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FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	Equality for Workers' Union		
Year ended:	31 st December 2015		
List no:	823T		
Head or Main Office:	HEART, Bennett Road, Leeds, LS6 3HN		
Website address (if available)	www.efwu.org		
Has the address changed during the year to which the return relates?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	(Click the appropriate box)
General Secretary:	Mizanul Muqit		
Telephone Number:	07711649777		
Contact name for queries regarding	Mizanul Muqit		
Telephone Number:	0113 336 5261		
E-mail:	info@efwu.org		

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

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 020 7210 3734

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

For Unions based in England and Wales:
Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

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



(Revised February 2011)

Equality for Workers Union

Officers year ending 31.12.15 as is follows:

General secretary: Mr Mizanul Muqit

Committee chair: Mr Imran Rehman

Committee member: Mr Christian Simo

Committee member: Mr Olu Ogunyanwo

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	23				23
FEMALE	29				29
TOTAL	52				52

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

52

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
Committee Chair		Imran Rehman	12 th February 2015
General Secretary		Mizanul Muqit	12 th February 2015
Committee Member		Christian Simo	12 th February 2015
Committee Member		Olu Ogunyanwo	12 th February 2015

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		2,167
From Members: Other income from members (specify)		
Donations	106	
Total other income from members		106
Total of all income from members		2,273
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	2,273
EXPENDITURE		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		
Federation and other bodies (specify)		877
Total expenditure Federation and other bodies		
Taxation		
	TOTAL EXPENDITURE	877
Surplus (deficit) for year		1,396
Amount of general fund at beginning of year		0
Amount of general fund at end of year		1,396

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		
TOTAL OTHER INCOME		
TOTAL OF ALL OTHER INCOME		0

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	0
		Education and Training services	
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications			
		Salary Costs	
Advisory Services			
		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward		Total (should agree with figure in General Fund)	0

(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		0
Salaries and Wages included in above	£0	
Auditors' fees		150
Legal and Professional fees		0
Occupancy costs		0
Stationery, printing, postage, telephone, etc.		96
Expenses of Executive Committee (Head Office)		0
Expenses of conferences		0
Other administrative expenses (specify)		
Union Officers' Travel Expenses		18
Computer Repairs & Sundry Expenses		113
External Accountant's Fee		500
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		877
Charged to:		
General Fund (Page 3)		877
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Total		877

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

BALANCE SHEET as at 31/12/2015

(see notes 47 to 50)

Previous Year		£	£
	Fixed Assets (at page 14)		
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		
	Cash at bank and in hand	2,046	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		2,046
	TOTAL ASSETS		2,046
	General Fund (Account)		1,396
	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		
	Accrued expenses		650
	Provisions		
	Other liabilities		
	TOTAL LIABILITIES		650
	TOTAL ASSETS		2,046

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						
Additions						
Disposals						
Revaluation/Transfer s						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfer s						
At end of year						
Net book value at end of year						
Net book value at end of previous year						

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 checked="" 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	2,273		2,273
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income	2,273		2,273
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	877		877
Funds at beginning of year (including reserves)	0		0
Funds at end of year (including reserves)	1,396		1,396
ASSETS			
Fixed Assets			
Investment Assets			
Other Assets			2,046
Total Assets			2,046
LIABILITIES			
Total Liabilities			650
NET ASSETS (Total Assets less Total Liabilities)			1,396

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 attached.

ACCOUNTING POLICIES



(see notes 74 and 75)

See attached.

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: 	Chairman's Signature:  (or other official whose position should be stated)
Name: Mizanul Muqit	Name: Imran Rehman
Date: 26 th May 2016	Date: 26 th May 2016

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)	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.

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

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

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)

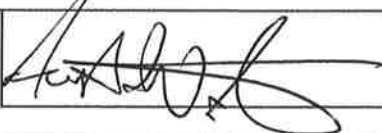
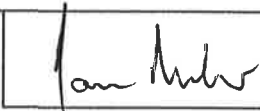
YES

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)

AUDITOR'S REPORT (continued)

See attached.

Signature(s) of auditor or auditors:		
Name(s):	Austin Williamson	Ian Milner, FCA
Profession(s) or Calling(s):	Accountant	Chartered Accountant
Address(es):	Beechcroft Foxhill Grove Leeds LS16 5PE	2, Langthorne Court Morley Leeds LS27 9DR
Date:	27 th May 2016	27 th May 2016
Contact name and telephone number:	07890095793	07528683172

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

Notes to the "Lay" Audited Financial Statements12th February 2015 to 31st December 2015**1 Constitution**

The Union was formed on 12th February 2015, Membership is open to all UK based employees. The Union represents and supports the interests of its members in all matters relating to their employment with particular emphasis on unfair discrimination whether direct or indirect.

2 Accounting Policies**Accounting Convention**

The accounts are prepared under the historical cost convention and in accordance with the Financial Reporting Statement for Smaller Entities effective January 2015.

Income

Income represents amounts receivable in respect of subscriptions and donations.

3 Staff Costs

No Union officers or members of staff have been paid and salaries, wages or benefits; all are currently unpaid volunteers.

4 Administration Expenses

Inclusive of:-

	<u>£</u>
External Accountant's Fee	<u>500</u>
Auditors' Fees	<u>150</u>

5 Creditors: Amounts Falling Due Within One Year

	<u>£</u>
Accrued Expenses	650
	<u>650</u>

6 Accumulated Fund

	<u>General</u> <u>£</u>
Brought Forward as at 12th February 2015	-
Surplus for the Period	1,396
Carried Forward as at 31st December 2015	<u>1,396</u>

7 Control

The activities of the Union are controlled by the Committee. There is no ultimate controlling party.

Equality for Workers' Union**Detailed Income & Expenditure Account****12th February 2015 to 31st December 2015**

	<u>£</u>	<u>£</u>
Income		
Subscriptions	2,167	
Donations	106	
	<u>2,273</u>	2,273
Administration Expenses		
Computer Repairs	100	
Postage	96	
Union Officers Travel Expenses	18	
Sundry Expenses	13	
External Accountant's Fee	500	
Auditors' Fees	150	
	<u>877</u>	877
Surplus for the Period		<u>1,396</u>

Equality for Workers' Union (EFWU)

Independent "Lay" Auditors' Report to the Members of Equality for Workers' Union (EFWU)

We have been appointed and acted as the auditors to the the Union under the provisions of Section 34(2) of the Trade Union and Labour Relations (Consolidation) Act 1992 allowing the appointment of lay/non-registered auditors.

We have audited the financial statements of EFWU, which comprise the income and expenditure account, the balance sheet, the associated notes numbered 1 to 7 and detailed income and expenditure account, for the period 12th February 2015 to 31st December 2015. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

This report is made solely to the Union's members, as a body, in accordance with Section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. 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 Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective Responsibilities of the Union Committee and Auditors

As described in the Statement of the Union Committee's Responsibilities, the Union's Committee is responsible for the preparation of the financial statements. It is our responsibility to audit and express an opinion on the financial statements in accordance with applicable legal provisions.

Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Union Officers and Committee; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in all reports to the Union Members and the statutory Annual Return AR21 submitted to the Certification Officer as required by the Trade Union and Labour Relations (Consolidation) Act 1992 to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications upon the opinion in our report.

Opinion on the Financial Statements

In our opinion the financial statements:

give a true and fair view of the state of the Union's affairs at 31st December 2015 and of its income and expenditure for the period then ended;

have been properly prepared in accordance with UK Generally Accepted Accounting Practice; and,

have been properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992.



Austin Williamson
Austin Accounts & Tax, Austin Williamson Limited
Beechcroft, Foxhill Grove, Leeds, LS16 5PE.



Ian Milner, FCA
Chartered Accountant
2 Langthorne Court, Morley, Leeds, LS27 9DR.

27th May 2016

27th May 2016