

- DO NOT STAPLE  
- PRINT ON ONE SIDE ONLY

**FORM**

**AR21**

**To be used for reporting years starting on or after 6 April 2015**

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

**ANNUAL RETURN FOR A TRADE UNION**

Name of Trade Union:	NATIONAL UNION OF TEACHERS
Year ended:	31 DECEMBER 2016
List no:	235
Head or Main Office:	HAMILTON HOUSE MABLEDON PLACE LONDON WC1H 9BD
Website address (if available)	www.teachers.org.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:	KEVIN COURTNEY
Telephone Number:	020 7388 6191
Contact name for queries regarding	KEITH WILLIAMS
Telephone Number:	020 7388 6191
E-mail:	k.williams@nut.org.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  
22<sup>nd</sup> 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 2017)

**EXECUTIVE MEMEBRS AT  
31 DECEMBER 2016**

JACKIE BAKER  
MARILYN BATER  
PAULINA BLACKSTOCK  
CHRIS BROOKSBANK  
DOMINIC BYRNE  
PHIL CLARKE  
HAZEL DANSON  
BETH DAVIES  
JESS EDWARDS  
NEIL FODEN  
JERRY GLAZIER  
PETER GLOVER  
LINDA GOODWIN  
IAN GRAYSON  
DAVE HARVEY  
PHILIPA HARVEY  
ROBIN HEAD  
MANDY HUDSON  
ROB ILLINGWORTH  
ANGELA JARDINE  
SIMON JONES  
ALEX KENNY  
ROGER KING  
ANNE LEMON  
GAWAIN LITTLE  
AMANDA MARTIN  
HEATHER MACKENZIE  
IAN MURCH  
SIMON MURCH  
PATHRICK MURPHY  
JANE NELLIST  
JOHN PEMBERTHY  
BETH PURNELL  
ANNETTE PRYCE  
BARBARA REAGAN  
LOUISE REGAN  
KEN RUSTIDGE  
CATHY SMITH  
SETFAN SIMMS  
ANNE SWIFT  
DAWN TAYLOR  
KIRI TUNKS  
GRAHAN WHITE  
NICK WIGMORE  
JOSEPH WYGLENDACZ

EX PRESIDENT

TREASURER

SENIOR VICE PRESIDENT

PRESIDENT

JUNIOR VICE PRESIDENT

# 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	88,502			285	<b>88,787</b>
FEMALE	283,240			910	<b>284,150</b>
TOTAL	371,742			1,195	<b>A 372,937</b>

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

397

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

336,031

## 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
President	P. Harvey	A. Swift	25 April 2016
Senior VP	A. Swift	L. Regan	25 April 2016
Ex-President	M. Hyde	P. Harvey	25 April 2016
Junior VP	-	K. Tunks	25 April 2016
Past President	B. Davies	-	25 April 2016

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:

# GENERAL FUND

(see notes 13 to 18)

	£	£
<b>INCOME</b>		
<b>From Members: Contributions and Subscriptions</b>		33,503,423
<b>From Members: Other income from members (specify)</b>		
 <b>Total other income from members</b>		33,503,423
<b>Total of all income from members</b>		
<b>Investment income (as at page 15)</b>		1,843,852
<b>Other Income</b>		
Income from Federations and other bodies (as at page 5)		
Income from any other sources (as at page 5)	1,918,544	
 <b>Total of other income (as at page 5)</b>		1,918,544
		<b>TOTAL INCOME</b>
		37,265,819
<b>EXPENDITURE</b>		
<b>Benefits to members (as at page 6)</b>		15,530,951
<b>Administrative expenses (as at page 12)</b>		13,738,866
<b>Federation and other bodies (specify)</b>		
TUC	914,352	
EI/TUC	470,274	
Transfer to Branches	310,172	
Pension Reserve	517,015	
 <b>Total expenditure Federation and other bodies</b>		2,211,813
<b>Taxation</b>		61,836
		<b>TOTAL EXPENDITURE</b>
		31,543,466
		<b>Surplus (deficit) for year</b>
		5,722,653
		<b>Amount of general fund at beginning of year</b>
		61,163,289
		<b>Amount of general fund at end of year</b>
		66,885,642

# ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
<b>Federation and other bodies</b>		
<b>TOTAL FEDERATION AND OTHER BODIES</b>		
<b>Other income</b>		
Teachers Advertising	229,916	
Commission	166,493	
Legal Income	400,235	
Web-site advertising	8,495	
Diaries	10,367	
Sale of Stoke Rochford Hall	522,202	
Donations	159	
Other Income	35,292	
<b>TOTAL OTHER INCOME</b>		<b>1,373,159</b>
Increase in the market value of investments		545,385
<b>TOTAL OF ALL OTHER INCOME</b>		<b>1,918,544</b>

# ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
<b>Representation –</b>		<b>brought forward</b>	1,473,379
<b>Employment Related Issues</b>		<b>Education and Training Services</b>	
		<b>Training</b>	810,482
<b>Representation –</b>			
<b>Non Employment Related Issues</b>		<b>Negotiated Discount Services</b>	
		<b>Discount Card</b>	206,109
<b>Communications</b>			
<b>The Teacher</b>	1,186,289		
<b>Diaries</b>	41,089		
<b>Website</b>	180,697	<b>Salary Costs</b>	12,532,566
<b>Advisory Services (incl Advice Line)</b>	28,808		
<b>Regional Council</b>	36,496		
		<b>Other Benefits and Grants (specify)</b>	
<b>Dispute Benefits</b>		<b>Insurance of Members</b>	180,347
		<b>Professional Development</b>	311,157
		<b>Professional Unity</b>	16,911
<b>Other Cash Payments</b>			
<b>carried forward</b>	1,473,379	<b>Total (should agree with figure in General Fund)</b>	15,530,951

(See notes 24 and 25)

<b>FUND 2</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>SUSTENTATION FUND</b>	<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		353,156
	Investment income (as at page 12)		72,671
	Other income (specify)		
	Increase in market value of investments	175,955	
	Profit on sale of investments	243,339	
		<b>Total other income as specified</b>	419,294
		<b>Total Income</b>	845,121
<b>Expenditure</b>			
	Benefits to members		100,713
	Administrative expenses and other expenditure (as at page 10)		17,287
		<b>Total Expenditure</b>	118,000
		<b>Surplus (Deficit) for the year</b>	727,121
		<b>Amount of fund at beginning of year</b>	5,979,215
		<b>Amount of fund at the end of year (as Balance Sheet)</b>	6,706,336
		<b>Number of members contributing at end of year</b>	336,031

<b>FUND 3</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>Legacy</b>	<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		<b>Total other income as specified</b>	
		<b>Total Income</b>	
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		<b>Total Expenditure</b>	
		<b>Surplus (Deficit) for the year</b>	0
		<b>Amount of fund at beginning of year</b>	14,248
		<b>Amount of fund at the end of year (as Balance Sheet)</b>	14,248
		<b>Number of members contributing at end of year</b>	0





<b>FUND 6</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>Associations and Divisions</b>	<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		4,299,678
	Investment income (as at page 12)		13,494
	Other income (specify)		
	Donations	44,940	
	Diaries Sold	2,991	
	From Gen Fund	310,172	
	Transfer from Political Fund	120	
	<b>Total other income as specified</b>		<b>358,223</b>
	<b>Total Income</b>		<b>4,671,395</b>
<b>Expenditure</b>			
	Benefits to members	338,625	
	Administrative expenses and other expenditure (as at page 10)	4,069,504	
	<b>Total Expenditure</b>		<b>4,408,129</b>
	<b>Surplus (Deficit) for the year</b>		<b>263,266</b>
	<b>Amount of fund at beginning of year</b>		<b>6,726,149</b>
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		<b>6,989,415</b>
	<b>Number of members contributing at end of year</b>		

<b>FUND 7</b>		<b>Fund Account</b>	
<b>Name:</b>	<b>BENEVOLENT FUND</b>	<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		75,473
	Investment income (as at page 12)		
	Other income (specify)		
	Donations	26,904	
	<b>Total other income as specified</b>		<b>26,904</b>
	<b>Total Income</b>		<b>102,377</b>
<b>Expenditure</b>			
	Benefits to members		57,836
	Administrative expenses and other expenditure (as at page 10)		3,096
	<b>Total Expenditure</b>		<b>60,932</b>
	<b>Surplus (Deficit) for the year</b>		<b>41,445</b>
	<b>Amount of fund at beginning of year</b>		<b>57,750</b>
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		<b>99,195</b>
	<b>Number of members contributing at end of year</b>		<b>3,936</b>

<b>FUND 8</b>		<b>Fund Account</b>	
<b>Name:</b>	Stoke Rochford	<b>£</b>	<b>£</b>
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (Stoke Rochford trading income))	2,756,715	
	<b>Total other income as specified</b>		
	<b>Total Income</b>		2,756,715
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page	13,404,147	
	<b>Total Expenditure</b>		13,404,147
	<b>Surplus (Deficit) for the year</b>		(10,647,432)
	<b>Amount of fund at beginning of year</b>		9,047,669
	<b>Capital Reserve movement on disposal</b>		361,913
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		(1,237,850)
	<b>Number of members contributing at end of year</b>		0

(see notes 26 to 31)

<b>POLITICAL FUND ACCOUNT 1</b>		<b>To be completed by trade unions which maintain their own fund</b>		
		<b>£</b>	<b>£</b>	
<b>Income</b>	Members contributions and levies		457,069	
	Investment income (as at page 12)			
	Other income (specify)			
	Donations	383		
	Total other income as specified		383	
	Total income		457,452	
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		234,695	
	Administration expenses in connection with political objects (specify)			
	Non-political expenditure			
		Total expenditure		234,695
		Surplus (deficit) for year		222,757
		Amount of political fund at beginning of year		667,684
		Amount of political fund at the end of year (as Balance Sheet)		890,441
		Number of members at end of year contributing to the political fund		263,690
		Number of members at end of the year not contributing to the political fund		109,247
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		1,798	

<b>POLITICAL FUND ACCOUNT 2</b>		<b>To be completed by trade unions which act as components of a central fund</b>		
		<b>£</b>	<b>£</b>	
<b>Income</b>	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			
<b>Expenditure</b>	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)

		£
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		
Salaries and Wages included in above	£3,830,262	3,830,262
Auditors' fees		79,918
Legal and Professional fees		270,901
Occupancy costs		3,104,649
Stationery, printing, postage, telephone, etc.		1,209,960
Expenses of Executive Committee (Head Office)		465,716
Expenses of conferences		1,705,048
Other administration expenses		
Computer costs		651,563
Research Fees		105,954
Campaign & action		2,705,448
Elections		306,937
Stoke Rochford Costs		3,358,262
Grants		3,097
Staff recruitment		314,169
Subscriptions & Donations		128,148
Badges		61,631
Recruitment		360,702
Expenses of committees /other outside bodies		1,903,058
Net interest on pension liabilities (FRS102)		387,000
Health & Safety		22,955
Training Stoke Rochford		587,518
<b>Other Outgoings</b>		
Bank Charges		85,492
Depreciation		963,668
Taxation		75,804
Executive IT		16,384
Other outgoings – Disposal of assets Stoke Rochford		8,529,356
	<b>Total</b>	<b>31,233,600</b>
Charged to:	General Fund (Page 3)	13,738,866
	Sus Fund (Account 2)	17,287
	Assoc & Div Fund (Account6)	4,069,504
	Benevolent Fund (Account 7)	3,096
	Stoke Fund (Account – 8 )	13,404,847
	<b>Total</b>	<b>31,233,600</b>



## EXECUTIVE IT GRANTS

FORENAME	SURNAME	IT GRANT
Beth	Purnell	478.00
Annette	Pryce	66.00
Dominic	Bryne	998.00
Amanda	Martin	767.99
Beth	Davies	644.00
Anne	Lemon	740.97
Peter	Glover	77.74
Hazel	Danson	392.08
Ken	Rustridge	750.00
Mandy	Hudson	289.95
Nick	Wigmore	384.99
John	Pemberthy	694.99
Simon	Jones	659.00
Graham	White	690.00
Jospeh	Wyglendacz	684.96
Barbara	Regan	999.00
Paulina	Blackstock	723.05
Ian	Murch	670.19
Robin	Head	549.97
Chris	Brooksbank	748.00
Jess	Edwards	704.00
Jane	Nellist	215.94
Anne	Swift	750.00
Dave	Harvey	750.00
Gawain	Little	350.00
Stefan	Simms	105.00
Ian	Grayson	749.99
Jackie	Baker	750.00
<b>Total</b>		<b>16,383.81</b>

## EXECUTIVE IT GRANTS 2016

FORENAME	SURNAME	IT GRANT £
JACQUELINE	BAKER	750
MARILYN	BATER	
PAULINA	BLACKSTOCK	723
ROY	BOWSER	
CHRIS	BROOKSBANK	748
DOMINIC	BYRNE	998
PHILLIP	CLARKE	
HAZEL	DANSON	392
ANN	DAVIES	644
JESSICA	EDWARDS	704
NEIL	FODEN	
EDWARD	GLAZIER	
PETER	GLOVER	78
LINDA	GOODWIN	
IAN	GRAYSON	750
PHILIPA	HARVEY	
DAVID	HARVEY	750
ROBIN	HEAD	550
FRANCES AMANDA	HUDSON	290
ROBERT	ILLINGWORTH	
ANGELA	JARDINE	
SIMON	JONES	659
ALEX	KENNY	
ROGER	KING	
ANNE	LEMON	741
GAWAIN	LITTLE	350
AMANDA	MARTIN	768
HEATHER	MCKENZIE	
IAN	MURCH	670
SIMON	MURCH	
PATRICK	MURPHY	
JANE	NELLIST	216
JOHN	PEMBERTHY	695
ELIZABETH	PURNELL	478
ANNETTE	PRYCE	66
BARBARA	REAGAN	999
LOUISE	REGAN	
KENNETH	RUSTIDGE	750
CATHERINE	SMITH	
STEFAN	SIMMS	105
ANNE	SWIFT	750
DAWN	TAYLOR	
KIRI	TUNKS	
GRAHAM	WHITE	690
NICHOLAS	WIGMORE	385
JOESPH	WYGLENDACZ	685
		<u>16,384</u>

<b>General Secretary</b>	<b>2016</b>	<b>2015</b>
Gross Salary	87,896	106,557
Ers NI	10,719	13,591
Employer's Superannuation Fund	8,288	43,603
Total	<u>106,902</u>	<u>163,751</u>





# BALANCE SHEET as at 31 DECEMBER 2016

(see notes 47 to 50)

Previous Year		£	£
47,817,246	<b>Fixed Assets</b> (at page 17)		35,108,330
	<b>Investments</b> (as per analysis on page 18)		
8,265,020	Quoted (Market value £ 9,614,400)	9,614,400	
1,642,336	Unquoted	505,000	
9,907,356	<b>Total Investments</b>	10,119,400	10,119,400
	<b>Other Assets</b>		
1,541,062	Sundry debtors	1,470,179	
5,170,943	Short term deposits	28,224,857	
23,541,391	Cash at bank and in hand	9,276,673	
33,000	Stocks of goods	-	
91,779	Others (specify) Short term loans	153,772	
30,378,175	<b>Total of other assets</b>		39,125,481
<b>88,102,777</b>	<b>TOTAL ASSETS</b>		<b>84,353,211</b>
61,163,289	General Fund (Account 1)		66,885,942
5,979,215	Sustentation Fund (Account 2)		6,706,336
14,248	Legacy Fund (Account 3 )		14,248
6,726,149	Assoc & Div Fund (Account 6)		6,989,114
330,531	International Sol . Fund (Account 4)		204,535
(10,671,015)	Superannuation Fund (Account 5)		(22,989,000)
9,047,669	Stoke Rochford (Account 8 )		(1,237,850)
57,750	Benevolent Fund (Account 7 )		99,195
667,684	Political Fund (Account 1)		890,442
<b>73,315,520</b>			<b>57,562,962</b>
	<b>LIABILITIES</b>		
	Amount held on behalf of central trade union political fund		
1,620,532	Sundry creditors		1,370,678
404,148	Deferred Income		416,609
10,671,015	Pension Liability		22,989,000
2,091,562	Deferred tax		2,013,962
<b>14,787,257</b>	<b>TOTAL LIABILITIES</b>		<b>26,790,249</b>
<b>88,102,777</b>	<b>TOTAL ASSETS</b>		<b>84,353,211</b>

# FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Investment Property £	Furniture and Equipment £	Motor Vehicles £	Total £
	Freehold £	Leasehold £				
<b>Cost or Valuation</b>						
At start of year	17,667,192	18,474,334	15,000,000	8,169,574	24,468	59,335,568
Additions	27,307	9,093	-	309,578	-	345,978
Disposals	(5,483)	(13,374,494)	-	(3,636,726)	(24,468)	(17,320,796)
Revaluation/Transfers						
At end of year	17,689,016	4,837,267	15,000,000	4,052,097	-	41,578,380
<b>Accumulated Depreciation</b>						
At start of year	2,380,070	3,008,240	-	6,114,832	15,180	11,518,322
Charges for year	209,421	362,325	-	390,739	-	963,668
Disposals	-	(2,862,657)	-	(2,736,661)	(15,180)	(5,229,570)
Revaluation/Transfers	-	-	-	-	-	-
At end of year	2,589,492	507,908	0	3,372,650	-	6,470,050
<b>Net book value at end of year</b>	15,099,524	4,329,359	15,000,000	679,447	-	35,108,330
<b>Net book value at end of previous year</b>	15,287,122	15,466,094	15,000,000	2,054,743	9,287	47,817,246

# ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund  £
Equities (e.g. Shares)	5,595,776	
Government Securities (Gilts)	198,453	
Corporate Bonds	264,653	
Corp Bond Fund	3,237,753	
Other quoted securities (to be specified)		
Alternatives	317,765	
TOTAL QUOTED (as Balance Sheet)	9,614,400	
Market Value of Quoted Investment	9,614,400	
UNQUOTED Equities	505,001	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)	505,001	
Market Value of Unquoted Investments		

# ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

<b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b>		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
<b>COMPANY NAME</b>	<b>COMPANY REGISTRATION NUMBER (if not registered in England &amp; Wales, state where registered)</b>		
Stoke Rochford Management Limited (100%)	1361390		
Teachers Publishing Company (100%) (dormant)	102549		
Professional and Educational Travel Association (dormant)	1086502		
<b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b>		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
<b>COMPANY NAME</b>	<b>NAMES OF SHAREHOLDERS</b>		
Teacher Publishing Company Ltd	Christine Blower		
Professional and Educational Travel Association	Teacher Publishing Company Ltd		

# SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Consolidation Adj	Total Funds £
<b>INCOME</b>				
From Members	38,337,677	457,069		38,794,746
From Investments	1,930,017	0		1,930,017
Other Income (including increases by revaluation)	5,479,378	383	(1,109,378)	4,370,383
<b>Total Income</b>	45,747,072	457,452	(1,109,378)	45,095,146
<b>EXPENDITURE</b> (including decreases by revaluation of assets)				
	49,249,300	234,695	(1,109,378)	48,374,617
Pension reserve	12,835,000			12,835,000
Capital Reserve	( 361,913)	-		(361,913)
<b>Total Expenditure</b>	61,722,387	234,695	(1,109,378)	60,847,704
<b>Funds at beginning of year</b>	72,647,836	667,684		73,315,520
<b>Funds at end of year</b> (including reserves)	56,672,521	890,441		57,562,962
<b>ASSETS</b>				
	Fixed Assets			35,108,330
	Investment Assets			10,119,400
	Other Assets			39,125,481
	<b>Total Assets</b>			84,353,211
<b>LIABILITIES</b>				(26,790,249)
				57,562,962
<b>NET ASSETS (Total Assets less Total Liabilities)</b>				57,562,962

# 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.

## National Union of Teachers

Notes forming part of the Consolidated Financial Statements  
for the year ended 31 December 2016

---

### 1 Related Party Transactions

Ten members of the Executive sit on the National Council of the Teachers' Support Network (a company limited by guarantee with charitable status whose objects are to provide support, advice and practical help to all members of the teaching profession and their families regardless of age, length of service or Union affiliation). Of these ten members of the Executive, two sit on the board of Trustees and are directors of the charitable company.

A summary of the transactions undertaken between the National Union of Teachers and its related parties is set out below.

- (a) During the course of the year, the National Union of Teachers collected subscriptions on behalf of the Teachers' Support Network amounting to £nil (2015 - £44,921).
- (b) The National Union of Teachers made no charitable donations to the Teachers' Support Network in 2016 and 2015.
- (c) The National Union of Teachers consists of Headquarters, Regional and Wales offices, associations and divisions. The Financial Statements disclose the net assets and transactions of Headquarters and the Regional and Wales offices. As explained in Note 1(a), they do not reflect the assets, liabilities and transactions of local associations and divisions other than those transactions with the Union's Headquarters or Regional and Wales offices. The AR21 return to the Certification Officer of Trade Unions consolidates the assets, liabilities and transactions of the National Union and its associations and divisions.

The following transactions with associations and divisions are reflected in these accounts:

- payment of grants to associations and divisions £329,595 (2015 - £338,615);
- subscriptions collected on behalf of associations and divisions and remitted to them amounted to £4,299,467 (2015 - £4,222,154). These payments are reflected in the accounts by netting them off against Subscription Income.

# National Union of Teachers

## Notes forming part of the Consolidated Financial Statements for the year ended 31 December 2016 (*continued*)

---

### 2 Pension Costs Consolidated and Union

Employees of the Union who are 17 years old and over are eligible to join the National Union of Teachers' Staff Superannuation Fund, which is a funded defined Benefit Scheme. The Scheme is open to new entrants and to future accrual. Members of the Fund contribute 8.7% (those opted out of salary exchange pay 9.5%) of pensionable earnings whilst the participating employer's contribution varies in accordance with the terms of the trust instrument governing the Fund and the recommendation of the Fund's actuary.

The employer expects to contribute £2,600,000 for the year ended 31 December 2017. The current arrangements as regards to contribution rates are described in a Schedule of Contributions, dated 9 February 2017. The anticipated pension contribution shown above has been estimated on the basis of total salaries of £9,229,000 and allowance has been made for death in service insurance premium payments. Administration expenses and PPF levies are met by the employer.

During the year, the Fund had 274 (2015 279) active members, paid pensions to 213 (2015 200) retired members and recognised additional future pension commitments in respect of 137 (2015- 127) deferred pensioners.

The Fund is subject to triennial valuations by an independent actuary. The most recent formal valuation to have been completed was carried out as at 31 December 2014. The valuation was prepared using the projected unit method and was based on the following principal assumptions:

Rate of discount pre-retirement	4.2% p.a.
Rate of discount post retirement	4.2% p.a.
Rate of pay escalation	3.2% p.a.
Rate of pension payment increase	2.5% p.a.

The valuation showed that, on an on-going basis, the Fund's assets amounted to 86% of the value of the accrued benefits, allowing for expected future increases in earnings.

The market value of the Fund's assets per the triennial actuarial valuation at 31 December 2014 amounted to £74.3m.

The following disclosures have been prepared to comply with FRS 102.



# National Union of Teachers

## Notes forming part of the Consolidated Financial Statements for the year ended 31 December 2016 (continued)

### 2 Pension Costs (continued)

The information required to comply with FRS 102 was generated by the Scheme's Actuary. It is based on the full actuarial valuation, which was carried out at 31 December 2014 and updated to 31 December 2016 by a qualified independent actuary, using approximate actuarial techniques and available information.

Under Financial Reporting Standard 102, the net pension deficit or surplus (measured in accordance with the requirements of the standard) are reflected on the Union's Statement of Financial Position as a pension liability or asset. Movements on the Pension Scheme asset or liability during the year are reflected through the Income Statement to the extent that they arise from the employer's current service cost and expected return on the Scheme's assets, net of interest on Pension Scheme liabilities. Movements arising from the interest on scheme assets and liabilities and gains and losses on the Scheme's liabilities are reflected through the Comprehensive Income Statement.

The FRS 102 current service costs of pensions amounts to £2,904,000 (2015 - £2,463,000). The interest on Pension liabilities will exceed the interest on Pension Scheme Assets interest by £387,000 (2015 - £194,000), resulting in a net charge reflected through the Income Statement of £3,291,000 (2015 - £2,657,000).

In addition, in the current year an actuarial loss of £12,835,000 (2015 - loss of £5,860,000) is reflected through the Statement of Comprehensive Income.

	Value at 31 December 2016 £'000	Value at 31 December 2015 £'000	Value at 31 December 2014 £'000
Present value of funded obligations	108,751	86,705	80,299
Fair value of Scheme assets	(85,762)	(76,034)	(74,349)
	<hr/>	<hr/>	<hr/>
Net liability	22,989	10,671	5,950
	<hr/>	<hr/>	<hr/>

The Union does not benefit generally from tax relief on employee remuneration. Therefore there are no deferred tax implications to Pension Scheme deficits or surpluses.

# National Union of Teachers

## Notes forming part of the Consolidated Financial Statements for the year ended 31 December 2016(*continued*)

### 2 Pension Costs (*continued*)

The principal assumptions used by the actuary to calculate the present value of the Scheme's liabilities were as follows:

	At 31 December 2016 (per annum)	At 31 December 2015 (per annum)	At 31 December 2014 (per annum)
<b>Financial Assumptions</b>			
Rate of increase in salaries	<b>2.75%</b>	1.75% to 2015, 1.5% to 2017, 3.0% thereafter	2.25% to 2014, 3.4% thereafter
Rate of increase of pensions in payment	<b>2.25%</b>	2.0%	1.9%
Rate of revaluation of deferred pensions in excess of GMP		1.9%	1.9%
Discount rate	<b>2.85%</b>	3.8%	3.7%
Inflation assumption (RPI)	<b>3.25%</b>	3.0%	2.9%
Inflation assumption (CPI)	<b>2.25%</b>	2.0%	1.9%

# National Union of Teachers

## Notes forming part of the Consolidated Financial Statements for the year ended 31 December 2016(continued)

	At 31 December 2016 (per annum)	At 31 December 2015 (per annum)	At 31 December 2014 (per annum)
<b>Demographic Assumptions</b>			
Post retirement mortality for non-pension members (male/female)	95% (males) / 95% (females) of S2PxA	90% (males) / 95% (females) of S2PxA	90% (males) / 95% (females) of S2PxA
Post retirement mortality for pension members (male/female)	95% (males) / 95% (females) of S2PxA	90% (males) / 95% (females) of S2PxA	90% (males) / 95% (females) of S2PxA
Life expectancy at age 60 for someone who is currently a pensioner	Male 87.0 years Female 89.1 years	Male 87.3 years Female 89.2 years	Male 87.5 years Female 89.2 years
Life expectancy at age 60 for someone who is currently aged 40	Male 88.4 years Female 90.6 years	Male 88.8 years Female 89.2 years	Male 89 years Female 89.0 years
Cash commutation allowance	No	No	No
Withdrawal allowances	No	No	No

### Fair Value of Assets

	Value at 31 December 2016 £'000	Proportion at 31 December 2016 %	Value at 31 December 2015 £'000	Proportion at 31 December 2015 %	Value at 31 December 2014 £'000	Proportion at 31 December 2014 %
Corporate Bonds	-	-	37,570	49%	37,732	51%
Diversified growth	58,626	68%	37,642	50%	35,956	48%
Liability Driven Investments	26,368	31%	-	-	-	-
Cash	768	1%	822	1%	661	1%
<b>Total value of assets</b>	<b>85,762</b>	<b>100%</b>	<b>76,034</b>	<b>100%</b>	<b>74,349</b>	<b>100%</b>

The Scheme assets do not include investments issued by the National Union of Teachers nor any property occupied by the National Union of Teachers.

# National Union of Teachers

## Notes forming part of the Consolidated Financial Statements for the year ended 31 December 2016 *(continued)*

### 2 Pension Costs *(continued)*

	2016 £'000	2015 £'000	2014 £'000
<b>Actual Return on Plan Assets</b>	<b>9,980</b>	938	7,164
	<hr/>	<hr/>	<hr/>
<b>Income Statement Impact</b>	<b>Value at 31 December 2016 £'000</b>	<b>Value at 31 December 2015 £'000</b>	
Current service cost	2,904	2,463	
Net interest cost	387	194	
	<hr/>	<hr/>	
	<b>3,291</b>	2,657	
	<hr/>	<hr/>	
<b>Amount Recognised in the Total Comprehensive Income Statement</b>	<b>Value at 31 December 2016 £'000</b>	<b>Value at 31 December 2015 £'000</b>	<b>Value at 31 December 2014 £'000</b>
Net actuarial (losses)/ gains recognised in year	<b>(12,835)</b>	(5,860)	2,412
	<hr/>	<hr/>	<hr/>
Net cumulative actuarial losses	<b>(32,032)</b>	(19,197)	(13,337)
	<hr/>	<hr/>	<hr/>

## National Union of Teachers

### Notes forming part of the Consolidated Financial Statements for the year ended 31 December 2016 (*continued*)

#### 3 Fixed assets

The NUT headquarters is disclosed at deemed cost as at 1 January 2014. All other freehold and leasehold properties are disclosed at original cost. The investment property is disclosed at market value. The last valuation was as at 31 December 2015. All valuations were performed by Knight Frank LLP.

The freehold property used as Union Headquarters is subject to a first legal charge in favour of the National Union of Teachers' Staff Superannuation Fund. Details of the current scheme position are shown in note 32. The open market value of this property in existing use at that time amounted to £26.5m (2014: £26.5m).

#### 4. Consolidated and Union

##### Consolidated and Union

	At 1 January 2016 £	Loans Granted £	Interest £	Repaid in year £	At 31 December 2016 £
Executive car loans	9,268	55,834	372	(33,888)	31,586
Employee house deposit loans	12,443	5,000	-	(2,033)	15,410
Season ticket loans	70,068	213,307	-	(176,599)	106,776
	<u>91,779</u>	<u>274,141</u>	<u>372</u>	<u>(212,520)</u>	<u>153,772</u>

Executive car loans are restricted to £6,000. Interest is charged on executive car loans at approximately 1% above HSBC's base rate. All other loans are interest free.

# National Union of Teachers

Notes forming part of the Consolidated Financial Statements  
for the year ended 31 December 2016 (*continued*)

## 5 Operating Leases

### Motor Vehicles, Furniture and Equipment, Plant and Machinery

The Union and its wholly owned subsidiaries are committed to the following payments under operating leases:

<b>Consolidated</b>	<b>Property 2016 £</b>	<b>Other 2016 £</b>	<b>Property 2015 £ Restated</b>	<b>Other 2015 £ Restated</b>
Expiry:				
Within one year	72,000	407,391	51,157	249,977
Between one and two years	72,000	256,608	-	169,784
Between two and five years	203,760	247,559	-	13,768
	<b>347,760</b>	<b>911,558</b>	<b>51,157</b>	<b>433,529</b>
<b>Union</b>	<b>Property 2016 £</b>	<b>Other 2016 £</b>	<b>Property 2015 £ Restated</b>	<b>Other 2015 £ Restated</b>
Expiry:				
Within one year	72,000	407,391	51,157	216,056
Between one and two years	72,000	256,608	-	163,787
Between two and five years	203,760	247,559	-	13,768
	<b>347,760</b>	<b>911,558</b>	<b>51,157</b>	<b>393,612</b>

## 6 Financial Commitments

There were no financial commitments at the year end.

# National Union of Teachers

Notes forming part of the Consolidated Financial Statements  
for the year ended 31 December 2016 (continued)

## 7 Designated Reserves (continued)

### Sustentation Fund

The following grants were paid:	2016	2015
	£	£
Birmingham	38,010	4,346
Brent	(214)	4,179
Bridgend	-	1,462
Brighton & Hove	(149)	-
Bristol	-	4,343
Bury Met. Teachers	11,814	-
Cambridgeshire	285	-
Camden	390	-
Cardiff	42	535
Carlisle	58	-
City & County of Swansea	1,818	-
City of Derby	(88)	-
Coventry	753	847
Derbyshire	-	8,210
Doncaster & District	4,064	-
East London	-	944
East Sussex	(46)	1,974
Gateshead	-	37
Greenwich	9,716	3,490
Hackney	(103)	4,360
Hampshire	-	(87)
Haringey	3,213	218
Harrow	-	(1,048)
Highgate	-	905
Hillingdon	-	85
Hove	-	659
Islington	5,496	-
Kirklees	-	63
Leeds	-	73
Leicester	-	(122)
Lewes, Eastbourne & Wealden	386	-
Lewisham	(111)	23,264
Lowestoft	-	386
Newham	315	10,969
Nottinghamshire	294	-
Powys	-	(245)
Rotherham	2,023	-
Staffordshire	394	-
Sefton	11,899	-
Shropshire	(199)	-
Subtotal carried forward	90,060	69,847

# National Union of Teachers

Notes forming part of the Consolidated Financial Statements  
for the year ended 31 December 2016 (continued)

## Sustentation Fund

The following grants were paid:	2016 £	2015 £
Subtotal brought forward	90,060	69,847
South Gloucestershire	263	3,401
Southern Derbyshire	978	6,315
Sutton	5,248	-
Swansea	-	1,436
Tameside	2,232	-
Telford	-	8,233
Tower Hamlet	-	1,064
Wakefield & District	179	312
Waltham Forest	1,484	18,494
Wearside	(141)	-
West Suffolk	240	-
The Wrekin	170	-
Wokingham	-	1,667
	<u>100,713</u>	<u>110,769</u>

The Sustentation Fund, under the Rules of the Union, may be utilised to make sustentation payments to members involved in industrial action. It may also be utilised to defray the costs of certain campaigns undertaken by the Union to protect the salaries and conditions of service of members.

The Legacy Fund was established by a bequest from a former member and is used from time-to-time to make grants to deserving members who have fallen on difficult times. The Fund is managed in conjunction with the Teacher Support network.

The International Solidarity Fund was established to allow the Union to fund future international solidarity work. The Union contributed 0.3% into this Fund during the year ended 31 December 2016.

The Subsidiary reserve represents the total value of share capital and reserves within the Union's subsidiary companies.

The Benevolent Fund was established to provide grants of funds to NUT members in times of financial need. A member needs to meet certain criteria to be eligible to be assisted.



# ACCOUNTING POLICIES

(see notes 74 and 75)

## National Union of Teachers

Notes forming part of the Consolidated Financial Statements  
for the year ended 31 December 2016

---

### 8 Accounting Policies

(a) **Basis of preparation of financial statements**

The accounts have been prepared under the historical cost convention, as modified by revaluation of fixed assets investments, and are in accordance with Financial Reporting Standard 102. The accounts do not include any autonomous local associations or division funds and related financial transactions. Information relating to those groups and branches are included in the Annual Return for 2014 which is submitted to the Certification Officer for Trade Union and Employers' Associations.

(b) **Consolidated financial Statements**

The group accounts consolidate the accounts the National Union of Teachers and its subsidiary, undertakings drawn up to 31 December each year. The results of subsidiaries acquired or sold are consolidated for the periods from or to the date on which control passed. Acquisitions are accounted for under the acquisition method. Separate Financial Statements for Stoke Rochford Management Limited, The Teacher Publishing Co. Limited and Professional and Educational Travel Association Limited are available from Companies House.

Where a subsidiary company has a financial year end which is different to that of the National Union of Teachers, provided that the year/period end falls within three months prior to that of the National Union of Teachers, the financial results of the subsidiaries to be included in the consolidated Financial Statements are based on the subsidiaries' Financial Statements. Consolidation adjustments are made, where appropriate, to align the subsidiaries' transactions and balances with other group entities.

(c) **Income recognition**

The Financial Statements are prepared on an accruals basis, whilst commissions are accounted for when the Union is notified of the sum due. Grants receivable for specific purposes are credited to the Income Statement to match the expenditure incurred on these projects to date. The balance is deferred.

(d) **Designated funds**

All Income and Expenditure is credited/ charged to the Income Statement. Transfers to/(from) designated funds are made to allocate to these funds investment income earned on each fund's assets together with specific donations and, where relevant, apportionment of subscription income due to the funds net of any expenditure attributable to the funds.

Reserves which are earmarked by the Union for specific purposes are termed Designated Reserves (note 28).

Subscribing members, who have not opted out, contribute 1% of the full subscription fee to the Political Fund. Expenditure in connection with Political activities must be charged against this Fund.

(e) **Analysis of expenditure**

Expenditure incurred, with the exception of depreciation, financial expenses and taxation are analysed under two broad categories, Members' Services and Administration. Costs connected with Organisation and Membership, Employment Conditions and Rights, Superannuation, Equality and Professional Development and Education Economics departments, together with costs incurred in the publication of *The Teacher* and at regional and Wales offices, have been classified as Member Services. Costs associated with Resource Management, Finance, Payroll, Pensions and Records and Subscriptions have been classified as Administration. The costs associated with the Strategy and Communications Department have been apportioned between members' Services and Administration on the basis of estimated employee time devoted to each type of activity. Labour costs are allocated to each department on an actual basis. Property costs have been apportioned to each department on the basis of floor space occupied.

# National Union of Teachers

## Notes forming part of the Consolidated Financial Statements for the year ended 31 December 2016 *(continued)*

---

### 8 Accounting Policies *(continued)*

#### (f) Defined benefit pension scheme

The surplus or deficit arising on the Union's defined benefit Pension Scheme is disclosed on the Union's Statement of Financial Position. Movements on the Pension Scheme, asset or liability, are reflected through the Income Statement to the extent that they relate to employer's current service costs (which is reflected as a component of Staff Costs) or movements arising from expected returns on Pension Scheme assets net of interest on Pension Scheme liabilities which is disclosed as a component of Other Income). Movements arising from changes in actuarial assumptions, including differences between the actual returns on Scheme assets and the expected returns and experience gains/ (losses) arising on the Scheme's liabilities are reflected through the Statement of Total Recognised Gains and Losses.

#### (g) Corporation taxation

As an unincorporated association, the National Union of Teachers is liable to Corporation Tax on its investment income and realised gains on investments sold. As a trade union, relief is available in respect of provident benefits expenditure, as statutorily defined.

#### (h) Deferred tax

Deferred tax is provided on all material reversing timing differences which arise from transactions reflected through the Income Statement.

#### (i) Operating Leases

Rentals payable on operating leases are reflected in their entirety through the Income Statement.

#### (j) Critical accounting assumptions and judgements

The preparation of financial statements requires management to make judgements, estimates and assumptions in the application of accounting policies that affect the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and judgements are continuously evaluated and are based on historical experience and other factors including expectations of future events that are believed to be reasonable. Revision to accounting estimates are recognised in the period in which the estimates are revised and any future period affected.

In preparing these financial statements, the Union has made the following judgements:

- Determine whether leases entered into by the group either as lessor or a lessee are operating lease or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease by lease basis.
- Determine whether there are any indicators of impairment of the group's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

# National Union of Teachers

## Notes forming part of the Consolidated Financial Statements for the year ended 31 December 2016 (*continued*)

---

Other key sources of estimation uncertainty

- Tangible fixed assets (see note 17)

Fixed assets are initially recognised at cost. Depreciation is calculated to write down the cost of fixed assets to estimated realisable values on a straight line basis over the expected useful lives of the assets concerned.

The principal annual rates used are:

Freehold property	-	2% on cost excluding land
Leasehold improvements	-	Over the balance of the property's expected useful life
Leasehold property	-	Over the period of the lease (or 50 years if shorter)
Plant and machinery	-	10%
Furniture and office equipment	-	At varying rates of between 10% and 33⅓%
Motor vehicles	-	20%
Website	-	20%

- Investments (see note 18)

Listed investments are disclosed at mid-market values at the Statement of Financial Position date. Unquoted investments are disclosed at fair value. Realised and unrealised gains or losses on listed investments are reflected in the Professional Sustentation Fund or the General Fund as appropriate. Realised gains or losses on disposals of investments are calculated by reference to the carrying value of those investments reflected in the last set of audited Financial Statements.

# SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

**including the accounts and balance sheet contained in the return.**

Secretary's Signature: <u>Kevin Courtney</u>  Name: Kevin Courtney Date: <u>25/5/2017</u>	Union Accountant Signature: <u>Keith Williams</u> (or other official whose position should be stated)  Name: Keith Williams Date: <u>25/5/2017</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	x	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	x	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	x	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	x	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	x	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	x
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	x	NO	<input type="checkbox"/>
IS A MEMBERSHIP AUDIT CERTIFICATE PROVIDED (See Pages 23 and 24 and Notes 88 to 94)	YES	x	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

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

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

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 (section one)

Signature(s) of auditor or auditors:	Moore Stephens LLP	
Name(s):	Moore Stephens LLP	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	150 Aldersgate Street London EC1 4AJ	
Date:	30 May 2017	
Contact name and telephone number:	Philip Clark 0207-509-9305	

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

# National Union of Teachers

## Independent auditor's report

---

### INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NATIONAL UNION OF TEACHERS

We have audited the financial statements of the National Union of Teachers for the year ended 31 December 2016 which comprise the Consolidated and Union Income Statements, Consolidated Statement of Comprehensive Income and Expenditure, Consolidated Statement of Historical Surpluses and Deficits, the Consolidated and Union Statement of Financial Position, the Consolidated Cash Flow, and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and Financial Reporting Standard 102.

This report is made solely to the members of the Union as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the members of the Union those matters we are required to state to them in an independent 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 Union and the members of the Union as a body, for our work, for this report, or for the opinion we have formed.

#### Respective responsibilities of the Union's Executive and auditor

As explained more fully in the Executive's Responsibilities Statement, the Executive Council is responsible for the preparation of the financial statements, which have been prepared in accordance with applicable law and accounting standards and for being satisfied that they give a true and fair view.

We have been appointed as auditors and 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 Auditor.

#### Scope of the audit of the accounts

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 Executive Council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Examiner 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

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2016 and of its surplus 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 Trade Union and Labour Relations (Consolidation) Act 1992.

# National Union of Teachers

## Independent auditor's report

---

### Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you by, if in our opinion:

- The Union has not kept proper accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- A satisfactory system of control over transactions has not been maintained.
- The accounts are not in agreement with accounting records.
- We have not received all the information and explanations we require for our audit.

Moore Stephens LLP

MOORE STEPHENS LLP  
Chartered Accountants and Statutory Auditor  
LONDON

Date: 30 May 2017



# MEMBERSHIP AUDIT CERTIFICATE

(see notes 88 to 94)

made in accordance with section 24ZD of the  
Trade Union and Labour Relations (Consolidation) Act 1992.

At the end of the reporting period preceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

**YES**

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21.

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21.

## MEMBERSHIP AUDIT CERTIFICATE SECTION ONE

*For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer*

5. In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

**YES**


6. In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

**YES**

If the answer to **either** questions 5 or 6 is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) **send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.**

# MEMBERSHIP AUDIT CERTIFICATE (continued)

Signature of assurer	
Name	Ian Robinson
Address	Electoral Reform Services Ltd The Election Centre 33 Clarendon Road London N8 0NW
Date	09.05.17
Contact name and telephone number	Ian Robinson, Director and Head of Quality Control 020 8365 8909