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- 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:	Voice
Year ended:	31 December 2017
List no:	265T
Head or Main Office:	2 St James Court Friar Gate Derby DE1 1BT
Website address (if available)	www.voicetheunion.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:	Ms Deborah Lawson
Telephone Number:	01332 372337
Contact name for queries regarding	Sue Cornish
Telephone Number:	01332 372337
E-mail:	suecornish@voicetheunion.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

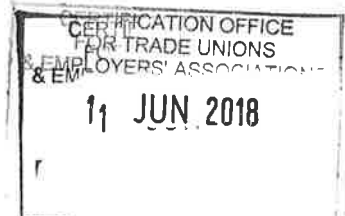
The address to which returns and other documents should be sent are:

For Unions based in England and Wales:

Certification Office for Trade Unions and Employers' Associations
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 2017)



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01332 372 337
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01332 290 310
>EMAIL
enquiries@voicetheunion.org.uk
>WEB
www.voicetheunion.org.uk

National Officers in post at 31 December 2017

Post	Holder
National Chairman	Mrs G Everett
National Vice-Chairman	Mrs Kaisra Khan
Immediate Past Chairman	Mrs T Bottomley
Honorary Secretary	Mr Richard Cribb
Honorary Treasurer	Mrs M Volpé
General Secretary	Ms D Lawson

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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	3,516	14		5	3,535
FEMALE	16,927	29		12	16,968
TOTAL	20,443	43		17	20,503

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

225
12,208

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
National Chairman	Mrs Teresa Bottomley	Mrs Geraldine Everett	17 June 2017
National Vice Chairman	Mrs Geraldine Everett	Mrs Kaisra Khan	17 June 2017
Immediate Past Chairman	Mr Michael Barton	Mrs Teresa Bottomley	17 June 2017

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:

cc

and names:

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		1,719,406
From Members: Other income from members (specify)		
Total other income from members		1,719,406
Total of all income from members		
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)	15,566	
Total of other income (as at page 4)		15,566
	TOTAL INCOME	1,734,972
EXPENDITURE		
Benefits to members (as at page 5)	381,817	
Administrative expenses (as at page 10)	1,550,307	
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
	TOTAL EXPENDITURE	1,932,124
Surplus (deficit) for year		(197,152)
Amount of general fund at beginning of year		1,116,070
Amount of general fund at end of year		918,918

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		
Other income		
Commissions	143	
Settlement Agreements	15,272	
Sundry	151	
TOTAL OTHER INCOME		15,566
TOTAL OF ALL OTHER INCOME		15,566

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ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues	164,851	brought forward	381,817
		Education and Training services	
Representation – Non Employment Related Issues		Negotiated Discount Services	
Communications	216,966	Salary Costs	
Advisory Services		Other Benefits and Grants (specify)	
Dispute Benefits			
Other Cash Payments			
carried forward	381,817	Total (should agree with figure in General Fund)	381,817



(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)		

cc

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)	

(Handwritten mark)

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		1,183,991
Salaries and Wages included in above	£1,018,273	
Auditors' fees		16,700
Legal and Professional fees		25,604
Occupancy costs		137,739
Stationery, printing, postage, telephone, etc.		108,741
Expenses of Executive Committee (Head Office)		34,810
Expenses of conferences		3,840
Other administrative expenses (specify)		
Bank charges		8,341
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		30,541
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		1,550,307
Charged to:		
	General Fund (Page 3)	1,550,307
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
Total		1,550,307

cc →

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS
(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Pension Contribution s £	Benefits		Total £
				Description	Value £	
General Secretary	65,852	7,963	1,962			75,777

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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	

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BALANCE SHEET as at 31 December 2017

(see notes 47 to 50)

Previous Year		£	£
812,188	Fixed Assets (at page 14)		805,244
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
102,851	Sundry debtors	82,709	
466,860	Cash at bank and in hand	269,543	
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		352,252
1,381,899	TOTAL ASSETS		1,157,496
1,116,070	Fund (Account)		918,918
	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		
68,173	Sundry creditors		59,738
61,337	Accrued expenses		62,991
	Provisions		
136,319	Other liabilities		115,849
265,829	TOTAL LIABILITIES		238,578
1,381,899	TOTAL ASSETS		1,157,496

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	1,000,000		769,611			1,769,611
Additions	-		23,597			23,597
Disposals	-		-			-
Revaluation/Transfers	-		-			-
At end of year	1,000,000		793,208			1,793,208
Accumulated Depreciation						
At start of year	214,220		743,203			957,423
Charges for year	8,743		21,798			30,541
Disposals	-		-			-
Revaluation/Transfers	-		-			-
At end of year	222,963		765,001			987,964
Net book value at end of year						
	777,037		28,207			805,244
Net book value at end of previous year						
	785,780		26,408			812,188



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)		

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ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

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"/>
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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"/>
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If NO, state the names of the persons in whom the shares controlled by the union are registered.

COMPANY NAME	NAMES OF SHAREHOLDERS

(see notes 58 and 59)

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME	1,719,406		1,719,406
From Members			
From Investments	15,566		15,566
Other Income (including increases by revaluation of assets)			
Total Income	1,734,972		1,734,972
EXPENDITURE (including decreases by revaluation of assets)			
Total Expenditure	1,932,124		1,932,124
Funds at beginning of year (including reserves)	1,116,070		1,116,070
Funds at end of year (including reserves)	918,918		918,918
ASSETS			
Fixed Assets			805,244
Investment Assets			
Other Assets			352,252
		Total Assets	1,157,496
LIABILITIES			
		Total Liabilities	238,578
NET ASSETS (Total Assets less Total Liabilities)			918,918

NOTES TO THE ACCOUNTS

Entity Information

Voice is a trade union, which is registered with the Certification Officer under Section 3 of the Trade Union and Labour Relations (Consolidation) Act 1992. The address of the head office is 2 St James' Court, Friar Gate, Derby, DE1 1BT.

Judgements in applying accounting policies and key sources of estimation uncertainty

There are no significant judgements and estimates made by management in the preparation of the financial statements.

Balance Sheet

The freehold land and buildings of the Union were revalued on an open market value for existing use basis at 11 September 1992 by Frank Innes, Chartered Surveyors, at £1,000,000.

Pension Commitments

The Union operates defined contributions pension schemes for the majority of staff members. Scheme contributions are paid to, and managed by, an insurance company in separate funds, with an individual policy for each member.

Capital Commitments

Capital expenditure authorised but not committed at 31 December 2017 was £NIL, (2016 £NIL).

Political Fund

The Union does not contribute to any political fund.

NOTES TO THE ACCOUNTS (continued)

Other Financial Commitments

As at 31 December 2017 the Union had commitments under non-cancellable operating leases as set out below:

	Office equipment		Land & buildings	
	2017	2016	2017	2016
	£	£	£	£
Operating leases which expire:				
within 1 year	7,028	7,028	25,056	12,528
within 2 to 5 years	<u>10,743</u>	<u>17,771</u>	<u>10,440</u>	<u>-</u>
	<u>17,771</u>	<u>24,799</u>	<u>35,496</u>	<u>12,528</u>

First time adoption of FRS 102

The policies applied under the Union's previous accounting framework are not materially different to FRS 102 and have not impacted on equity or surplus or deficit.

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.

A large, empty rectangular box with a black border, intended for the user to enter notes to the accounts. The box occupies most of the page's vertical space.

A small, handwritten mark or signature in the bottom right corner of the page.

ACCOUNTING POLICIES

Basis of preparation of accounts

These accounts have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – ‘The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (‘FRS 102’).

This is the first year in which the financial statements have been prepared under FRS102. Refer to note 19 for an explanation of the transition.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Union’s accounting policies.

Going Concern

National Executive have reviewed the performance of the Union and their expectations for 2018 onwards and believe the Union will continue to operate as a going concern for the foreseeable future.

Members’ subscriptions

Members’ subscriptions shown in the Revenue Account are those received in respect of the year.

Depreciation of fixed assets

Tangible fixed assets are stated at cost or valuation less depreciation and impairment charges. Depreciation is provided at rates calculated to write off the cost or valuation, less estimated residual values, of all tangible fixed assets, except investment properties, evenly over their expected useful lives. Freehold land is not depreciated. Depreciation of other assets is calculated at the following rates:

Freehold buildings	-	over 100 years
Office equipment, fixtures and fittings	-	over 5 years
Computer equipment	-	over 3 years
Conference equipment	-	over 5 years

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term creditors are measured at transaction price.

ACCOUNTING POLICIES (continued)***Pensions***

The Union operates defined contribution pension schemes for eligible members. Contributions in respect of the year are charged to the Revenue Account.

Operating leases

Rentals payable under operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the Revenue Account as incurred.

ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u><i>DL</i></u> Name: <u>DEBORAH LAWSON</u> Date: <u>22/05/18</u>	Chairman's Signature: <u><i>GA Everett</i></u> (or other official whose position should be stated) Name: <u>G A EVERETT</u> Date: <u>22/05/18</u>
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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 type="checkbox"/>	TO FOLLOW	<input checked="" 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"/>
IS A MEMBERSHIP AUDIT CERTIFICATE PROVIDED (See Pages 23 and 24 and Notes 88 to 94)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

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AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

YES ~~NO~~

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
(See section 36(3) of the 1992 Act, set out in note 83)

YES ~~NO~~

If "No" please explain below.

3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
(See section 36(4) of the 1992 Act set out in rule 83)

YES ~~NO~~

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 85)

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INDEPENDENT AUDITORS' REPORT

*Made in accordance with section 36 of the
United Kingdom Trade Union and Labour Relations (Consolidation) Act 1992*



We have audited the accounts on pages 3 to 19, which have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets and on the basis of the accounting policies set out on page 19.

This report is made solely to the Union's members, as a body, in accordance with the United Kingdom 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 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's members as a body, for our audit work, for this report, or for the opinions we have formed.

Trade union law requires the National Council to prepare an Annual Return for each financial year. The National Council, in order to comply with this requirement, has elected to prepare financial accounts which give a true and fair view of the state of affairs of the Union and of the surplus or deficit of the Union for that period. The financial information for the Annual Return is extracted from the audited accounts. In preparing the accounts, the Council is required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- prepare the accounts on the going concern basis, unless it is inappropriate to presume that the Union will continue in operation.

The Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Union and enable it to ensure that the accounts comply with Chapter III of the Trade Union and Labour Relations (Consolidation) Act 1992. It is also responsible for maintaining a satisfactory system of control over transactions, safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Opinion

We have audited the financial statements of Voice for the year ended 31 December 2017 which comprise the "Statement of Income", the "Balance Sheet" and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Union's members as a body. Our 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 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 Union's members as a body, for our audit work, or for the opinion we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2017 and of its transactions 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 Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Officers' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Officers have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Union's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Officers are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records and returns.

Responsibilities of Officers

As explained more fully in the Statement of Officers' responsibility set out on page 3, the Officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Officers are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Officers either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

AUDITOR'S REPORT (section one)

Signature(s) of auditor or auditors:	CONNIE CLARK WHITEHILL LLP	
Name(s):	CONNIE CLARK WHITEHILL LLP	
Profession(s) or Calling(s):	REGISTERED AUDITOR	
Address(es):	BLACK COUNTRY HOUSE BOWND'S GREEN RD CLDBURY W. MIDS B69 2DG	
Date:	29 MAY 2018	
Contact name and telephone number:	DAVE DARLASTON 0121 543 1900	

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

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 NO

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

1. 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 NO

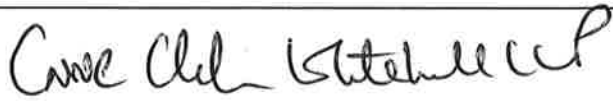
2. In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

YES NO

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- set out below the assurer's reasons for stating that
- provide a description of the information or explanation requested or required which has not been obtained
- 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
- 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	CROWK GRANGE WHITEHILL LLP
Address	BLACK COUNTRY HOUSE POUNDS GREEN ROAD OLDBURY W. MIDS B69 2DG
Date	29 May 2018
Contact name and telephone number	DAVE DANLAWSTON 0121 543 1900