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- PRINT ON ONE SIDE ONLY

FORM AR21

FOR TRADE UNIONS WITH A FULL REPORTING YEAR AS OF 1 MARCH 2017

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:

Equality for Workers Union

Year ended:

31st December 2017

List no:

823T

Head or Main Office address:

HEART, Bennett Road, Leeds, LS6 3HN

Website address (if available)

www.efwu.org

Has the address changed during the year to which the return relates?

Yes

No

(Check the appropriate box)

General Secretary:

Mizanul Muqit

Telephone Number:

07711649777

Contact name for queries regarding the completion of this return:

Mizanul Muqit

Telephone Number:

0113 336 5261

E-mail:

info@efwu.org

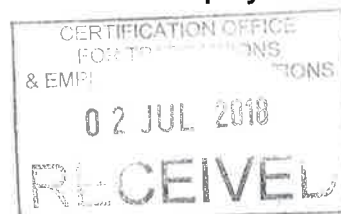
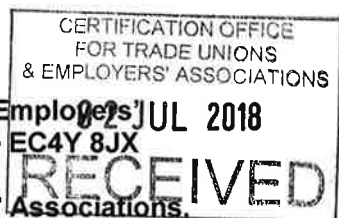
PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

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, Lower Ground Floor, Fleetbank House, 2-6 Salisbury Square, London EC4Y 8JX

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



(Revised March 2018)

EQUALITY FOR WORKERS UNION

LIST NO: 823T

LIST OF OFFICERS IN POST AT YEAR END

Imran Rehman (Chair)

Mizanul Muqit (General Secretary)

Christian Simo

Olu Ogunyanwo



RETURN OF MEMBERS

(see notes 10 and 11)

	NUMBER OF MEMBERS AT THE END OF THE YEAR				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
MALE	545				545
FEMALE	472				472
TOTAL	1017				A 1017

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

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

1017
0

OFFICERS IN POST

(see note 12)

Please attach as an annex to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

RETURN OF CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		45,425
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		45,425
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
Total of other income (as at page 4)		
	TOTAL INCOME	45,425
EXPENDITURE		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		
Federation and other bodies (specify)		51,964
Total expenditure Federation and other bodies		
Taxation		
	TOTAL EXPENDITURE	51,964
Surplus (deficit) for year		(6,539)
Amount of general fund at beginning of year		3,279
Amount of general fund at end of year		(3,260)

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		
Other income		
TOTAL OTHER INCOME		
TOTAL OF ALL OTHER INCOME		

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

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

(See notes 21 to 23)

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 21 to 23)

FUND 4		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
Number of members contributing at end of year			

FUND 5		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
Number of members contributing at end of year			

(See notes 21 to 23)

FUND 6		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
Number of members contributing at end of year			

FUND 7		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
Number of members contributing at end of year			

POLITICAL FUND ACCOUNT

(see notes 24 to 33)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own political fund	
	Income	Members contributions and levies	£
		Investment income (as at page 12)	£
		Other income (specify)	£
		Total other income as specified	
		Total income	
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
Expenditure A	(as at page i)		£
Expenditure B	(as at page ii)		£
Expenditure C	(as at page iii)		£
Expenditure D	(as at page iv)		£
Expenditure E	(as at page v)		£
Expenditure F	(as at page vi)		£
Non-political expenditure	(as at page vii)		£
		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	
		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	

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

POLITICAL FUND ACCOUNT EXPENDITURE (A)

Expenditure under section 72 (1) (a) of the Trade Union and Labour Relations (consolidation) Act

To be completed where total expenditure from the political fund exceeds £2,000 during the period to which return relates

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party

Name of political party in relation to which money was expended	Total amount spent during the period £
TOTAL	

POLITICAL FUND ACCOUNT EXPENDITURE (B)

Expenditure under section 72 (1) (b) of the Trade Union and Labour Relations (Consolidation) Act

To be completed where total expenditure from the political fund exceeds £2,000
during the period to which return relates

Expenditure of money on the provision of any services or property for use
by or on behalf of any political party

Name of political party to which payment was made	Total amount paid during the period £
TOTAL	

POLITICAL FUND ACCOUNT EXPENDITURE (C)

Expenditure under section 72 (1) (c) of the Trade Union and Labour Relations (Consolidation) Act

To be completed where total expenditure from the political fund exceeds £2,000
during the period to which return relates

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see note 33(iii))	£	
TOTAL				

POLITICAL FUND ACCOUNT EXPENDITURE (D)

Expenditure under section 72 (1) (d) of the Trade Union and Labour Relations (consolidation) Act

To be completed where total expenditure from the political fund exceeds £2,000
during the period to which return relates

Expenditure on the maintenance of any holder of political office

Name of office holder	£

TOTAL

POLITICAL FUND ACCOUNT EXPENDITURE (E)

Expenditure under section 72 (1) (e) of the Trade Union and Labour Relations (consolidation) Act

To be completed where total expenditure from the political fund exceeds £2,000
during the period to which return relates

The expenditure of money on the holding of any conference or meeting by or on behalf of a political party or of any other meeting the main purpose of which is the transaction of business in connection with a political party

Name of political party	£
TOTAL	

EXPENDITURE FROM THE POLITICAL FUND NOT FALLING WITHIN SECTION 72(1) OF THE TRADE UNION & LABOUR RELATIONS (CONSOLIDATION) ACT 1992

For expenditure not falling within section 72(1) the required information is-

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£	£	
		Total	
		Total expenditure	
(b) the name of each organisation to which money was paid (otherwise than for a particular cause or campaign), and the total amount paid to each one	£	£	
		Total	
		Total expenditure	
(c) the total amount of all other money expended	£	£	
		Total	
		Total expenditure	

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		38,316
Salaries and Wages included in above	£35,107	
Auditors' fees		2,400
Legal and Professional fees		1,778
Occupancy costs		
Stationery, printing, postage, telephone, etc.		3,918
Expenses of Executive Committee (Head Office)		
Expenses of conferences		
Other administrative expenses (specify)		
Meeting Expenses		370
Promotion & Advertising of the Union		4,246
Sundry Expenses & Charity Donations		373
Other Outgoings		
Interest payable:		
Bank loans (including overdrafts)		
Mortgages		
Other loans		
Depreciation		563
Taxation		
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
	Total	51,964
Charged to:	General Fund (Page 3)	51,964
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Fund (Account)	
	Total	51,964

ANALYSIS OF OFFICIALS' SALARIES AND BENEFITS

(see notes 36 to 46)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contributions £	Other Benefits		
				Description	Value £	
General Secretary	25,693		601			
Chairman	8,630					

ANALYSIS OF INVESTMENT INCOME

(see notes 47 and 48)

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

BALANCE SHEET as at

31st December 2017

(see notes 49 to 52)

Previous Year		£	£
	Fixed Assets (at page 14)		1,125
	Investments (as per analysis on page 15)		
	Quoted (Market value £)		
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		220
6,875	Cash at bank and in hand		3,532
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
6,875	Total of other assets		3,752
6,875	TOTAL ASSETS		4,877
3,279	General Fund (Account)		(3,260)
	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		871
	Sundry creditors		196
3,596	Accrued expenses		7,070
	Provisions		
	Other liabilities		
6,875	TOTAL LIABILITIES		4,877
6,875	TOTAL ASSETS		4,877

FIXED ASSETS ACCOUNT

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year			-			
Additions			1,688			
Disposals			-			
Revaluation/Transfers			-			
At end of year			-			
Accumulated Depreciation						
At start of year			-			
Charges for year			563			
Disposals			-			
Revaluation/Transfers			-			
At end of year			563			
Net book value at end of year						
			1,125			
Net book value at end of previous year						
			-			

ANALYSIS OF INVESTMENTS

(see notes 58 and 59)

	QUOTED	All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)		
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	TOTAL QUOTED (as Balance Sheet)		
	Market Value of Quoted Investment		
UNQUOTED	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	TOTAL UNQUOTED (as Balance Sheet)		
	Market Value of Unquoted Investments		

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered)		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
	45,425		45,425
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income	45,425		45,425
EXPENDITURE (including decreases by revaluation of assets)	51,964		51,964
Total Expenditure	51,964		51,964
Funds at beginning of year (including reserves)	3,279		3,279
Funds at end of year (including reserves)	(3,260)		(3,260)
ASSETS			
Fixed Assets			1,125
Investment Assets			
Other Assets			3,752
Total Assets			4,877
LIABILITIES			
Total Liabilities			8,137
NET ASSETS (Total Assets less Total Liabilities)			3,260

INFORMATION ON INDUSTRIAL ACTION BALLOTS

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?

NO

If Yes How many ballots were held:

For each ballot held please complete the information below:

Ballot 1

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

* 1-3 should total "Number of votes cast in the ballot"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

Ballot 2

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

* 1-3 should total "Number of votes cast in the ballot"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

For additional ballots please continue on next page

Ballot 3

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

* 1-3 should total "Number of votes cast in the ballot"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

Ballot 4

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

* 1-3 should total "Number of votes cast in the ballot"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

Ballot 5

Number of individuals who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

* 1-3 should total "Number of votes cast in the ballot"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot Y / N

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? Y / N

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot Y / N

Use a continuation sheet if necessary

INFORMATION ON INDUSTRIAL ACTION

(see note 81)

*Categories of Nature of Trade Dispute :

A: terms and conditions of employment, or the physical conditions in which any workers are required to work;

B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;

C: allocation of work or the duties of employment between workers or groups of workers;

D: matters of discipline;

E: a worker's membership or non-membership of a trade union;

F: facilities for officials of trade unions;

G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? ~~YES~~ NO

If YES, for each industrial action taken please complete the information below:

Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 4

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 5

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 6

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 7

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Industrial Action 8

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken:

3. Number of days of industrial action:

4. Nature of industrial action. Strike Action / Action Short of a Strike (delete one as appropriate)

Use a continuation page if necessary

NOTES TO THE ACCOUNTS

(see notes 82 and 83)

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

See attached.

ACCOUNTING POLICIES

(see notes 84 and 85)

See attached.

SIGNATURES TO THE ANNUAL RETURN

(see notes 86 and 87)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u> Mizanul Muqit </u> Name: Mizanul Muqit Date: <u> 24.6.18 </u>	Chairman's Signature: <u> Imran Rehman </u> (or other official whose position should be stated) Name: Imran Rehman Date: <u> 24-6-18 </u>
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CHECK LIST

(see notes 88 and 89)

(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 type="checkbox"/>	NO	<input checked="" type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 23 and 25 and Notes 86 and 95)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 24 and 25 and Notes 2 and 92)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 88)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 104)	ENCLOSED	<input type="checkbox"/>	TO FOLLOW	<input checked="" type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 62)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE MEMBERSHIP AUDIT CERTIFICATE BEEN COMPLETED? (see Page i to iii and Notes 97 to 103)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

AUDITOR'S REPORT

(see notes 92 to 95)

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

THE CHECKLIST BELOW IS FOR GUIDANCE. A REPORT IS STILL REQUIRED EITHER SET OUT OVERLEAF OR BY WAY OF AN ATTACHED AUDITOR'S REPORT THAT COVERS THE ABOVE 1992 ACT REQUIREMENTS

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 92 and 93)

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 92)

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 92)

YES

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 92)

AUDITOR'S REPORT (continued)

See attached.

Signature(s) of auditor or auditors:	<i>P. Tarren</i>	
Name(s):	Peter Tarren, FCA.	
Profession(s) or Calling(s):	Senior Statutory Auditor	
Address(es):	Eura Audit (Northallerton) Limited 87 South Parade Northallerton, DL7 8SJ	
Date:	29/6/18	
Contact name and telephone number:	Peter Tarren 01609 779400	

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

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

(See notes 97 to 103)

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?

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:

- (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	
Address	
Date	
Contact name and telephone number	

MEMBERSHIP AUDIT CERTIFICATE


SECTION TWO

For a trade union with no more than 10,000 members at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

YES

If "NO" Please explain below:

Signature	
Name	Mizanul Muqit
Office held	General Secretary
Date	24.6.18

Equality for Workers' Union

Audited Financial Statements

Year Ended 31st December 2017



Equality for Workers' Union

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Year Ended 31st December 2017

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Equality for Workers' Union

1

Union Information

Year Ended 31st December 2017

Formed	12th February 2015
Certification Office List Number	823T
Committee	Imran Rehman (Chair) Mizanul Muqit Christian Simo Olu Ogunyanwo
General Secretary	Mizanul Muqit
Registered Office	HEART Bennett Road Leeds LS6 3HN
Accountant	Austin Williamson Austin Accounts & Tax Limited Beechcroft Foxhill Grove Leeds LS16 5PE
Auditor	Peter Tarren Eura Audit (Northallerton) Ltd 87 South Parade Northallerton North Yorkshire DL7 8SJ

Report of the Committee

Year Ended 31st December 2017

The Committee present their report and the audited financial statements of the Union for the year ended 31st December 2016.

Principal Activity

The principal activity of the Union is to act as an independent UK based workers' union, working to change employer attitudes and support all workers equally by providing workers with information, representation and support in all matters relating to their employment.

The Committee Members of the Union

The Committee Members listed below have held office during the whole of the year and corresponding period from 12th February 2015 to the date of this report:-

Imran Rehman (Chair)
Mizanul Muqit (General Secretary)
Christian Simo
Olu Ogunyanwo

Union Provisions

This report has been prepared in accordance with the provisions applicable to unions subject to the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.

Approved by the Committee on 31st May 2017 and signed on their behalf by:

Imran Rehman
Chair
31st May 2017

Mizanul Muqit
General Secretary
31st May 2017

Statement of the Union Committee's Responsibilities

Year Ended 31st December 2017

The Committee are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

The Trade Union and Labour Relations (Consolidation) Act 1992 requires the Committee to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the Union and of its income and expenditure the period then ended. In preparing those financial statements, the Committee are required to:

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

The Committee are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Union. They are also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Equality for Workers' Union

4

Income & Expenditure Account

Year Ended 31st December 2017

		<u>Year Ended</u> <u>31/12/2016</u>	<u>Period Ended</u> <u>31/12/2015</u>
	<u>Note</u>	<u>£</u>	<u>£</u>
Income		45,425	10,803
Administrative Expenses	3 & 4	(51,964)	(8,920)
(Deficit)/Surplus for the Year (Deducted)/ Added to the General Accumulation Fund		<u>(6,539)</u>	<u>1,883</u>

Balance Sheet**31st December 2017**

	Note	2016		2015	
		£	£	£	£
Fixed Assets			1,125		-
Current Assets					
Bank & Cash in Hand		3,532		6,875	
Prepayments		220		-	
		3,752		6,875	
Creditors: Amounts Falling Due					
Within One Year	5	(8,137)		(3,596)	
Net Current Assets			(4,385)		3,279
Total Assets Less Current Liabilities			(3,260)		3,279
Accumulated Funds					
General Fund	6		(3,260)		3,279
Total Accumulated Funds			(3,260)		3,279

Approval

The Committee acknowledges their responsibilities for complying with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992 in respect to the accounting records and preparation of the accounts.

These accounts have been prepared in accordance with the provisions applicable to unions subject to the Trade Union and Labour Relations (Consolidation) Act 1992.

These financial statements were approved by the Committee on 31st May 2017 and are signed on their behalf by:

Imran Rehman
Chair
31st May 2017

Mizanul Muqit
General Secretary
31st May 2017

Notes to the Audited Financial Statements

Year Ended 31st December 2017

1 Constitution

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

2 Accounting Policies

Accounting Convention

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

Income

Income represents amounts receivable in respect of subscriptions and donations.

3 Staff Costs

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

4 Administration Expenses

Inclusive of:-

	<u>2017</u>	<u>2016</u>
	<u>£</u>	<u>£</u>
External Accountant's Fee	<u>1,196</u>	<u>500</u>
Auditors' Fees	<u>2,400</u>	<u>150</u>

4 Fixed Assets - Equipment & Furniture

	<u>2017</u>	<u>2016</u>
	<u>£</u>	<u>£</u>
Cost		
At 1st January 2017	-	-
Additions	1,688	-
Disposals	-	-
31st December 2017	<u>1,688</u>	<u>-</u>
Depreciation		
At 1st January 2017	-	-

Charge for the Year	563	-
Disposals	-	-
31st December 2017	<u>563</u>	<u>-</u>

Net Book Amounts	<u>1,125</u>	<u>-</u>
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5 Debtors

	<u>2017</u>	<u>2016</u>
	<u>£</u>	<u>£</u>
Prepayments	220	-
	<u>220</u>	<u>-</u>

5 Creditors: Amounts Falling Due Within One Year

	<u>2017</u>	<u>2016</u>
	<u>£</u>	<u>£</u>
PAYE/NIC Creditor	871	-
Pension Fund Contributions	196	-
Accrued Expenses	7,070	3,596
	<u>8,137</u>	<u>3,596</u>

6 Accumulated Fund

	<u>General</u>	<u>General</u>
	<u>2017</u>	<u>2016</u>
	<u>£</u>	<u>£</u>
Brought Forward as at 1st January 2017	3,279	1,396
(Deficit)/Surplus for the Year	(6,539)	1,883
Carried Forward as at 31st December 2017	<u>(3,260)</u>	<u>3,279</u>

7 Control

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

Detailed Income & Expenditure Account

Year Ended 31st December 2017

	<u>Year ended</u> <u>31/12/2017</u>		<u>Year ended</u> <u>31/12/2016</u>	
	£	£	£	£
Income				
Subscriptions	45,425		10,803	
Donations	-		-	
	<u>45,425</u>	45,425	<u>10,803</u>	10,803
Administration Expenses				
Salaries	35,107		-	
Employer National Insurance	-		-	
Employer Pension Contributions	601		-	
Computer Repairs & Software	-		90	
Postage & Stationery	2,570		783	
Printing	500		356	
Mailbox, Telephone & Internet	580		415	
External Administration Assistance	268		117	
Union Officers Travel Expenses	2,608		1,321	
Meeting Expenses	370		-	
Promotion & Advertising of the Union	4,246		2,106	
Sundry Expenses	133		136	
Donations Given	240		-	
Pension Consultants	582		-	
External Accountant's Fee	1,196		1,196	
Auditors' Fees	2,400		2,400	
Depreciation	563		-	
	<u>51,964</u>	51,964	<u>8,920</u>	8,920
Surplus for the Year		<u>(6,539)</u>		<u>1,883</u>