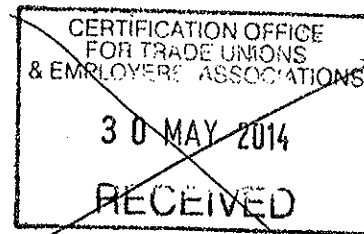
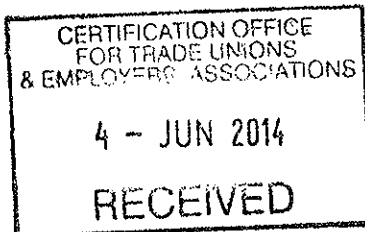


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FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	ISU
Year ended:	31 December 2013
List no:	654T
Head or Main Office:	Phillips House 12 Church Street Harwich Essex CO12 3DS
Website address (if available)	www.theisu.co.uk
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:	Lucy Moreton
Telephone Number:	01255 553039
Contact name for queries regarding	Andy Cole
Telephone Number:	01255 553039
E-mail:	Andy.cole@theisu.co.uk

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	1845	13		62	1920
FEMALE	1816	14		54	1884
TOTAL	3661	27		116	A 3804

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

	3804

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

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

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:

ISU

Return of Officers

Lucy Moreton	General Secretary
Andrew Friend	Chairman
Stuart Band	Vice Chairman

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		381,740
From Members: Other income from members (specify)		
 Total other income from members		381,740
Total of all income from members		
Investment income (as at page 12)		8,358
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
	2,503	
Total of other income (as at page 4)		2,503
		TOTAL INCOME
		392,601
EXPENDITURE		
Benefits to members (as at page 5)		86,216
Administrative expenses (as at page 10)		267,744
Federation and other bodies (specify)		
 Total expenditure Federation and other bodies		
Taxation		
		TOTAL EXPENDITURE
		353,960
		Surplus (deficit) for year
		38,641
Amount of general fund at beginning of year		866,132
Amount of general fund at end of year		904,773

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 Commissions received	2,503	
TOTAL OTHER INCOME		2,503
TOTAL OF ALL OTHER INCOME		2,503

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	51,880
	8,150	Education and Training services	550
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications		Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits		Insurance	19,626
Shift disturbance allowance	43,730	Diaries	14,160
Other Cash Payments			
carried forward	51,880	Total (should agree with figure in General Fund)	86,216

(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 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	
		£	£
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		47,014
Salaries and Wages included in above	£47,014	
Auditors' fees		2,220
Legal and Professional fees		39,483
Occupancy costs		5,424
Stationery, printing, postage, telephone, etc.		22,279
Expenses of Executive Committee (Head Office)		85,420
Expenses of conferences		32,213
Other administrative expenses (specify)		
Officers salaries and honoraria		24,130
Subscriptions and publications		3,047
Sundry expenses		2,080
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		3,805
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Bank charges		629
Total		267,744
Charged to:		
General Fund (Page 3)		267,744
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Total		267,744

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contributions £	Other Benefits		
				Description	Value £	
General secretary	11,382	428				11,810
Finance officer	12,320					12,320

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			4,800
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			3,558
Other investment income (specify)			
		Total investment income	8,358
Credited to:			
		General Fund (Page 3)	8,358
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Fund (Account)	
		Political Fund	
		Total Investment Income	8,358

BALANCE SHEET as at 31 December 2013

(see notes 47 to 50)

Previous Year		£	£
97,069	Fixed Assets (at page 14)	98,034	98,034
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
	Unquoted		
97,069	Total investments	98,034	98,034
	Other Assets		
	Loans to other trade unions		
44,941	Sundry debtors	36,375	36,375
729,553	Cash at bank and in hand	776,404	776,404
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
774,494	Total of other assets		812,779
871,563	TOTAL ASSETS		910,813
866,132	General Fund (Account)		904,773
	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		
	Tax payable		
	Sundry creditors		
5,431	Accrued expenses		6,040
	Provisions		
	Other liabilities		
5,431	TOTAL LIABILITIES		6,040
871,563	TOTAL ASSETS		910,813

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	90,603		63,118			153,721
Additions			4,770			4,770
Disposals			(36,178)			(36,178)
Revaluation/Transfers						
At end of year	90,603		31,710			122,313
Accumulated Depreciation						
At start of year			56,652			56,652
Charges for year			3,805			3,805
Disposals			(36,178)			(36,178)
Revaluation/Transfers						
At end of year			24,279			24,279
Net book value at end of year						
	90,603		7,431			98,034
Net book value at end of previous year						
	90,603		6,466			97,069

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		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)		
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 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)		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	381,740		381,740
From Investments	8,358		8,358
Other Income (including increases by revaluation of assets)	2,503		2,503
Total Income	392,601		392,601
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	353,960		353,960
Funds at beginning of year (including reserves)	866,132		866,132
Funds at end of year (including reserves)	904,773		904,773
ASSETS			
Fixed Assets			98,034
Investment Assets			
Other Assets			812,779
Total Assets			910,813
LIABILITIES			
Total Liabilities			6,040
NET ASSETS (Total Assets less Total Liabilities)			904,773

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.

ISU

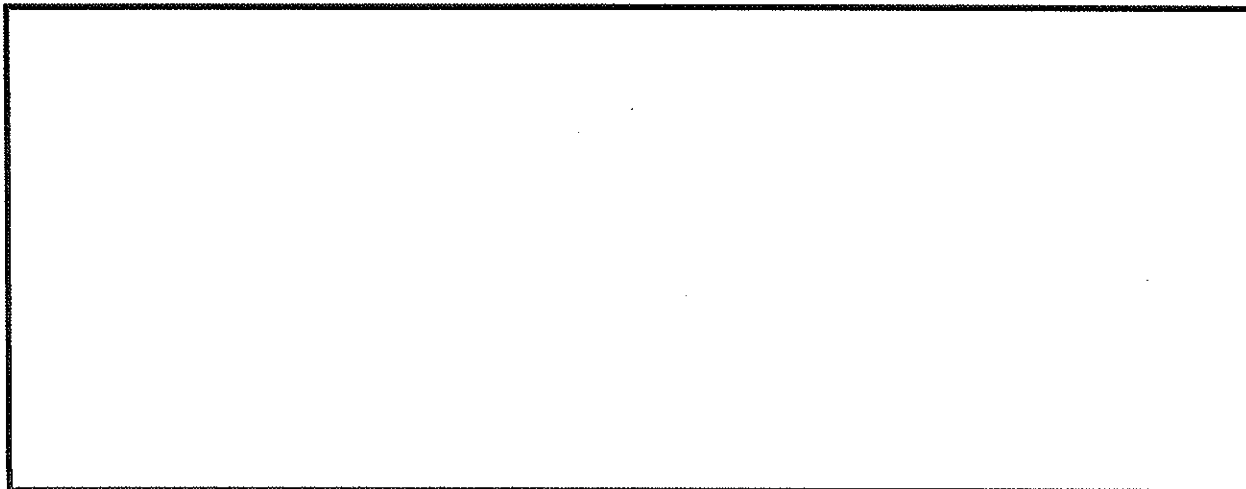
Notes to the Financial Statements for the Year Ended 31 December 2013

1. TANGIBLE FIXED ASSETS

	Land and buildings £	Plant and machinery etc £	Totals £
COST			
At 1 January 2013	90,603	63,118	153,721
Additions	-	4,770	4,770
Disposals	<u>-</u>	<u>(36,178)</u>	<u>(36,178)</u>
At 31 December 2013	<u>90,603</u>	<u>31,710</u>	<u>122,313</u>
DEPRECIATION			
At 1 January 2013	-	56,652	56,652
Charge for year	-	3,805	3,805
Disposals	<u>-</u>	<u>(36,178)</u>	<u>(36,178)</u>
At 31 December 2013	<u>-</u>	<u>24,279</u>	<u>24,279</u>
NET BOOK VALUE			
At 31 December 2013	<u>90,603</u>	<u>7,431</u>	<u>98,034</u>
At 31 December 2012	90,603	6,466	97,069

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: L MORETON Date: <u>28th May 2014</u>	Chairman's Signature:  _____ (or other official whose position should be stated) Name: A FRIEND Date: <u>28th May 2014</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 checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSE D	<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.

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)

Report of the Independent Auditors to the Members of ISU

We have audited the financial statements of the ISU for the year ended 31 December 2013 set out on pages three to six. These financial statements have been prepared under the historical cost convention and in accordance with the accounting policies set out therein.

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

Respective responsibilities of officers and auditors

The officers responsibilities for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out on page three.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

We also report to you if the union has not kept proper accounting records, or, if we have not received all the information and explanations we require for our audit.

We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the officers in the preparation of the financial statements, and of whether the accounting policies are appropriate to the union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

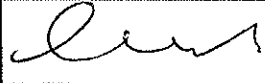
AUDITOR'S REPORT (continued)

Opinion

In our opinion the financial statements give a true and fair view of the financial affairs of the ISU as at 31 December 2013 and of its transactions for the year then ended and comply with the Trade Union and Labour Relations (Consolidation) Act 1992.



M Sheehy ACA FCCA MBA (senior statutory auditor)
 For and on behalf of Fish Partnership LLP
 Chartered Accountants &
 Registered Auditors
 The Mill House
 Boundary Road
 Loudwater
 Bucks
 HP10 9QN Dated 23.05.14

Signature(s) of auditor or auditors:		
Name(s):	M Sheehy	
Profession(s) or Calling(s):	ACA FCCA MBA	
Address(es):	Fish Partnership LLP The Mill House Loudwater Bucks HP10 9QN	
Date:	23.05.14	
Contact name and telephone number:	M Sheehy 01628 527956	

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