

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	Industrial Workers of the World			
Year ended:	Tuesday, December 31, 2019			
List no:	790T			
Head or Main Office address:	IWW			
	PO Box 111			
	Minehead			
Postcode	TA24 9DH			
Website address (if available)	<a href="http://www.iww.org.uk">www.iww.org.uk</a>			
Has the address changed during the year to which the return relates?	Yes	<input checked="" type="checkbox"/>	No <input type="checkbox"/>	(‘X’ in appropriate box)
General Secretary:	Russ Spring			
Telephone Number:	8454681905			
Contact name for queries regarding the completion of this return	Max Tennant			
Telephone Number:	8454681905			
E-mail:	<a href="mailto:m.tennant@iww.org.uk">m.tennant@iww.org.uk</a>			

### 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](mailto:returns@certoffice.org)

For Unions based in Scotland: [ymw@tcyoung.co.uk](mailto:ymw@tcyoung.co.uk)

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# Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	1,500	40	51	22	1,613
Female	593	5	8	4	610
Other	247	0	5	6	258
<b>Total</b>	2,340	45	64	32	A 2,481

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

2,481

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

0

## 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
West Scotland Area Organiser	Dek Keenan		Friday, February 01, 2019
South West Area Organiser	Christine Lee	Richard Musgrove	Friday, May 17, 2019
Ireland Area Organiser	Morgan Branningan	Luke McCosker	Friday, May 17, 2019
North East Area Organiser	Andy Hiles		Friday, May 17, 2019
Cymru Area Organiser	Eleri Evans	Liam Tyler	Friday, May 17, 2019
Survey Research Officer	Ant Ince		Tuesday, October 01, 2019

State whether the union is:

a. A branch of another trade union?

Yes

No

x

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

x

If yes, state the number of affiliated unions:

and names:

## 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
Russ Spring	Regional Secretary
Max Tennant	Regional Treasurer
Phil LeMarquand	Membership Officer
Simon Crabtree	Legal Officer
Enrica Saraullo	International Officer
Pete Davies	Organising Department Chair
Luke McCosker	Ireland Area Organiser
Barrie MacKie Conlon	East Scotland Area Organiser
Gemma Moncrieff	East Scotland Area Organiser
Liam Tyler	Cymru Area Organiser
Andy Nesbitt	North West Area Organiser
Kate Flood	South East Area Organiser
Richard Musgrove	South West Area Organiser
Lydia Harris	Women's Officer
Jonathan Jewell	Communications Officer
Chris Tomlinson	Merchandise Committee Secretary
Leo Francisco	IT Committee Secretary

(see notes 13 to 18)

P3

(see notes 19 and 20)

P4

## Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward Advisory Services	0
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
carried forward	0	Total (should agree with figure in General Fund)	0

(See notes 21 and 23)

Fund 2		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		0
	<b>Total Income</b>		0
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
	<b>Total Expenditure</b>		0
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		0
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		0
	<b>Number of members contributing at end of year</b>		

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



(See notes 21 and 23)

Fund 4		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		0
	<b>Total Income</b>		0
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
	<b>Total Expenditure</b>		0
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		0
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		0
	<b>Number of members contributing at end of year</b>		

Fund 5		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		0
	<b>Total Income</b>		0
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
	<b>Total Expenditure</b>		0
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		0
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		0
	<b>Number of members contributing at end of year</b>		

(See notes 21 and 23)

Fund 6		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		0
	<b>Total Income</b>		0
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
	<b>Total Expenditure</b>		0
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		0
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		0
	<b>Number of members contributing at end of year</b>		

Fund 7		Fund Account
Name:	£	£
Income		
From members		
Investment income (as at page 12)		
Other income (specify)		
Total other income as specified		0
Total Income		0
Interfund Transfers IN		
Expenditure		
Benefits to members		
Administrative expenses and other expenditure (as at page 10)		0
Total Expenditure		0
Interfund Transfers OUT		
Surplus (Deficit) for the year		0
Amount of fund at beginning of year		
Amount of fund at the end of year (as Balance Sheet)		0
Number of members contributing at end of year		

(See notes 21 and 23)

Fund 8		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		0
	<b>Total Income</b>		0
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
	<b>Total Expenditure</b>		0
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		0
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		0
	<b>Number of members contributing at end of year</b>		

Fund 9		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		0
	<b>Total Income</b>		0
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		0
	<b>Total Expenditure</b>		0
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		0
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		0
	<b>Number of members contributing at end of year</b>		

## Political fund account

(see notes 24 to 33)

£

£

Political fund account 1      To be completed by trade unions which maintain their own political fund			
<b>Income</b>	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
Total other income as specified			0
Total income			0
<b>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</b>			
Expenditure A (as at page i)			0
Expenditure B (as at page ii)			0
Expenditure C (as at page iii)			0
Expenditure D (as at page iv)			0
Expenditure E (as at page v)			0
Expenditure F (as at page vi)			0
Non-political expenditure (as at page vii)			0
Total expenditure			0
Surplus (deficit) for year			0
Amount of political fund at beginning of year			
Amount of political fund at the end of year (as <u>Balance Sheet</u> )			0
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			
<b>Political fund account 2      To be completed by trade unions which act as components of a central trade union</b>			
<b>Income</b>	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
Total other income as specified			
Total income			
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
Total expenditure			
Surplus (deficit) for year			
Amount held on behalf of trade union political fund at beginning of year			
Amount remitted to central political			
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.

[illegible]

**Political fund account expenditure (b)**

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

[illegible]

### **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

[illegible]

### 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	£
<b>Total</b>	0



**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	£
<b>Total</b>	0

### 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	£
<b>Total</b>	0

**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-**

[illegible]

Total expenditure

0

(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

£

[illegible]

Total expenditure

0

(c) the total amount of all other money expended

£

[illegible]

Total expenditure

0

**Total of all expenditures**

0

(see notes 34 and 35)

P10

## Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

# 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)			
	0		0
Total investment income			0
Credited to:			
General Fund (Page 3)			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
Political Fund			0
Total Investment Funds			0

## Balance sheet as at

Tuesday, December 31, 2019

(see notes 49 to 52)

Previous Year	(see notes 15 to 17)	£	£	
	Fixed Assets (at page 14)		0	
	Investments (as per analysis on page 15)			
	Quoted (Market value £ (                      )		0	
	Unquoted		0	
	Total Investments		0	
	Other Assets			
	Loans to other trade unions			
	Sundry debtors		6,543	
	Cash at bank and in hand		133,538	
	Income tax to be recovered			
	Stocks of goods		4,169	
	Others (specify)			
	Total of other assets			144,250
	Total assets			144,250
97,942	General fund (page 3)		138,706	
0	0		0	
0	0		0	
0	0		0	
0	0		0	
0	0		0	
0	0		0	
0	0		0	
0	0		0	
0	0		0	
0	0		0	
0	Political Fund Account		0	
	Liabilities			
	Amount held on behalf of central trade union political fund		0	
	Creditors: Amounts Falling Due Within One Year		5,543	

# Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	Freehold	Leasehold				
	£	£	£	£	£	£
<b>Cost or Valuation</b>						
At start of year						0
Additions						0
Disposals						0
Revaluation/Transfers						0
At end of year	0	0	0	0	0	0
<b>Accumulated Depreciation</b>						
At start of year						0
Charges for year						0
Disposals						0
Revaluation/Transfers						0
At end of year	0	0	0	0	0	0
Net book value at end of year	0	0	0	0	0	0
Net book value at end of previous year						0



## 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)	0		0	
Market Value of Quoted Investment	0			
Unquoted				
Equities				
Government Securities (Gilts)				
Mortgages				
Bank and Building Societies				
Other unquoted investments (to be specified)				
Total unquoted (as Balance Sheet)	0		0	
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:

[illegible]

<p><b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b></p>	<p>Yes <input type="checkbox"/></p>	<p>No <input type="checkbox"/></p>
---	-------------------------------------	------------------------------------

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

[illegible]

# Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
<b>Income</b>			
From Members	119,921	0	119,921
From Investments	0	0	0
Other Income (including increases by revaluation of assets)	3,639	0	3,639
<b>Total Income</b>	123,560	0	123,560
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	82,796	0	82,796
<b>Funds at beginning of year</b> (including reserves)	97,942	0	97,942
<b>Funds at end of year</b> (including reserves)	138,706	0	138,706
<b>Assets</b>			
Fixed Assets			0
Investment Assets			0
Other Assets			144,250
<b>Total Assets</b>			144,250
<b>Liabilities</b>			
<b>Total Liabilities</b>			5,543
<b>Net Assets (Total Assets less Total Liabilities)</b>			138,707

(see notes 74 to 80)

<b>Did the union hold any ballots in respect of industrial action during the return period?</b>		<div style="border: 1px solid black; padding: 2px 10px;">No</div>
If Yes How many ballots were held: <div style="border: 1px solid black; width: 50px; height: 20px; display: inline-block;"></div>		
For each ballot held please complete the information below:		
<div> <b>Ballot 1</b> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;">                     Number of individual who were entitled to vote in the ballot  <b>Number of votes cast in the ballot</b>                      Number of Individuals answering "Yes" to the question                      Number of individuals answering "No" to the question                      Number of invalid or otherwise spoiled voting papers returned                 </div> <div style="width: 35%;"> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px; text-align: right;">1</div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px; text-align: right;">2</div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px; text-align: right;">0<sup>3</sup></div> </div> </div> <div style="text-align: right; margin-top: 10px;"> <b>1-3 should total "Number of votes cast"</b> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 60%;">                     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                 </div> <div style="width: 35%;"> <div style="border: 1px solid black; height: 20px; text-align: center; margin-bottom: 2px;">0</div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> </div> </div>		
<div> <b>Ballot 2</b> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;">                     Number of individual who were entitled to vote in the ballot  <b>Number of votes cast in the ballot</b>                      Number of Individuals answering "Yes" to the question                      Number of individuals answering "No" to the question                      Number of invalid or otherwise spoiled voting papers returned                 </div> <div style="width: 35%;"> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px; text-align: right;">1</div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px; text-align: right;">2</div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px; text-align: right;">0<sup>3</sup></div> </div> </div> <div style="text-align: right; margin-top: 10px;"> <b>1-3 should total "Number of votes cast"</b> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 60%;">                     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                 </div> <div style="width: 35%;"> <div style="border: 1px solid black; height: 20px; text-align: center; margin-bottom: 2px;">0</div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> </div> </div>		
<div> <b>Ballot 3</b> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 60%;">                     Number of individual who were entitled to vote in the ballot  <b>Number of votes cast in the ballot</b>                      Number of Individuals answering "Yes" to the question                      Number of individuals answering "No" to the question                      Number of invalid or otherwise spoiled voting papers returned                 </div> <div style="width: 35%;"> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px; text-align: right;">1</div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px; text-align: right;">2</div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px; text-align: right;">3</div> </div> </div> <div style="text-align: right; margin-top: 10px;"> <b>1-3 should total "Number of votes cast"</b> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 60%;">                     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                 </div> <div style="width: 35%;"> <div style="border: 1px solid black; height: 20px; text-align: center; margin-bottom: 2px;">0</div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; height: 20px; margin-bottom: 2px;"></div> </div> </div>		

**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

<sup>1</sup>

Number of individuals answering "No" to the question

<sup>2</sup>

Number of invalid or otherwise spoiled voting papers returned

<sup>3</sup>**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

<sup>1</sup>

Number of individuals answering "No" to the question

<sup>2</sup>

Number of invalid or otherwise spoiled voting papers returned

<sup>3</sup>**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

<sup>1</sup>

Number of individuals answering "No" to the question

<sup>2</sup>

Number of invalid or otherwise spoiled voting papers returned

<sup>3</sup>**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**

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.

Refer to attached accounts



# Accounting policies

(see notes 84 and 85)

Refer to attached accounts

## 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:	<i>Russ Spring</i>	Chairman's Signature:	<i>P. S. Tennant</i>
			(or other official whose position should be stated)
Name:	Russ Spring	Name:	Max Tennant (Treasurer)
Date:	03 / 09 / 2020	Date:	31 / 08 / 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		No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes		No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes		No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes		No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes		No	
A member statement is: (see Note 80)	Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes		To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes		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)

Signature(s) of auditor or auditors:

*Third Sector Accountancy Limited*

Name(s):

Third Sector Accountancy Limited

Profession(s) or Calling(s):

Chartered Accountants and  
Registered Auditors

Address(es):

Holyoake House

Hanover Street

Manchester

Postcode

M60 0AS

Date

01 / 09 / 2020

Contact name for inquiries and  
telephone number:

Patrick Morrello

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

**Registered number: 790T**

**Industrial Workers of the World**

**Accounts For The Year Ended 31 December 2019**

**Industrial Workers of the World  
Union Information  
For The Year Ended 31 December 2019**

**Officers**

Andy Nesbitt	North West Area Organiser
Barrie MacKie Conlon	East Scotland Area Organiser
Chris Tomlinson	Merchandise Committee Secretary
Enrica Saraullo	International Officer
Gemma Moncrieff	East Scotland Area Organiser
Joe Meredith	Literature Committee Secretary
Jonathan Jewell	Communications Officer
Kate Flood	South east Area Organiser
Leo Francisco	IT Committee Secretary
Liam Tyler	Cymru Area Organiser
Luke McCosker	Ireland Area Organiser
Lydia Harris	Womens Officer
Max Tennant	Regional Treasurer
Pete Davies	Organising Department Chair
Phil Lemarquand	Membership Officer
Richard Musgrove	South West Area Organiser
Russ Spring	Regional Secretary
Simon Crabtree	Legal Officer

**Trade Union List Number**

790T

**Main Office Address**

PO Box 2521  
Minehead  
TA24 9DH

**Bankers**

Unity Trust Bank  
PO Box 7193  
Planetary Road  
Willenhall  
WV1 9DG

**Auditors**

Third Sector Accountancy Limited  
Chartered Accountants and Registered Auditors  
Holyoake House  
Hanover Street  
Manchester  
M60 0AS

**Industrial Workers of the World  
Union No. 790T  
Officers' Report For The Year Ended 31 December 2019**

The officers present their report and the financial statements for the year ended 31 December 2019.

**Statement of Officers' Responsibilities**

The officers are responsible for preparing the financial statements in accordance with applicable law and regulations.

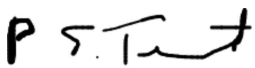
The Trade Union and Labour Relations (Consolidation) Act 1992 requires the officers to prepare financial statements for each financial year. Under that law the officers have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under trade union law the officers must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the union and of the surplus or deficit of the union for that period. In preparing the financial statements the officers are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the union will continue in to operate.
- provide members with a statement of income and expenditure for the year
- prepare an annual return for the Certification Officer giving a true and fair view of the Income and Expenditure Account and Balance Sheet

The officers are responsible for keeping adequate accounting records that are sufficient to show and explain the union's transactions and disclose with reasonable accuracy at any time the financial position of the union and enable them to ensure that the financial statements give a true and fair view. 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.

**Statement as to disclosure of information to the auditors**

So far as the Officers are aware there is no relevant audit information of which the Union's auditors are unaware, and each officer has taken all the steps that they ought to have taken as an officer in order to make themselves aware of any relevant audit information and to establish that the Union's auditors are aware of that information.



Max Tennant, Treasurer

Date 28 / 08 / 2020

**Industrial Workers of the World  
Auditor's Report to the members  
For The Year Ended 31 December 2019**

## **Opinion**

We have audited the financial statements of Industrial Workers of the World "(the Union)" for the year ended 31 December 2019 which comprise the income and expenditure account, the balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

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 results for the year then ended; and
- 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**

In auditing the financial statements, we have concluded that the Officers' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Officers with respect to going concern are described in the relevant sections of this report.

**Industrial Workers of the World  
Auditor's Report to the members  
For The Year Ended 31 December 2019 (continued)**

**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Officers are responsible for the other information contained within the annual report. 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.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 the 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. We have nothing to report in respect of the following matters to which the Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 require us to report to you if, in our opinion:

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

**Respective responsibilities of the Executive Council**

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

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



**Industrial Workers of the World  
Auditor's Report to the members  
For The Year Ended 31 December 2019 (continued)**

**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 is available on the Financial Reporting Councils website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Use of our report**

This report is made solely to Industrial Workers of the World's members, 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's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Third Sector Accountancy Limited*

Third Sector Accountancy Limited  
Statutory Auditors and Chartered Accountants  
Holyoake House  
Hanover Street  
Manchester  
M60 0AS

01 / 09 / 2020

**Industrial Workers of the World**  
**Statement of income and retained earnings**  
**For The Year Ended 31 December 2019**

Notes	2019 £	2018 £
<b>Income</b>		
Member subscriptions	114,799	92,266
Branch and other income	5,122	2,592
Merchandise sales	3,639	1,743
	<hr/>	<hr/>
	123,560	96,601
	<hr/>	<hr/>
Room hire	16,379	-
Administration	21,711	-
Travel	11,024	-
Printing and publicity	10,125	-
IT and office costs	5,005	-
Donations	3,337	1,136
Payment for services	3,274	-
Bank charges	951	-
Postage	899	-
Insurance	739	-
Refreshments	1,321	-
Administration	-	44,972
Audit fee	3,335	3,900
Cost of merchandise	317	1,637
Branch other expenditure	-	19,262
Legal fees	183	-
Officer expenses	58	-
Other expenditure	4,138	-
	<hr/>	<hr/>
	<b>82,796</b>	<b>70,907</b>
	<hr/>	<hr/>
<b>Surplus for the year</b>	40,764	25,694
Income and expenditure account brought forward	97,942	72,248
	<hr/>	<hr/>
Income and expenditure account carried forward	138,706	97,942
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 8 to 9 form part of these financial statements.

**Industrial Workers of the World**  
**Balance Sheet**  
**As at 31 December 2019**

		2019	2018
	Notes	£	£
<b>FIXED ASSETS</b>			
Tangible Assets		-	-
<b>CURRENT ASSETS</b>			
Stock		4,169	-
Debtors		6,543	-
Cash at bank and in hand	4	133,538	103,533
		<hr/>	<hr/>
		<b>144,250</b>	<b>103,533</b>
<b>Creditors: Amounts Falling Due Within One Year</b>	5	(5,543)	(5,591)
		<hr/>	<hr/>
<b>NET CURRENT ASSETS (LIABILITIES)</b>		<b>138,707</b>	<b>97,942</b>
		<hr/>	<hr/>
<b>NET ASSETS</b>		<b>138,707</b>	<b>97,942</b>
		<hr/>	<hr/>
<b>Capital and reserves</b>			
Income and Expenditure Account		138,706	97,942
		<hr/>	<hr/>
<b>MEMBERS' FUNDS</b>		<b>138,706</b>	<b>97,942</b>
		<hr/>	<hr/>

Approved on behalf of the Union by:

*Russ Spring*

Russ Spring, Secretary

*P. Tennant*

Max Tennant, Treasurer

28 / 08 / 2020

Date

The notes on pages 8 to 9 form part of these financial statements.

**Industrial Workers of the World**  
**Notes to the Unaudited Accounts**  
**For The Year Ended 31 December 2019**

**1 Accounting Policies**

**1.1. Basis of Preparation of Financial Statements**

The financial statements are prepared under the historical cost convention and in accordance with the FRS 102 Section 1A Small Entities - The Financial Reporting Standard applicable in the UK and Republic of Ireland.

**1.2. Income**

Dues are accounted for when received by the union. Where material dues paid in advance are deferred.

**1.3. Tangible Fixed Assets and Depreciation**

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Equipment	25% per annum straight line
-----------	-----------------------------

**1.4 Presentation currency**

All transactions are reported in pounds sterling and are presented to the nearest pound.

**2 Average Number of Employees**

Average number of employees during the year was nil (2018: nil).

**Industrial Workers of the World**  
**Notes to the Unaudited Accounts (continued)**  
**For The Year Ended 31 December 2019**

**3 Debtors**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Prepayments	6,543	-
	<hr/>	<hr/>
	6,543	-
	<hr/> <hr/>	<hr/> <hr/>

**4 Cash at bank and in hand**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Central bank account	43,219	43,912
Branch bank accounts	87,637	55,714
Organising bank account	716	3,000
Paypal and cash	1,966	907
	<hr/>	<hr/>
	133,538	103,533
	<hr/> <hr/>	<hr/> <hr/>

**5 Creditors: Amounts Falling Due Within One Year**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Accruals	5,543	5,591
	<hr/>	<hr/>
	5,543	5,591
	<hr/> <hr/>	<hr/> <hr/>

**6 Legal entity**

Industrial Workers of the World is a registered trade union, List Number 790T. The registered office address is PO Box 111, Minehead TA24 9DH. It has active branches in cities in the UK and Ireland.

## 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 reportign period proceding 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 inforamation 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 it 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	<i>Russ Spring</i>
Name	Russ Spring
Office held	Secretary
Date	03 / 09 / 2020