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FORM AR27

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR AN EMPLOYERS' ASSOCIATION

Name of Employers' Association:

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 / (Tick as appropriate)

General Secretary:

Contact name for queries regarding the completion of this return:

Telephone Number:

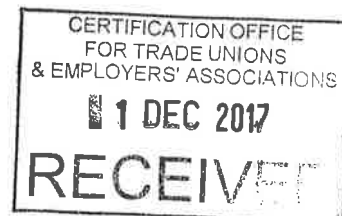
e-mail:

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 Office as below or by telephone to: 020 7210 3734

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

For Employers' Associations based in England and Wales:
Certification Office for Trade Unions and Employers' Associations
Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX

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



Daniel Gyves – Chairman

John Saunders – CEO

Daniel Rubin

Vanessa Podmore

Paul Savrimoothoo

William Church

Robert Perkins

Ken Gray

Rachel King

Tim Cooper

Stephen Corbett

RETURN OF MEMBERS

(see note 9)

NUMBER OF MEMBERS AT THE END OF THE YEAR				
Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
142				142

OFFICERS IN POST

(see note 10)

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.

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 of Change
Director		P Savrimoothoo	23.2.2017
Director		T Cooper	28.6.2016
Director		K Gray	28.6.2016
Director		D Rubin	31.3.2016
Director		R Perkins	28.6.2016
Director	D Adams		31.3.2016

REVENUE ACCOUNT/GENERAL FUND

(see notes 11 to 16)

Previous Year		£	£
	INCOME		
	From Members Subscriptions, levies, etc	1,184,389	
	Investment income Interest and dividends (gross)	20,012	
	Bank interest (gross)		
	Profit on disposal of listed investments	9,254	
			1,213,655
	Other income Rents received	7,763	
	Insurance commission	1,309	
	Consultancy fees		
	Publications/Seminars		
	Miscellaneous receipts (specify)		
	Surplus on Revaluation of Investments	91,240	
			100,312
			1,313,967
	TOTAL INCOME		
	EXPENDITURE		
	Administrative expenses		
	Remuneration and expenses of staff	250,481	
	Occupancy costs	10,267	
	Printing, Stationery, Post	4,813	
	Telephones	4,939	
	Legal and Professional fees	57,506	
	Entertainment	1,207	
	Hotels Travel and Subsistence	22,054	
	Equipment Hire	6,480	
	Insurances	2,702	
	Repairs and Maintenance	3,930	
	Sundry Expenses	4,295	
	Recruitment	2,465	
	CEC Expenses	563	
	Trade Subscriptions	17,321	
			389,023
	Other charges Bank charges	1,163	
	Depreciation	6,307	
	Sums written off	750	
	Affiliation fees		
	Donations		
	Conference and meeting fees		
	Expenses		
	Profit on Foreign Exchange transactions	(9,268)	
	Costs of Sales	979,575	
			978,527
			18,672
	Taxation		
	TOTAL EXPENDITURE		1,386,222

	Surplus/Deficit for year	(72,255)
	Amount of fund at beginning of year	1,210,133
	Amount of fund at end of year	1,137,878

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 2		Fund Account	
Name of account:	N/A	£	£
Income	From members		
	Investment income		
	Other income (specify)		
		Total Income	
Expenditure	Administrative expenses		
	Other expenditure (specify)		
			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)	

ACCOUNT 3		Fund Account	
Name of account:	N/A	£	£
Income	From members		
	Investment income		
	Other income (specify)		
		Total Income	
Expenditure	Administrative expenses		
	Other expenditure (specify)		
			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)	

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 4		Fund Account	
Name of account:	N/A	£	£
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	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)	

ACCOUNT 5		Fund Account	
Name of account:	N/A	£	£
Income	From members		
	Investment income		
	Other income (specify)		
		Total Income	
Expenditure	Administrative expenses		
	Other expenditure (specify)		
			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)	

ACCOUNTS OTHER THAN THE REVENUE ACCOUNT/GENERAL FUND

(see notes 17 to 18)

ACCOUNT 6		£	Fund Account £
Name of account:	N/A		
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	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)		

ACCOUNT 7		£	Fund Account £
Name of account:	N/A		
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	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)		

BALANCE SHEET AS AT []

(see notes 19 and 20)

Previous Year	£	£
Fixed Assets (as at page 11)	258,583	
Investments (as per analysis on page 13)		
Quoted (Market value £754,360)	754,360	
Unquoted	10	
Total Investments	754,370	
Other Assets		
Sundry debtors	180,712	
Cash at bank and in hand	235,223	
Stocks of goods		
Others (specify)		
Total of other	415,935	
assets		
	TOTAL ASSETS	1,428,888
	Fund (Account)	
	Fund (Account)	
	Profit and Loss account	842,671
	Revaluation Reserve	295,207
Liabilities		
Loans		
Bank overdraft		
Tax payable	27,413	
Sundry creditors	71,092	
Accrued expenses	165,629	
Provisions	12,577	
Other liabilities	14,299	
	TOTAL LIABILITIES	1,428,888
	TOTAL ASSETS	1,428,888

FIXED ASSETS ACCOUNT

(see note 21)

	Land & Buildings	Website	Motor Vehicles & Equipment	Total
	£	£	£	£
COST OR VALUATION				
At start of period	265,000	15,000	16,780	296,780
Additions during period			4,151	4,151
Less: Disposals during period			(11,803)	(11,803)
Less: DEPRECIATION:				
Total to end of period	10,600	15,000	4,945	30,545
BOOK AMOUNT at end of period	254,400	Nil	4,183	258,583
Freehold				254,540
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired)				
AS BALANCE SHEET				258,583

ANALYSIS OF INVESTMENTS

(see note 22)

		Other Funds £
QUOTED	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities: Listed Securities	754,360
	TOTAL QUOTED (as Balance Sheet)	754,360
	*Market Value of Quoted Investments	754,360
UNQUOTED	British Government Securities	
	British Municipal and County Securities	
	Mortgages	
	Other unquoted securities: Investment in Subsidiary Company	10
	TOTAL QUOTED (as Balance Sheet)	10
	*Market Value of Unquoted Investments	

* Market value of investments to be stated where these are different from the figures quoted in the balance sheet

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 23 to 25)

Does the association, or any constituent part of the association, have a controlling interest in any limited company?		YES	
If YES name the relevant companies:			
COMPANY NAME BFA Training Limited	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) 09418013		
INCORPORATED EMPLOYERS' ASSOCIATIONS			
Are the shares which are controlled by the association registered in the association's name			NO
If NO, please state the names of the persons in whom the shares controlled by the association are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		
UNINCORPORATED EMPLOYERS ASSOCIATIONS			
Are the shares which are controlled by the association registered in the names of the association's trustees?			NO
If NO, state the names of the persons in whom the shares controlled by the association are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 26 to 35)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	1,184,389		1,184,389
From Investments	29,266		29,266
Other Income (including increases by revaluation of assets)	100,312		100,312
Total Income	1,313,967		1,313,967
EXPENDITURE (including decreases by revaluation of assets)	1,386,222		1,386,222
Total Expenditure			
Funds at beginning of year (including reserves)	1,210,133		1,210,133
Funds at end of year (including reserves)	1,137,878		1,137,878
ASSETS			
Fixed Assets			258,583
Investment Assets			754,370
Other Assets			415,935
		Total Assets	1,428,888
LIABILITIES			
		Total Liabilities	291,010
NET ASSETS (Total Assets less Total Liabilities)			1,137,878

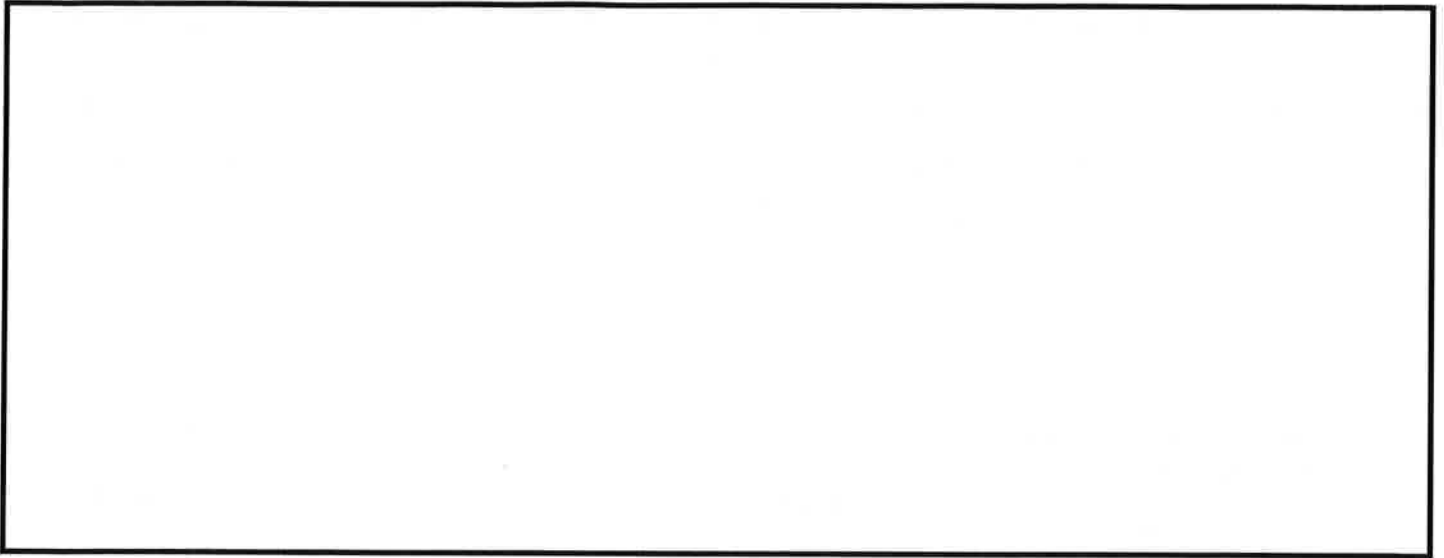
NOTES TO THE ACCOUNTS

(see note 36)

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

ACCOUNTING POLICIES


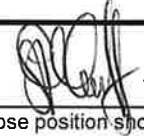
(see notes 37 and 38)



SIGNATURES TO THE ANNUAL RETURN

(see notes 39 and 40)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u></u> Name: <u>JOHN SAUNDERS</u> Date: <u>30/11/17</u>	Chairman's Signature: <u></u> (or other official whose position should be stated) Name: <u>STEPHEN CORBETT</u> (PART TIME FINANCE DIRECTOR) Date: <u>30/11/17</u>
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CHECK LIST

(see note 41)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 3)	YES				
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 3)	YES				
HAS THE RETURN BEEN SIGNED? (see Note 38)	YES				
HAS THE AUDITOR'S REPORT BEEN COMPLETED (see Note 39)	YES				
IS A RULE BOOK ENCLOSED? (see Note 40)	YES				
HAS THE SUMMARY SHEET BEEN COMPLETED (see Notes 6 and 25 to 34)	YES				

AUDITOR'S REPORT

(see notes 42 to 47)

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 43 and 44)

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 43)

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 note 43)

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 AR27 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 45)

SEE ATTACHMENT

BRITISH FOOTWEAR ASSOCIATION LIMITED
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH FOOTWEAR ASSOCIATION LIMITED

We have audited the financial statements of British Footwear Association Limited for the year ended 28 February 2017, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity and the related notes. The relevant financial reporting framework that has been applied in their preparation is applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Directors and Auditor

As explained more fully in the Directors' Responsibilities Statement on page 3, the directors are 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 Financial Reporting Council's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the Company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Directors' Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Company's affairs as at 28 February 2017 and of its loss for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BRITISH FOOTWEAR ASSOCIATION LIMITED
(A Company Limited by Guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BRITISH FOOTWEAR ASSOCIATION LIMITED (CONTINUED)

Opinion on other matter prescribed by the Companies Act 2006

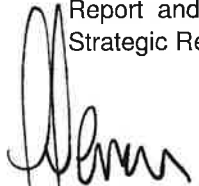
In our opinion, based on the work undertaken in the course of the audit, the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with those financial statements and this report has been prepared in accordance with applicable legal requirements.

In the light of our knowledge and understanding of the Company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemption in preparing the Directors' Report and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report.



Martin Herron BA ACA (Senior Statutory Auditor)

for and on behalf of

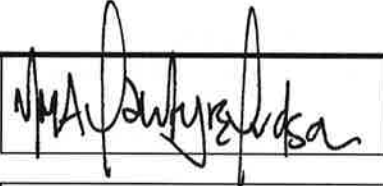
MHA MacIntyre Hudson

Chartered Accountants
Statutory Auditors

Peterbridge House
The Lakes
Northampton
NN4 7HB

Date: 27 NOVEMBER 2017

AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:		
Name(s):	MHA MACINTYRE HUDSON	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS	
Address(es):	PETERBRIDGE HOUSE THE LAKES NORTHAMPTON NN4 7HB	
Date:	27 NOVEMBER 2017	
Contact name and telephone number:	MARTIN HERRON ACA 07 919 096075	

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