000	
Sundry		18,704		23,097	
Bank charges		719		612	
			<u>1,155,040</u>		<u>1,111,645</u>
Operating surplus before taxation			<u>46,113</u>		<u>5,335</u>
Taxation	5		(7,696)		(1,071)
Surplus for the year	10		<u>38,417</u>		<u>4,264</u>

All activities are continuing.

There were no recognised gains or losses other than the surplus for the financial period.

The accompanying accounting policies and notes form an integral part of these financial statements.

THE RUGBY PLAYERS ASSOCIATION

BALANCE SHEET AT 31 AUGUST 2014

	Note	2014 £	2014 £	2013 £	2013 £
Fixed assets					
Tangible assets	6		872		371
Investments	7		<u>2</u>		<u>2</u>
			874		373
Current assets					
Debtors	8	515,638		337,965	
Cash at bank and in hand		<u>122,276</u>		<u>169,869</u>	
		637,914		507,834	
Creditors: amounts falling due within one year	9	<u>(271,189)</u>		<u>(179,025)</u>	
Net current assets			<u>366,725</u>		<u>328,809</u>
Net assets			<u>367,599</u>		<u>329,182</u>
Funds					
General fund	10		<u>367,599</u>		<u>329,182</u>

These financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Executive Committee on 2 March 2015 and are signed on their behalf by:



Christian Day
Chairman
Trade Union Registration Number: 755T

The accompanying accounting policies and notes form an integral part of these financial statements.

THE RUGBY PLAYERS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2014

1 PRINCIPAL ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with applicable accounting standards.

The financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The format of the financial statements has been adapted from that prescribed by the Companies Act 2006 to better reflect the nature of the Association's activities.

The trade union has not prepared consolidated financial statements on the grounds that, taken together with its subsidiary, it would have qualified as a small group under Part 15 of the Companies Act 2006. These financial statements therefore present information about the trade union as an individual undertaking and not about its group.

The Executive Committee is satisfied that the Association has adequate resources to continue in operational existence for the foreseeable future and at least 12 months from the date of signing of these financial statements. The Executive Committee also believes that the Association is well placed to manage its business risks and cash flows successfully over the forthcoming year and during the renegotiation process of the funding agreement in 2015.

Cash flow statement

The Executive Committee has taken advantage of the exemption in Financial Reporting Standard No. 1 (Revised 1996) 'Cash Flow Statements' from including a cash flow statement in the financial statements on the grounds that the Association is a small entity.

Income

Income from player subscriptions is the total amount receivable by the Association from players in the year. Contributions from funding bodies are recognised when agreed amounts are due from the respective bodies for the period being reported on. Donations are recognised when received.

Deferred taxation

Deferred tax is recognised on all timing differences where the transactions or events that give the Association an obligation to pay more tax in the future, or a right to pay less tax in the future, have occurred by the balance sheet date. Deferred tax assets are recognised when it is more likely than not that they will be recovered. Deferred tax is measured on an undiscounted basis using rates that have been enacted or substantively enacted by the balance sheet date.

Depreciation

Depreciation on fixed assets is provided at rates estimated to write off the cost or revalued amounts, less the estimated residual value of each asset, over its expected useful life as follows:

Office equipment	33% straight line
------------------	-------------------

Investments

Investments are included at cost less amounts written off.

THE RUGBY PLAYERS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2014

Pension costs

The trade union operates a defined contribution pension scheme for certain employees. The assets of the scheme are held separately from those of the trade union. The annual contributions payable are charged to the profit and loss account.

2 INCOME

Income is attributable to player subscriptions and funding received by the Association which arose wholly from bodies within the United Kingdom.

3 OPERATING SURPLUS BEFORE TAXATION

The operating surplus before taxation is attributable to the principal activity described in the report of the Executive Committee. It is derived entirely from within the United Kingdom.

The operating surplus before taxation is stated after:

	2014	2013
	£	£
Depreciation of tangible assets	378	371
Auditor's remuneration:		
- Audit fees	5,000	6,000
Leases		
- Buildings	15,984	25,000
	<u>15,984</u>	<u>25,000</u>

£15,984 (2013: £25,000) has been recharged by RPA Management Limited in respect of rent.

4 EXECUTIVE COMMITTEE AND EMPLOYEES

The average number of persons employed by the trade union during the financial year amounted to 19 (2013: 19).

The aggregate payroll costs of the above were:

	2014	2013
	£	£
Wages & salaries	598,175	556,421
Social security costs	69,478	84,000
Other pension costs	9,882	10,091
	<u>677,535</u>	<u>650,512</u>

Included in the above are wages and salaries costs of £336,041 (2013: £315,013) and associated social security costs which are included as expenses of the Player Development Programme within the income and expenditure account.

THE RUGBY PLAYERS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2014

The Executive Committee received the following remuneration in the year.

	2014 £	2013 £
General Secretary	112,710	115,706
RPA Players Board and Management Board Members	<u>50,045</u>	<u>32,237</u>

5 TAX ON SURPLUS ON ORDINARY ACTIVITIES

	2014 £	2013 £
Analysis of tax charge in the year		
UK corporation tax charge on surplus for the year	8,767	1,071
Adjustments to prior year's tax provision	<u>116</u>	<u>-</u>
Tax on surplus on ordinary activities	<u>7,696</u>	<u>1,071</u>

Factors affecting tax charge for the year

The tax assessed for the year is lower than (2013: higher than) the standard rate of corporation tax in the UK of 20% (2013: 20%). The differences are explained below:

	2014 £	2013 £
Profit on ordinary activities before tax	<u>46,113</u>	<u>5,335</u>
Profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 20% (2013: 20%)	9,222	1,067
Effects of:		
Expenses not deductible for tax purposes	202	53
Adjustments to tax charge in respect of previous periods	116	-
Group relief received	(1,744)	-
Capital allowances in excess of depreciation	<u>(100)</u>	<u>(49)</u>
Current tax charge for the year (see note above)	<u>7,696</u>	<u>1,071</u>

THE RUGBY PLAYERS ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2014

6 TANGIBLE FIXED ASSETS

	Office and equipment £
Cost	
At 1 September 2013	4,533
Additions	<u>879</u>
Cost at 31 August 2014	<u>5,412</u>
Depreciation	
At 1 September 2013	4,162
Charge for the year	<u>378</u>
At 31 August 2014	<u>4,540</u>
Net book value	
At 31 August 2014	<u><u>872</u></u>
At 31 August 2013	<u><u>371</u></u>

7 INVESTMENTS

	Investment in group undertakings £
Cost	
At 1 September 2013	<u>2</u>
At 31 August 2014	<u><u>2</u></u>

At 31 August 2014, the Association held 20% or more of the allotted share capital of the following:

Subsidiary undertaking	Country of incorporation	Class of share capital held	Proportion held	Nature of business
RPA Management Limited	England	Ordinary	100%	Management services

At 31 August 2014, the aggregate capital and reserves were £345,765 (2013: £377,412) and the loss for the financial year ended on that date was £31,647 (2013: profit £18,695).

THE RUGBY PLAYERS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2014

8 DEBTORS

	2014	2013
	£	£
Trade debtors	365,138	189,963
Prepayments and accrued income	1,096	1,938
Amounts owed by group	147,650	131,155
Amounts owed by related undertakings	721	11,440
Other debtors	1,033	3,469
	<u>515,638</u>	<u>337,965</u>

9 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2014	2013
	£	£
Trade creditors	20,455	32,018
Corporation tax	7,580	1,018
Accruals and deferred income	187,301	106,945
Social security and other taxation	38,121	37,648
Other creditors	17,732	1,396
	<u>271,189</u>	<u>179,025</u>

10 ACCUMULATED RESERVES

	2014	2013
	£	£
At 1 September 2013	329,182	324,918
Surplus for the year	38,417	4,264
	<u>367,599</u>	<u>329,182</u>

11 CAPITAL COMMITMENTS

The trade union had no capital commitments at 31 August 2014 or 31 August 2013.

12 CONTINGENT LIABILITIES

There were no contingent liabilities at 31 August 2014 or 31 August 2013.

THE RUGBY PLAYERS ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2014

13 RELATED PARTY TRANSACTIONS

Transactions with its subsidiary undertaking are as follows:

	2014	2013
	£	£
Recharges from subsidiary undertaking	<u>373,987</u>	<u>259,277</u>

Balances due from related parties at 31 August 2014 and 31 August 2013 are shown in note 8. None of these balances incur interest.

During the year, there were recharges of £nil (2013: £11,440) to Restart Rugby, which is considered to be a related party by virtue of some of the Trustees of Restart Rugby also being directors of The Rugby Players Association. At 31 August 2014 Restart Rugby owed £721 (2013: £11,440).