

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Equity		
Year ended:	31 December 2019		
List no:	069T		
Head or Main Office address:	Guild House		
	Upper St Martin's Lane		
	London		
Postcode	WC2H 9EG		
Website address (if available)	www.equity.org.uk		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Christine Payne		
Telephone Number:	020 7379 6000		
Contact name for queries regarding the completion of this return	Duncan Smith		
Telephone Number:	020 7670 0230		
E-mail:	dsmith@equity.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: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: ymw@tcyoung.co.uk

Contents

Trade Union's details.....	1
Return of members.....	2
Change of officers.....	2
Officers in post.....	2a
General fund.....	3
Analysis of income from federation and other bodies and other income.....	4
Analysis of benefit expenditure shown at general fund.....	5
Accounts other than the revenue account/general fund.....	6-8a
Political fund account.....	9-9vii
Analysis of administrative expenses	10
Analysis of officials' salaries and benefits.....	11
Analysis of investment income.....	12
Balance sheet as at.....	13
Fixed assets account.....	14
Analysis of investments.....	15
Analysis of investment income (controlling interests).....	16
Summary Sheet.....	17
Summary sheet (Only for Incorporated Bodies).....	17a
Information on Industrial action ballots.....	18-19
Information on Industrial action.....	20-21
Notes to the accounts.....	22
Accounting policies.....	23
Signatures to the annual return.....	23
Checklist.....	23
Checklist for auditor's report.....	24
Auditor's report (continued).....	25
Membership audit certificate.....	i-iii
Guidance on completion.....	26

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	22,259	224	55	457	22,995
Female	24,433	223	47	427	25,130
Other	50			1	51
Total	46,742	447	102	885	A 48,176

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

46,851

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

345

Change of Officers

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

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change

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:

N/A

and names:

N/A

Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held
Maureen Beattie	President
Julia Carson Sims	Vice President
Ian Barritt	Vice President
Bryn Evans	Honorary Treasurer

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		5,998,364
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		5,998,364
Investment income (as at page 12)		533,796
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	5,246,232	
Total of other income (as at page 4)		5,246,232
		11,778,392
	Total income	
	Interfund Transfers IN	73,490
Expenditure		
Benefits to members (as at page 5)		1,205,572
Administrative expenses (as at page 10)		6,952,754
Federation and other bodies (specify)		
Trades Union Congress		129,618
F.I.A		64,404
Federation of entertainment unions		2,500
Irish congress of trade unions		3,678
Scottish TUC		4,531
Welsh TUC		250
Others		6,501
Total expenditure Federation and other bodies		211,482
Taxation		402,593
	Total expenditure	8,772,401
	Interfund Transfers OUT	
	Surplus (deficit) for year	3,005,991
	Amount of general fund at beginning of year	6,696,228
	Amount of general fund at end of year	9,775,709

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	
Any Other Sources	
Educational Recording Agency	1,341,990
Services Sounds and Vision Corporation	16,000
Income from distributions	443,289
Advertising	17,865
Advertising on the Website	16,667
Contribution to costs/US film studios	83,164
Facility Payments (recorded media department)	71,000
Industry Information Service	8,989
Ancillary Fee TV and Film	129,844
Merchandise	131
Sponsorship	15,604
Other	63,567
Actuarial gain on pension scheme	590,000
Realised and unrealised gains on investments	2,418,582
Gains in disposal of fixed assets	29,540
Total other sources	5,246,232
Total of all other income	5,246,232

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	604,607
Employment Related Issues		Advisory Services	
Legal - contractual disputes	195,704	Training	10,526
Professional fees (related to members)	103,811		
Representation –		Other Cash Payments	
Non Employment Related Issues		Other	180
		Education and Training services	
		Recorded media departments	31,351
Communications			
Diaries	27,375		
Equity magazine	245,690		
Insurance booklet	2,142		
Networking events	2,043		
New member guides	1,125		
Newspaper cutting service	1,832	Negotiated Discount Services	
Website	24,885	Public liability insurance	148,908
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Funeral benefits	18,855
		Accident and Backstage insurance	324,524
		Theatre awards	9,065
		Bursaries and campaigning	24,437
		Tennis tournaments	250
		Unknown Funds	32,869
carried forward	604,607	Total (should agree with figure in General Fund)	1,205,572

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Benevolent Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Donations		8,360
		Total other income as specified	8,360
		Total Income	8,360
		Interfund Transfers IN	
Expenditure			
	Benefits to members		23,745
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	23,745
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	-15,385
		Amount of fund at beginning of year	373,205
		Amount of fund at the end of year (as Balance Sheet)	357,820
		Number of members contributing at end of year	n/a

Fund 3		Fund Account	
Name:	Legal Defence Costs	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	200,000
		Amount of fund at the end of year (as Balance Sheet)	200,000
		Number of members contributing at end of year	n/a

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	Industrial Disputes	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	100,000
		Amount of fund at the end of year (as Balance Sheet)	100,000
		Number of members contributing at end of year	n/a

Fund 5		Fund Account	
Name:	Revaluation Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		Interfund Transfers OUT	73,490
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	4,244,705
		Amount of fund at the end of year (as Balance Sheet)	4,171,215
		Number of members contributing at end of year	n/a

(See notes 21 and 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		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 and 23)

Fund 8		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 9		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	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 <u>Balance Sheet</u>)
	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 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	
		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 (c)

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.

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 33(iii))	£
Total			

Political fund account expenditure (d)

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.

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) (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.

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	

Political fund account expenditure (f)

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

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to persuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

Name of organisation or 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 expenditure

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one	£

Total expenditure

(c) the total amount of all other money expended	£

Total expenditure

Total of all expenditures

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		4,115,423
Salaries and Wages included in above	2,894,315	
Auditors' fees		25,800
Legal and Professional fees		481,079
Occupancy costs		489,168
Stationery, printing, postage, telephone, etc.		428,705
Expenses of Executive Committee (Head Office)		18,647
Expenses of conferences		105,079
Other administrative expenses (specify)		
Grants		54,372
Organising expenses		310,901
Annual report		4,559
Elections and ballots		35,367
Rule change referendum		13,761
Other Outgoings		
Depreciation		382,635
Discretionary settlement payment to BECs		1,861
Irrecoverable VAT		159,530
Outgoings on land and buildings (specify)		
Building maintenance, repairs and decoration		37,867
Other outgoings (specify)		
Pension adjustments		288,000
Total		6,952,754
Charged to:	General Fund (Page 3)	6,952,754
	Benevolent Fund	
	Legal Defence Costs	
	Industrial Disputes	
	Revaluation Reserve	
Total		6,952,754

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Benefits		
				Description	Value	
£	£	£		£	£	
General Secretary	114,531	14,622	6,000	None		135,153

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)			530,354
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			3,442
Other investment income (specify)			
			533,796
		Total investment income	533,796
		Credited to:	
		General Fund (Page 3)	533,796
		Benevolent Fund	
		Legal Defence Costs	
		Industrial Disputes	
		Revaluation Reserve	
		Political Fund	
		Total Investment Funds	533,796

Balance sheet as at

31 December 2019

(see notes 49 to 52)

Previous Year		£	£
7,778,422	Fixed Assets (at page 14)		7,979,501
	Investments (as per analysis on page 15)		
13,239,549	Quoted (Market value £ ())		15,933,569
	Unquoted		
21,017,971	Total Investments		15,933,569
	Other Assets		
	Loans to other trade unions		
665,720	Sundry debtors		713,158
24,799,710	Cash at bank and in hand		21,056,373
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
25,465,430	Total of other assets		21,769,531
46,483,401	Total assets		45,682,601
6,696,228	General fund (page 3)		9,775,709
373,205	Benevolent Fund		357,820
200,000	Legal Defence Costs		200,000
100,000	Industrial Disputes		100,000
4,244,705	Revaluation Reserve		4,171,215
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund		
£1,423,313	Subscriptions received in advance		1,559,290
£2,098,548	Sundry creditors		2,403,947
£7,848,000	Pension liability		7,546,000
£744,562	Provisions		1,003,710
£22,754,840	Amounts collected for distribution		18,564,910
£34,869,263	Total liabilities		31,077,857
£46,483,401	Total assets		45,682,601

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	6,701,279		1,910,007			8,611,286
Additions	516,765		201,449			718,214
Disposals	-140,000		-52,382			-192,382
Revaluation/Transfers						
At end of year	7,078,044		2,059,074			9,137,118
Accumulated Depreciation						
At start of year	195,693		637,171			832,864
Charges for year	85,889		296,746			382,635
Disposals	-5,500		-52,382			-57,882
Revaluation/Transfers						
At end of year	276,082		881,535			1,157,617
Net book value at end of year	6,801,962		1,177,539			7,979,501
Net book value at end of previous year	6,505,586		1,272,836			7,778,422

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Equities	12,842,819	
Government Securities (Gilts)		
Government Gilts	343,280	
Other quoted securities (to be specified)		
Investment trusts/funds	1,595,403	
Corporate bonds/funds	833,487	
Property funds	318,580	
Total quoted (as Balance Sheet)	15,933,569	
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

No

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

No

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			
From Members	5,998,364		5,998,364
From Investments	533,796		533,796
Other Income (including increases by revaluation of assets)	5,254,592		5,254,592
Total Income	11,786,752		11,786,752
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	8,796,146		8,796,146
Funds at beginning of year (including reserves)	11,614,138		11,614,138
Funds at end of year (including reserves)	14,604,744		14,604,744
Assets			
Fixed Assets			7,979,501
Investment Assets			15,933,569
Other Assets			21,769,531
		Total Assets	45,682,601
Liabilities		Total Liabilities	31,077,857
Net Assets (Total Assets less Total Liabilities)			14,604,744

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see notes 74 to 80)

<p>Did the union hold any ballots in respect of industrial action during the return period? <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>If Yes How many ballots were held: <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>For each ballot held please complete the information below:</p>	
<p>Ballot 1</p>	
<p>Number of individual who were entitled to vote in the ballot</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Number of votes cast in the ballot</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Number of Individuals answering "Yes" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> ¹
<p>Number of individuals answering "No" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> ²
<p>Number of invalid or otherwise spoiled voting papers returned</p>	<input style="width: 80%; height: 15px;" type="text"/> ³
<p>1-3 should total "Number of votes cast"</p>	
<p>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</p>	<input style="width: 50px; height: 15px;" type="text"/>
<p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?</p>	<input style="width: 50px; height: 15px;" type="text"/>
<p>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</p>	<input style="width: 50px; height: 15px;" type="text"/>
<p>Ballot 2</p>	
<p>Number of individual who were entitled to vote in the ballot</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Number of votes cast in the ballot</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Number of Individuals answering "Yes" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> ¹
<p>Number of individuals answering "No" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> ²
<p>Number of invalid or otherwise spoiled voting papers returned</p>	<input style="width: 80%; height: 15px;" type="text"/> ³
<p>1-3 should total "Number of votes cast"</p>	
<p>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</p>	<input style="width: 50px; height: 15px;" type="text"/>
<p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?</p>	<input style="width: 50px; height: 15px;" type="text"/>
<p>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</p>	<input style="width: 50px; height: 15px;" type="text"/>
<p>Ballot 3</p>	
<p>Number of individual who were entitled to vote in the ballot</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Number of votes cast in the ballot</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Number of Individuals answering "Yes" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> ¹
<p>Number of individuals answering "No" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> ²
<p>Number of invalid or otherwise spoiled voting papers returned</p>	<input style="width: 80%; height: 15px;" type="text"/> ³
<p>1-3 should total "Number of votes cast"</p>	
<p>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</p>	<input style="width: 50px; height: 15px;" type="text"/>
<p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?</p>	<input style="width: 50px; height: 15px;" type="text"/>
<p>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</p>	<input style="width: 50px; height: 15px;" type="text"/>

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4

Number of individual 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"

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

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

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

Ballot 5

Number of individual 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"

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

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

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

Ballot 6

Number of individual 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"

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

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

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

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require 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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

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: to

3. Number of days of industrial action:

4. Nature of industrial action.

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

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

Basis of accounts: The accounts are prepared in accordance with applicable accounting standards including FRS 102 "the Financial Reporting Standard" applicable in the UK and Republic of Ireland.

Subscriptions: Subscriptions are shown in the accounts on a receivable basis. Income received in advance is deferred into the following year.

Income from distributions: Income from distributions is received in two forms. Commissions are an agreed percentage of the amounts being distributed and are recognised on a percentage of completion basis as the amounts are distributed. Administration fees are calculated as a proportion of the total amount received for distribution and are recognised in full once the first distribution is made.

Other income: Receipts which are non-contractual and not received on predetermined dates are accounted for when received.

Depreciation: Depreciation is provided on all tangible fixed assets, except freehold land, on a straight line basis, at rates estimated to write off the cost, less estimated residual value, of each asset as follows:

freehold land	nil
freehold buildings	1%pa
freehold improvements	20%pa
lift	10%pa
computer equipment	33%pa
membership system software	10%pa
distribution system software	10%pa
mobile telephones	33%pa
fixed telephones	20%pa
office equipment	20%pa
website	20%pa

Assets which were fully depreciated at 1 January 2019 have been eliminated from these accounts.

Operating leases: Rental payments in respect of operating leases are charged to the statement of comprehensive income on a straight line basis.

Expenditure: Expenditure is accounted for on an accruals basis and shown exclusive of value added tax (where applicable).

Value added tax: Value added tax is only partially recoverable. The non-recoverable element is shown separately in the statement of comprehensive income.

Contribution to costs: As part of Equity's enforcement of performers' contractual payments arising from the Cinema Films Agreement, the element of monies payable by studios based in the USA which contribute to Equity's costs incurred and to be incurred are recognised over four years or the life of the project if longer.

Fixed assets: Freehold land and buildings are stated at deemed cost at 1 January 2014. This equates to the fair value as determined by an independent valuation specialist. All other fixed assets are stated at cost. Assets are reviewed for impairment at each reporting date or whenever events and changes in circumstances indicate that the carrying amount may not be recoverable.

Investments: Investments are stated at fair value, which is determined by reference to the quoted market price at the reporting date. Movements in the fair value of investments are included in the statement of comprehensive income.

Foreign currency translation: The union has determined that GBP is its functional currency, as this is the currency of the economic environment in which the Union predominantly operates.

Foreign currency transactions are translated into the Union's functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of comprehensive income.

Provision for holiday pay: A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the reporting date and is carried forward to future periods.

Provision for funeral benefits payable to life members: Provisions for funeral benefits payable to life members are measured at the estimated expenditure required to settle the obligation, based on the most reliable evidence available at the reporting date. Provisions are discounted to their present values, where the time value of money is material.

Deferred tax: Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounts purposes and their treatment for tax purposes. Tax deferred or accelerated is accounted for in respect of all material timing differences.

Designated reserves: Designated reserves represent amounts set aside from members' funds for specific purposes. This gives a more accurate picture of members' funds available as a reserve against fluctuating income, or to spend on new activities.

Branches: The Union operates a number of branches throughout the country which hold money for their local operating purpose. Expenses incurred by the branches are reimbursed by the Union and included in the accounts. The funds of the branches are part of the Union's funds; however due to the immaterial amounts involved they are not included within the statement of financial position.

Judgements in applying accounting policies and key sources of estimation uncertainty: When preparing the financial statements management are required to make estimates and assumptions which affect income, expenses, assets and liabilities. Use of available information and application of judgement are inherent in the formation of estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances. The following have been identified as key areas where a significant amount of judgement is required as the results are potentially material to the financial statements.

Pension contributions: The Union operates a career average revalued earnings defined benefit pension scheme. Under FRS 102 the operating costs of providing benefits, the service costs, and the interest cost and expected return on assets are included in comprehensive income in the period in which they arise. A full actuarial valuation was carried out at 6 April 2018 and the results updated to 31 December 2019 by a qualified independent actuary. The actuarial gains and losses from the pension scheme are recognised in other comprehensive income. The key financial assumptions which underpin the liability, notably the discount rate, are shown in note 29.

Notes to the accounts

	2019	2018
1 NUMBER OF MEMBERS		
female	25,130	23,487
male	22,995	22,082
other gender identity	51	6
	48,176	45,575
2 INCOME RELATED TO MEMBERS AND OTHER PERFORMERS		
educational recording agency (era)	1,341,990	1,376,400
services sound and vision corporation	16,000	16,000
income from distributions	443,289	277,502
donations to the benevolent fund	8,360	18,563
	£1,809,639	£1,688,465
3 INVESTMENT INCOME		
bank interest	3,442	1,548
interest and dividends received from investments	530,354	534,090
other	nil	8
	£533,796	£535,646
4 RENTAL INCOME		
rental income	nil	10,638
rebilled services	nil	9,339
	£0	£19,977

Notes to the accounts

	2019	2018
5 OTHER INCOME		
advertising	17,865	22,940
advertising on the website	16,667	nil
contribution to costs / us film studios	83,164	83,164
facility payments (recorded media department)	71,000	43,000
industry information service	8,989	8,622
ancillary fee tv and film	129,844	nil
merchandise	131	85
reimbursement of audit fees for royalty project	nil	5,300
sale of contract forms	nil	12
sponsorship	15,604	16,036
other	63,567	52,045
	£406,831	£231,204
6 STAFF COSTS		
salaries	2,894,315	2,758,932
provision for holiday pay	2,000	2,000
provision for long term compensated absence	-30,000	20,000
national insurance	311,121	310,777
apprenticeship levy	1,297	nil
pension contributions	861,420	809,251
frs 102 adjustment (refer note 29)	nil	-125,000
pension charge calculated in accordance with frs 102	861,420	684,251
pension scheme regulatory levy	20,927	18,499
recruitment	30,341	16,276
temporary staff agency fees	nil	15,969
training	13,652	15,835
welfare	10,350	7,248
	£4,115,423	£3,849,787
7 BENEFITS TO MEMBERS		
funeral benefits payable to non life members (a)	18,855	19,418
grants from the benevolent fund	23,745	23,955
benefits and grants	42,600	43,373
diaries	27,375	24,168
equity magazine	245,690	206,450
holiday pay guide	nil	620
young members' guide	nil	788
insurance booklet	2,142	nil
networking events	2,043	513
new member guides	1,125	4,320
newspaper cutting service	1,832	1,834
website	24,885	22,048
communications	305,092	260,741
accident and backstage insurance (a)	324,524	313,950
public liability insurance	148,908	141,848
insurance	473,432	455,798
legal aid / contractual disputes	191,174	229,249
legal aid / personal accident claims (a)	4,530	nil
legal aid	195,704	229,249
theatre awards	9,065	13,284
other	180	nil
live performance department	9,245	13,284
conference / audible books	4,595	nil
special royalty projects	26,756	nil
recorded media department	31,351	0
bursaries to students and young people	2,000	2,000
campaigning	22,437	26,580
equity tennis tournament	250	250
professional fees (related to members)	103,811	86,415
training	10,526	4,729
unknown funds	32,869	27,976
other	171,893	147,950
	£1,229,317	£1,150,395

(a) deemed provident benefits. The salary costs of staff involved in the provision of benefits to members are included within staff costs (note 6).

Notes to the accounts

	2019	2018
8 DEMOCRATIC COSTS		
annual conference	105,079	75,876
annual report / review of the year	4,559	9,318
council election (a)	nil	37,989
general secretary election	441	nil
national, area and specialist committee elections	34,926	nil
elections	35,367	37,989
rule change referendum	13,761	10,991
	£158,766	£134,174
(a) includes the elections of the Council, President, Appeals and Standing Orders Committees.		
9 ADMINISTRATIVE EXPENSES		
advertising and marketing	22,750	23,651
bank charges	80,054	68,905
books and publications	3,801	7,841
computer support	128,289	133,168
general expenses	18,770	17,271
printing, postage & stationery	136,063	145,295
telecommunications	38,978	28,710
	£428,705	£424,841
10 AFFILIATION FEES		
TUC	129,618	121,249
FIA	64,404	64,898
Federation of Entertainment Unions	2,500	2,500
Irish Congress of Trade Unions	3,678	3,363
Scottish TUC	4,531	3,783
Welsh TUC	250	236
Trade unions	204,981	196,029
Amnesty	120	120
Association of British Theatre Technicians	250	250
Bafta	275	271
British Screen Advisory Council	2,000	2,000
Creators' Rights Alliance	250	nil
Justice for Columbia	300	300
Liberty	450	450
Trades councils and sundry	1,141	752
Unions 21	1,715	1,660
	£211,482	£201,832
11 GRANTS		
Actors' centres	15,000	15,000
Alrowwad Arts & Cultural Centre	1,000	nil
British Association for Performing Arts Medicine	30,000	30,000
Council for Dance, Drama and Musical Theatre (x cdet)	3,180	3,125
Dance UK / Healthier Dance Program	3,092	3,092
Equal Representation for Actresses	2,000	3,000
Parents in Performing Arts	nil	500
Stage Sight Technical Theatre	nil	5,000
other grants	100	500
	£54,372	£60,217
12 ORGANISING EXPENSES		
organising / staff	70,812	87,085
organising / international	18,124	14,815
organising / retention and recruitment	50,299	52,616
council members	18,647	24,935
general branches	58,741	53,519
variety branches	21,952	21,662
	17,795	15,624
meetings	117,135	115,740
motor car expenses	67,449	68,254
commission (5% for subscriptions collected)	3,195	4,226
branch funding	2,534	2,680
	£329,548	£345,416

Notes to the accounts

2019

2018

13 PROFESSIONAL COSTS

amounts paid to auditors / audit	25,800	30,000
amounts paid to auditors / other services	31,444	23,175
legal & professional	384,581	383,304
property management	10,010	21,269
stockbroker management	55,044	48,368
	£506,879	£506,116

14 PROPERTY AND EQUIPMENT COSTS

office occupancy (rent, rates, light, heat and cleaning)	357,699	345,970
hire and maintenance of office equipment	108,281	148,519
building maintenance and external repairs	29,324	8,822
decoration and internal repairs	8,543	14,077
insurance	23,188	20,303
	£527,035	£537,691

15 TAX

income tax repayable	-5,081	-3,375
deferred tax	407,674	-248,777
	£402,593	-£252,152

The union is not liable to tax on income from its members.

Corporation tax is payable on investment income and chargeable gains but only to the extent that these exceed allowable provident benefits.

16 EXCEPTIONAL COSTS

discretionary settlement payable to BECS	£1,861	£nil
--	---------------	-------------

As a result of terminating the Distribution Agreement, Equity offered BECS the sum of £100,000 by way of a discretionary settlement to compensate for work undertaken before the agreement was terminated. BECS initially rejected this offer. The offer, updated to £101,861 + VAT, was offered again to BECS in 2019 and was accepted. A further payment of £10,000 + VAT was made in 2019 to BECS in respect of data obtained from BECS.

17 OPERATING LEASES

At the end of the year the union had total commitments under non-cancellable operating leases which expire as follows:

within one year	81,246	76,367
within two to five years	211,170	103,583
over 5 years	3,216	nil
	£295,632	£179,950

18 KEY MANAGEMENT

Key management compensation of £319,397 was paid in the year (2018 - £311,106).

19 TANGIBLE FIXED ASSETS

cost or deemed cost	freehold land and buildings	freehold improvements	computer equipment	office equipment	total
at 1 January 2019	6,536,836	164,443	1,843,579	66,428	8,611,286
transfer	-19,082	19,082			0
additions	0	516,765	163,360	38,089	718,214
disposals	-140,000	0	-37,716	-14,666	-192,382
at 31 December 2019	6,377,754	700,290	1,969,223	89,851	9,137,118
depreciation					
at 1 January 2019	133,000	62,693	601,375	35,796	832,864
disposals	-5,500	0	-37,716	-14,666	-57,882
charge for the year	27,208	58,681	274,821	21,925	382,635
at 31 December 2019	154,708	121,374	838,480	43,055	1,157,617
net book value					
at 31 December 2019	6,223,046	578,916	1,130,743	46,796	£7,979,501
at 31 December 2018	6,403,836	101,750	1,242,204	30,632	£7,778,422

The freehold land and buildings were revalued on an open market basis on 1 January 2014 by Keningtons, an independent firm of chartered surveyors. On a historical cost basis the freehold properties would have been valued at original cost of £2,470,941.

Notes to the accounts

2019

2018

20 INVESTMENTS

market value at 1 January	13,800,166	15,364,739
realised profits / (losses)	75,829	-5,176
movement in unrealised gains / (losses)	2,342,753	-1,533,114
dividends received	530,354	534,090
management fees charged	-63,183	-59,879
other	-926	-494
cash withdrawn	-500,000	-500,000
market value at 31 December	£16,184,993	£13,800,166
shown as		
investments	15,933,569	13,239,549
cash with stockbrokers	251,424	560,617
	£16,184,993	£13,800,166

All investments relate to quoted investments on readily accessible markets, primarily the London Stock Exchange. Investments are carried at their fair value. The basis of fair value for quoted investments is equivalent to the market value. Asset sales and purchases are recognised at their transaction value. The main investment risk lies in the combination of uncertain investment markets and volatility in yield. The union manages these risks by retaining expert advisors (Charles Stanley & Co Limited and Adam & Company) and operating an investment policy that provides for a high degree of diversification of holdings within investment asset classes that are quoted on recognised stock exchanges. The union does not make use of derivatives and similar complex financial instruments.

There are no investments held in companies involved in the production, sale or distribution of armaments and no direct investment in companies that produce tobacco products.

21 SUNDRY DEBTORS AND PREPAYMENTS

income tax repayable	8,456	3,376
season ticket loans to staff	19,321	32,476
sundry debtors	24,519	18,506
prepayments and accrued income	660,862	611,362
	£713,158	£665,720

22 CASH AT BANK AND IN HAND

bank deposit accounts	10	10
bank current accounts	2,221,957	1,468,529
cash held for distribution	18,564,911	22,754,840
cash in hand	18,071	15,714
	£20,804,949	£24,239,093

Included within cash at bank and in hand is £951,052 (2018 - £613,534) in relation to amounts held under escrow (refer note 24).

23 AMOUNTS COLLECTED FOR DISTRIBUTION

monies held for distribution at 1 January	22,754,840	17,809,513
monies received from 3rd parties	14,899,527	13,774,481
monies received from BECS	98,086	nil
monies distributed	-19,187,543	-8,829,154
monies held for distribution at 31 December	£18,564,910	£22,754,840

24 SUNDRY CREDITORS AND ACCRUALS

amounts held in escrow	951,052	613,534
trade creditors	298,850	246,944
sundry creditors	225,668	296,756
taxation and social security	441,570	150,102
accruals and deferred income	486,807	791,212
	£2,403,947	£2,098,548

25 CONTINGENT LIABILITIES

The union is involved in a number of legal cases on behalf of members, the outcome of which cannot be determined at this time.

26 CAPITAL COMMITMENTS

At the end of the year there were no capital commitments authorised and contracted for (2018 - £nil).

Notes to the accounts

27 PROVISION FOR LIABILITIES

	balance at 1 January 2019	movement during the year	balance at 31 December 2019
funeral benefits payable to life members	359,660	-20,526	339,134
holiday pay	65,000	2,000	67,000
long term compensated absence	80,000	-30,000	50,000
provision for discretionary settlement payable to becs	100,000	-100,000	0
capital losses carry forward	-6,120	6,120	0
fixed asset timing differences	44,876	10,278	55,154
funeral benefits payable to life members	-61,142	3,489	-57,653
other losses carry forward	-109,120	-10,481	-119,601
unrealised gains on the investment portfolio	271,408	398,268	669,676
deferred tax	139,902	407,674	547,576
	£744,562	£259,148	£1,003,710

Provision for funeral benefits payable to life members

Until 1998, members reaching State retirement age with 21 years' continuous membership were awarded Life Membership where, subject to the payment of a one-off fee payable on a scale ranging between £20 and £40 (depending on the member's age), the life member could enjoy all the benefits of membership with no further subscriptions payable. A provision has therefore been set up to represent the anticipated funeral benefits that will become payable based on the number of life members still in membership, their presumed life expectancy and the current cost of the funeral benefit. This particular category of member ceased in 1998.

28 RELATED PARTY TRANSACTIONS

Educational Recording Agency ("ERA")

During the year the union undertook transactions with ERA in which an officer of the union served as a director. In the year ended 31 December 2019 Equity received licence revenues (x-vat) of £1,341,990 (2018 - £1,376,400).

Grants to related parties

During the year Equity made grants to the British Association for Performing Arts Medicine (2019 - £30,000, 2018 - £30,000), the Council for Dance, Drama and Musical Theatre (2019 - £3,180, 2018 - £3,125), where a member of Council or a member of staff serves on the governing body of the organisation.

Notes to the accounts

29 PENSION FUND

The union operates the equity staff pension scheme (the scheme), a UK registered trust based pension scheme that provides defined benefits. Pension benefits are linked to the members' average pensionable salaries and service at their retirement (or date of leaving if earlier). The trustees are responsible for running the scheme in accordance with the scheme's trust deed and rules, which sets out their powers. The trustees of the scheme are required to act in the best interests of the beneficiaries of the scheme.

FUTURE FUNDING OBLIGATION

The trustees are required to carry out an actuarial valuation every 3 years. The last actuarial valuation of the Scheme was performed by the Scheme Actuary for the Trustees as at 6 April 2018. This valuation revealed a funding shortfall of £689,000. The Union agreed to pay annual contributions of 16.6% of members' pensionable salaries each year, as well as 7% of members' pensionable salaries in respect of the salary sacrifice arrangement. In respect of the deficit in the scheme as at 6 April 2018, the union has agreed to pay 4.2% of members' pensionable salaries plus £8,000 each year. The union therefore expects to pay around £830,000 to the scheme during the accounting year beginning 1 January 2020.

Significant actuarial assumptions

The results of the most recent formal actuarial valuation as at 6 April 2018 have been updated to 31 December 2019 by a qualified independent actuary. The significant assumptions used were as follows:

	2019 £'000	2018 £'000
discount rate	1.9%	2.7%
rpi inflation	2.7%	3.1%
cpi inflation	1.9%	2.0%
life expectancies (years)		
for a male aged 65 in 2019	21.5	22.9
for a female aged 65 in 2019	23.2	23.9
at age 65 for a male aged 45 in 2019	22.5	23.9
at age 65 for a female aged 45 in 2019	24.3	25.1

Assets

the fair value of the assets of the scheme are invested as follows:

equities	11,048	9,278
bonds	10,406	9,361
diversified growth funds (dgfs)	2,717	2,379
property	2,613	2,551
cash	215	139
secured annuities	1,211	1,260
	£28,210	£24,968

Reconciliation to the statement of financial position

market value of assets (unaudited)	28,210	24,968
present value of defined benefit obligation	-35,756	-32,816
pension liability recognised in the statement of financial position	-£7,546	-£7,848

The assumptions used to calculate the DBO may take a range of values. Adopting different assumptions would lead to different results being disclosed. The value of assets and DBO are a "snapshot" view reflecting the market conditions on one day. The pension figures are therefore expected to be quite volatile from year to year.

Notes to the accounts

29 PENSION FUND cont'd

Analysis of the change in the statement of financial position

	2019 £'000	2018 £'000
at 1 January	-7,848	-6,132
employer contributions	791	687
current service cost	-791	-529
past service cost (a)	nil	-33
amounts recognised in income and expenditure (note 6)	0	125
administration expenses	-75	-77
interest cost	-213	-146
amounts recognised as pension adjustments	-288	-223
actuarial gains / (losses)	-2,052	-325
return on assets excluding interest income	2,642	-1,293
amounts recognised in other comprehensive income	590	-1,618
at 31 December	-£7,546	-£7,848

(a) gmp equalisation

On 26 October 2018, the High Court ruled in the Lloyds Banking Group case that the trustees are under a duty to make sure that equal benefits are paid, including where these benefits are in the form of a guaranteed minimum pension ("gmp"). As a result, all schemes with gmp rights will have to act to allow for equalisation of benefits for the effect of unequal gmp's. This is known as gmp equalisation. In the year ended 31 December 2019, an allowance for gmp equalisation of £36,000 was allowed for as a past service cost within other comprehensive income.

30 OFFICIALS' SALARIES AND OTHER BENEFITS

	2019	2018
Executive	nil	nil
President / Malcolm Sinclair (a)	nil	nil
President / Maureen Beattie (b)	nil	nil
General Secretary / Christine Payne	£120,531	117,195
	£120,531	£117,195

The General Secretary and members of Equity Council are reimbursed for expenses incurred by them in the performance of their duties on behalf of the Union.

(a) Malcolm Sinclair ceased to hold office on 4 July 2018

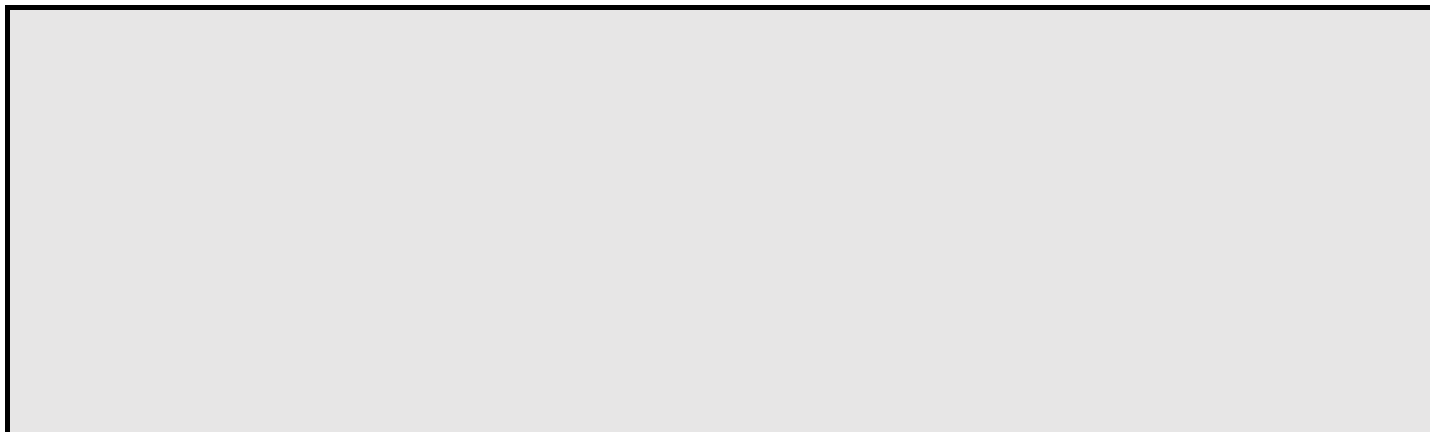
(b) Maureen Beattie was appointed president on 4 July 2018

IRREGULARITY STATEMENT

Under section 32A (6A) of the Trade Unions & Labour Relations (Consolidation) Act 1992, we are obliged to publish the following statement:
A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct. The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police. Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

Accounting policies


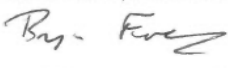
(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please send the return with the original signatures. Copies will not be accepted.

Secretary's Signature: 	Chairman's Signature: 
Name: Christine Payne	Name: Bryn Evans (Honorary Treasurer)
Date: 01 June 2020	Date: 01 June 2020

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes	Y	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	Y	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	Y	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	Y	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	Y	No	
A member statement is: (see Note 80)	Enclosed		To follow	Y
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	Y	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	Y	No	

Checklist for auditor's report

(see notes 90 and 96)

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 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 related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. 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)

Please explain in your report overleaf or attached

3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

- give a true and fair view of the matters to which they relate to.
- have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

See attached

Signature(s) of auditor or auditors:

BDO LLP

Name(s):

Ben Courts

Profession(s) or Calling(s):

Chartered Accountant

Address(es):

BDO LLP

55 Baker Street

Marylebone

London

Postcode

W1U 7EU

Date

01-Jun-20

Contact name for inquiries and telephone number:

Ben Courts

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

equity
Independent Auditor's Report to Equity

Opinion

We have audited the financial statements of Equity (the 'union') for the year ended 31 December 2019 which comprise the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Changes in Equity, the Cash Flow Statement 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the union's affairs as at 31 December 2019 and of its result 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.

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 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 audit opinion.

Conclusions relating to going concern

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

- the Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- the Executive Council has 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 Executive Council is responsible for the other information. The other information comprises the information included in the Report of the Honorary Treasurer, 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

In light of the knowledge and understanding of the union and its environment obtained in the course of the audit, we have not identified material misstatements in the financial report.

equity
Independent Auditor's Report to Equity

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

- proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us, in accordance with the requirements; or
- the union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Executive Council

As explained more fully in the Statement of Equity Council's Responsibilities, the Executive Council is 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 Executive Council determines 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 Executive Council is 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 Executive Council 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

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.

Use of our report

This report is made solely to Equity, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the union 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 as a body, for our audit work, for this report, or for the opinions we have formed.

BDO LLP
Chartered Accountants Statutory Auditor
55 Baker Street, London, W1U 7EU
date

BDO LLP
11 February 2020

Membership audit certificate

REF EQUITY

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?

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:

- (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)

REF EQUITY

Signature of assurer	
Name	ANNE HOCK
Address	POPULARIS LTD, NUTSEY LANE, TOTTON, SOUTHAMPTON SO40 3RL
Date	18 MAY 2020
Contact name and telephone number	ANNE HOCK 01764 194176