Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	The Society of Radiographers		
Year ended:	30th September 2020		
List no:	520		
Head or Main Office address:	207 Providence Square		
	Mill Street		
	London		
Destanda	SE1 2EW		
Postcode	SET ZEVV		
Website address (if available)	www.sor.org		
Has the address changed during the year to which the return relates?	Yes No X ('X' in appropriate box)		
General Secretary:	Richard Evans		
Telephone Number:	020 7740 7200		
Contact name for queries regarding the completion of this return	Dilip Manek		
Telephone Number:	020 7740 7200		
E-mail:	dilipm@sor.org		
Please follow the guidance notes in the completion of this return Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602			

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' salararies 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	
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	6,819	155	3	81	7,058
Female	23,421	1,147	17	176	24,761
Other	29				29
Total	30,269	1,302	20	257	A 31,848

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

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

29,694
177

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
Yorkshire & North Trent representative	Karen Smith	n/a	02 July 2020
South West representative	Tom Beaumont	n/a	02 July 2020
Northern representative	n/a	Sarah Burn	06 November 2019
South West representative	n/a	Katie Thompson	13 July 2020
Yorkshire and North Trent representative	n/a	Helen Adamson	25 September 2020

State v	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
Helen Adamson	Yorkshire and North Trent Region Representative
Robin Bickerton	South East Region Representative
Sarah Burn	Northern Region Representative
Claire Donaldson	Scotland Representative (President Elect)
Gill Hodges	Northern Ireland Representative (Immediate Past President)
Christopher Kalinka	Wales Representative (President)
Ross McGhee	Scotland Representative (Vice President)
Vassilios Nevrides	London Region Representative
David Pilborough	Midlands Region Representative
Sharon Stewart	Scotland Representative
Gareth Thomas	Wales Representative
Katie Thompson	South West Region Representative
Susan Webb	Eastern Region Representative
Thomas Welton	North West Region Representative

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions From Members: Other income from members (specify)		7,262,067
Trom Members. Other medite nom members (specify)		
Total other income from members		
Total of all income from members		7,262,067
Investment income (as at page 12)		106,581
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	102,290	
Total of other income (as at page 4)		102,290
Total income		7,470,938
Interfund Transfers IN	_	
Expenditure		
Benefits to members (as at page 5)		2,314,177
Administrative expenses (as at page 10)		6,065,091
Federation and other bodies (specify)		
Total expenditure Federation and other bodies	l	
Taxation		
Total expenditure		8,379,268
Interfund Transfers OUT		
Surplus (deficit) for year		-908,330
Amount of general fund at beginning of year		4,500,608
Amount of general fund at end of year		3,592,278

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	
Journal and website income Income from regions and countries Sponsorship and other income	76,169 17,403 8,718
Total other sources	102,290
Total of all other income	102,290

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

	(See notes a		£
Representation –		brought forward	813,216
Employment Related Issues		Advisory Services	
	138,684		
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
			125,594
Communications		Salary Costs	823,437
	674,532		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Members Indemnity Insurance	522,896
		Donations to the benevolent fund	6,440
		Radiography awards	22,594
carried forward	813,216	Total (should agree with figure in General Fund)	2,314,177

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	Fund 2	·		Fund Account
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	Name:		£	£
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	Income			
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		From members		
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		Investment income (as at page 12)		
Expenditure Benefits to members Administrative expenses and other expenditure (as at page 10) Total Expenditure Interfund Transfers OUT Surplus (Deficit) for the year		Other income (specify)		
Expenditure Benefits to members Administrative expenses and other expenditure (as at page 10) Total Expenditure Interfund Transfers OUT Surplus (Deficit) for the year				
Expenditure Benefits to members Administrative expenses and other expenditure (as at page 10) Total Expenditure Interfund Transfers OUT Surplus (Deficit) for the year				
Expenditure Benefits to members Administrative expenses and other expenditure (as at page 10) Total Expenditure Interfund Transfers OUT Surplus (Deficit) for the year				
Expenditure Benefits to members Administrative expenses and other expenditure (as at page 10) Total Expenditure Interfund Transfers OUT Surplus (Deficit) for the year		Total other inco	-	
Benefits to members Administrative expenses and other expenditure (as at page 10) Total Expenditure Interfund Transfers OUT Surplus (Deficit) for the year				
Benefits to members Administrative expenses and other expenditure (as at page 10) Total Expenditure Interfund Transfers OUT Surplus (Deficit) for the year		Inter	rfund Transfers IN	
Administrative expenses and other expenditure (as at page 10) Total Expenditure Interfund Transfers OUT Surplus (Deficit) for the year	Expenditure		-	
Total Expenditure Interfund Transfers OUT Surplus (Deficit) for the year		Benefits to members		
Interfund Transfers OUT Surplus (Deficit) for the year		Administrative expenses and other expenditure (as at page 10)		
Surplus (Deficit) for the year		Т	otal Expenditure	
		Interfu	nd Transfers OUT	
Amount of fund at beginning of year		Surplus (De	ficit) for the year	
		Amount of fund at b	eginning of year	
Amount of fund at the end of year (as Balance Sheet)		Amount of fund at the end of year (as	s Balance Sheet)	
			<u>.</u>	
Number of members contributing at end of year		Number of members contribution	ng at end of year	

Fund 3			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
	Total Income		
	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	eficit) for the year	
	Amount of fund at k	peginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 4	(000 2.)		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	ind Transfers OUT	
		·	
	·	eficit) for the year	
	Amount of fund at k		
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 5			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Interfund Transfers IN		
Expenditure		•	
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
		•	
	·	ficit) for the year	
	Amount of fund at k		
	Amount of fund at the end of year (a	s Balance Sheet)	
		,	
	Number of members contributi	ng at end of year	

Fund 6			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	come as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Interfe	und Transfers OUT	
	·	eficit) for the year	
	Amount of fund at		
	Amount of fund at the end of year (a	as Balance Sheet)	
	Number of members contribut	ing at end of year	

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

Fund 8			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	come as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Interf	und Transfers OUT	
		,	
	Surplus (D	eficit) for the year	
	Amount of fund at	beginning of year	
	Amount of fund at the end of year (as Balance Sheet)	
		·	
	Number of members contribut	ing at end of year	

Fund 9 Fund Accour			
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	come as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Interfe	und Transfers OUT	
	·	eficit) for the year	
	Amount of fund at		
	Amount of fund at the end of year (a	as Balance Sheet)	
	Number of members contribut	ing at end of year	

Political fund account

	(see notes 24 to 33) £	£
Political fur	d account 1 To be completed by trade unions which maintain their own political fund	
	Income Members contributions and levies	54,995
	Investment income (as at page 12)	
	Other income (specify)	
	Total other income as specified	
	Total income	54,995
	under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set idation of expenditures from the political funds exceeds £2,000 during the period	out in section (72) (1)
	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)	5,584
	Total expenditure	5,584
	Surplus (deficit) for year	49,411
	Amount of political fund at beginning of year	120,301
	Amount of political fund at the end of year (as Balance Sheet)	169,712
	Number of members at end of year contributing to the political fund	23,990
	Number of members at end of the year not contributing to the political fund	7,858
Num	ber of members at end of year who have completed an exemption notice and do not contribute to the political fund	3,077
Political fur	d 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 a	is specified
	To	otal income
Expenditure		L
	Expenditure under section 82 of the Trade Union and Labour Relations	
	(Consolidation) Act 1992 (specify)	
	(Gorisonidation) Not 1992 (Speenly)	
	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 relia on behalf of trade union political ratio 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 man		
indilibel of Me	mbers 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
	_
	_
Tota	

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

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

Political fund account expenditure (c)

Expenditure under section 72 (1) (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 maintaince 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.

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 pursuade people to vote for a political party or candidate or to persuade them not to vote for a political party or candidate

to vote for a political party of carialdate	
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	on is-	
(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one		£
	<u> </u>	
Total expend	diture	
(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 expend	diture	
(c) the total amount of all other money expended		£
Bank charges		5,584
Total expend	diture	5,584
Total of all expendit	huras	5,584

Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

A Later Market Company of the Compan	£
Administrative Expenses	
Remuneration and expenses of staff	1,491,790
Salaries and Wages included in above 619,094	
Auditors' fees	14,430
Legal and Professional fees	69,271
Occupancy costs	155,706
Stationery, printing, postage, telephone, etc.	46,933
Expenses of Executive Committee (Head Office)	53,859
Expenses of conferences	8,218
Other administrative expenses (specify)	
Regional committees and national councils	30,247
Staff travel and subsistence	39,045
Other overheads	360,438
Other Outgoings	
	22.220
Depreciation	32,338
Affiliations and events	107,696
Centenary costs	54,308
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
Contribution to the College of Radiographers	2,235,000
Investment losses	326,812
Pension scheme actuarial losses	1,039,000
	, ,
Tota	6,065,091
Charged to: General Fund (Page 3)	6,065,091
Tota	6,065,091

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	
	£	£	£		£	£
Chief Executive Officer*	115,978	14,803	23,498			154,279
*50% of salary and Employer NI costs are re- charged to the College of Radiographers						
President	Nil	Nil	Nil	Clothing allowance	491	491
Immediate Past President	Nil	Nil	Nil	Clothing allowance	639	639

Analysis of investment income

(see notes 47 and 48)

	•	1		1
		Political Fund £		Other Fund(s) £
Rent from land and buildings				
Dividends (gross) from:				
Equities (e.g. shares)				88,151
Interest (gross) from:				·
Government securities (Gilts)				7,928
Mortgages				
Local Authority Bonds				
Bank and Building Societies				441
Other investment income (specify)				
UK fixed interest				2,326
Overseas fixed interest Property income				2,778
Property income				4,957
				106,581
		Total i	nvestment income	106,581
	One disease see			
	Credited to:		and Frank (Dage 2)	106 591
		Gen	eral Fund (Page 3)	106,581
			Political Fund	
		Total	Investment Funds	106,581
		. 3101		100,001

Balance sheet as at

30 September 2020

(see notes 49 to 52)

	(see notes 49 to 52)		
Previous Year		£	£
	Fixed Assets (at page 14)		384,924
	Investments (as per analysis on page 15)		
	Quoted (Market value £ (4,126,751
	Unquoted		4,120,701
	Total Investments		4 400 750
	Other Assets		4,126,753
	Loans to other trade unions		
	Sundry debtors		620,606
	Cash at bank and in hand		1,146,977
	Income tax to be recovered	1	1,140,977
		1	
	Stocks of goods		
	Others (specify)		
	Total of other assets		1,767,583
		Total assets	
4,500,608	General fund (page 3)		3,592,278
120,301	Political Fund Account	1	169,712
		1	
		1	
		1	
		1	
		1	
		1	
		1	
	Liabilities	1	
	Amount held on behalf of central trade union political fund	1	
	Amount held on behalf of central trade union political fund		
	Creditors: amounts falling due within one year		800,270
	Pension scheme liability		1,717,000
	r ension scheme hability		1,717,000
		Total liabilities	2,517,270
		Total assets	

Fixed assets account

(see notes 53 to 57)

	Land and Freehold £	Buildings Leasehold £	Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
Cost or Valuation						
At start of year			275,407			275,407
Additions			330,643			330,643
Disposals			-598			-598
Revaluation/Transfers						
At end of year			605,452			605,452
Accumulated Depreciation						
At start of year			198,509			198,509
Charges for year			22,259			22,259
Disposals			-240			-240
Revaluation/Transfers						
At end of year			220,528			220,528
Net book value at end of year			384,924			384,924
, ,		1	1		1	
Net book value at end of previous year			76,898			76,898

Analysis of investments (see notes 58 and 59)

	(see notes 58 and 59)		
Quoted		All Funds Except Political Funds £	Political Fund
	Equities (e.g. Shares)	~	<u> </u>
	UK equities Overseas equities	1,372,575 1,323,441	
	Government Securities (Gilts)	315,003	
1	Other quoted securities (to be specified)		
	UK and overseas fixed interest Property, infrastructure, actively managed funds Cash	393,816 555,194 166,722	
	Total quoted (as Balance Sheet)	4,126,751	
	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)	2	
	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 X No
If YES name the relevant companies:	
Company name	Company registration number (if not registered in England & Wales, state where registered)
The College of Radiographers Ltd	12873873
Are the shares which are controlled by the union registered in the names of the union's trustees?	Yes No X
If NO, state the names of the persons in whom the shares controlled by the union are registered.	
Company name	Names of shareholders
The College of Radiographers Ltd	The Society of Radiographers Ltd

Summary sheet (see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	7,262,067	54,995	7,317,062
From Investments	106,581		106,581
Other Income (including increases by revaluation of assets)	102,290		102,290
Total Income	7,470,938	54,995	7,525,933
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	8,379,268	5,584	8,384,852
Funds at beginning of year (including reserves) Funds at end of year (including reserves)	4,500,608 3,592,278		4,620,909 3,761,990
Assets			
	Fixed Assets		384,924
	Investment Assets		4,126,753
	Other Assets		1,767,583
		Total Assets	6,279,260
Liabilities		Total Liabilities	2,517,270

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?
If Yes How many ballots were held:
For each ballot held please complete the information below:
To Cash Ballet Hold pleade complete the illicitiation below.
Ballot 1
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
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned
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 2
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
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned
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 3
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
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned
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 & 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
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned
<u> </u>
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
Number of individuals answering "No" to the question
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)?
Does section 220(2B) of the 1992 Act apply in relation to this ballot (see notes 70-00):
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
Individuals who were challed to vote in the sunot
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
Number of individuals answering "No" to the question
Number of invalid or otherwise spoiled voting papers returned
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
and the word official 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

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

(see note 81)

B: engagement or non-engagement, or termination or suspension of employment or the duties of

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

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

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

Categories of Nature of Trade Dispute

D: matters of discipline;

employment, of one or more workers;

F: facilities for officials of trade unions;

	G: machinery for negotiation or consulation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of theright of a trade union to represent workers in such negotiation or consulation 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:		
Α	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:		
Α	D B C D B C D D C D D D D D D D D D D D D D D D D D D D D D		
Α			
Α	B C D E F G		
А	B C D E F G 2. Dates of the industrial action taken:		
Α	B C D E F G 2. Dates of the industrial action taken: 3. Number of days of industrial action:		
Α	B C D E F G 2. Dates of the industrial action taken: 3. Number of days of industrial action: 4. Nature of industrial action.		
A	B C D E F G 2. Dates of the industrial action taken: 3. Number of days of industrial action: 4. Nature of industrial action. Industrial Action 3		
	B C D E F G 2. Dates of the industrial action taken: 3. Number of days of industrial action: 4. Nature of industrial action. Industrial Action 3 1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:		
	B C D E F G 2. Dates of the industrial action taken: 3. Number of days of industrial action: 4. Nature of industrial action. Industrial Action 3 1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below: B C D E F G C D C D C C C C C C C C C C C C C C C		

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
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
2. Dates of the industrial action taken:
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.
2. Dates of the industrial action taken: 3. Number of days of industrial actions 1. The state of the industrial action taken:
Number of days of industrial action: A. 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
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.

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 copy and paste your electronic signature here

Secretary's Signature:	//. // //	Chairman's Signature:	
			(or other official whose position should be stated)
Name:	RICHARD EVANS	Name:	CHRIS KALINKA
Date:	17/02/2021	Date:	17/02/2021

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

ease explain in your report overleaf or attached.
Are the auditors or auditor of the opinion that the union has complied with section 28 of the 392 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 holdi and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)
ease explain in your report overleaf or attached
Your auditors or auditor must include in their report the following wording:
our opinion the financial statements:
give a true and fair view of the matters to which they relate to.
nave been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE SOCIETY OF RADIOGRAPHERS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOCIETY OF RADIOGRAPHERS

Opinion

We have audited the financial statements of the Society of Radiographers (the "parent company") and its subsidiaries (the "group") for the year ended 30 September 2020 which comprise Consolidated Statement of Comprehensive Income, the Society and group Statements of Financial Position, the Consolidated 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 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 group and the Society of Radiographer's affairs as at 30 September 2020 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast
 significant doubt about the group or the parent company'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 directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE SOCIETY OF RADIOGRAPHERS

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and directors' report. We have nothing to report in respect of the following matters where the Companies Act 2006 and the Trades Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit
 have not been received from branches not visited by us; or
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- · the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the statement of directors' responsibility set out on page 3, the directors 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 directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

In preparing the financial statements, the directors are responsible for assessing the group and the parent company'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 group or the parent company 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 company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our work has been undertaken so that we might state to company'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 company and the company's members as a body, for our audit work, or for the opinion we have formed.

Tim Redwood

Senior Statutory Auditor For and on behalf of **Crowe U.K. LLP** Statutory Auditor

55 Ludgate Hill London

EC4M 7JW

Date: 25th February 2021

Auditor's report (continued)

Signature(s) of auditor or auditors:		
Name(s):	Tim Redwood	
Profession(s) or Calling(s):	Auditor	
Address(es):	Crowe U.K.LLP	
	55 Ludgate Hill	
	London	
Postcode	EC4M 7JW	
Date	25 February 2021	
Contact name for inquiries and telephone number:	Tim Redwood 0207 842 7100	
		-

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

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate Section one

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

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

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

Yes

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	Tim Redwood
Address	Crowe U.K.LLP 55 Ludgate Hill London EC4M 7JM
Date	25th February 2021
Contact name and telephone number	Tim Redwood 0207 842 7100

Membership audit certificate

Section two

For a trade union with no in audit relates.	more than 10,000 members at the end of the reporting period preceding the one to which this
its duty to compile a	knowledge and belief has the trade union during this reporting period complied with and maintain a register of the names and addresses of it members and secured, so practicable, that the entries in the register are accurate and up-to-date?
Yes / No	
If "No" Please expla	ain below:
Signature	
Name	
Office held	
Date	

THE SOCIETY OF RADIOGRAPHERS

Company number 169483

DIRECTORS' REPORT AND CONSOLIDATED ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2020

Registered Office

207 Providence Square Mill Street London SE1 2EW

Company Secretary

Richard Evans OBE 207 Providence Square Mill Street London SE1 2EW

Auditor

Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW

Bankers

Unity Trust Bank plc Four Brindley Place Birmingham B1 2JB

Solicitors

Veale Wasbrough Vizards Narrow Quay House Narrow Quay Bristol BS1 4QA

Investment Manager

Rathbone Investment Management Limited Port of Liverpool Building Pier Head Liverpool L3 1NW

THE SOCIETY OF RADIOGRAPHERS REPORT AND FINANCIAL STATEMENTS CONTENTS

	Page(s)
Contents of this report	1
The Report of the Council	2-7
- Society Council Members and Officers and College Trustees	2
- Strategic Report	4-8
Independent Auditor's Report	9-10
Consolidated Statement of Comprehensive Income	11
Consolidated Statement of Financial Position	12
Company Statement of Financial Position	13
Consolidated Cash Flow Statement	14
Notes to the Financial Statements	15-25

MEMBERS OF THE UK COUNCIL (DIRECTORS OF THE SOCIETY OF RADIOGRAPHERS)

For the period of this Annual Report and until 31st December 2020

Elected Officers

To 04.07.20 President Mrs G Hodges DCR (T) From 04.07.20 Mr C Kalinka MSc DRI DCR(R) Mr C Kalinka MSc DRI DCR(R) President Elect To 04.07.20 Ms Claire Donaldson BSc (Hons) From 04.07.20 Vice President To 04.07.20 Ms Claire Donaldson BSc (Hons) From 04.07.20 Mr R McGhee BSc (Hons) Immediate Past President To 04.07.20 Mrs S Webb BSc (Hons) From 04.07.20 Mrs G Hodges DCR (T)

Regional Representatives

Scotland Miss C Donaldson BSc (Hons)

Mr R McGhee BSc (Hons)
Miss S Stewart DCR(R)
Mrs K Smith MSc DCR(T)

Yorkshire & North Trent To 02.07.20 Mrs K Smith MSc DCR(T) From 25.09.20 Mrs H K Adamson BSc(Hons)(R)

Northern From 06.11.19 Ms S Burn BSc (Hons)
North West Mr T Welton BSc (Hons)
Northern Ireland Mrs G Hodges DCR (T)

Wales Mr G Thomas BSc (Hons) PgDip FHEA

 Mr C Kalinka MSc DRI DCR(R)

 Midlands
 Mr D Pilborough BSc (Hons) (T)

 Eastern
 Mrs S Webb BSc (Hons)

 London
 Mr V Nevrides BSc (Hons)

 South Fast
 Mr R Bickerton BSc (Hons) (R)

London Mr V Nevrides BSc (Hons)
South East Mr R Bickerton BSc(Hons)(R)
South West To 02.07.20 Mr T Beaumont BSc(Hons)(R)
From 13.07.20 Miss K E Thompson DCR(R) DMU

SENIOR OFFICERS OF THE SOCIETY OF RADIOGRAPHERS

Chief Executive Officer Mr R Evans OBE HDCR

Director of Professional Policy

Mrs C Beardmore FCR, MBA (Open) DMS DCR (R) & (T)

Director of Industrial Strategy

Mr W Town MA DCR(T) DLS (to 30th November 2019)

Director of Industrial Strategy & Member Relations Mr D Rogers MCIPD (from 1st December 2019)

Director of Finance and Operations Mr D Manek FCCA MSc

The Senior Officers listed above are not members of the Board of Directors of the Society of Radiographers

THE COLLEGE OF RADIOGRAPHERS BOARD OF TRUSTEES (CBOT)

Mrs S Mathers FCR MSc DCR(R) Chair

Mrs K Smith MSc DCR(T)

Mr D Adrian-Harris TD JP MPhil BA (psych) TDCR HDCR To 10.06.20

Mr C McCaffrey

Ms A Vinall MSc BSc (Hons)

Mr G Thomas BSc (Hons) PgCUTL FHEA To 10.06.20

Mrs S Webb BSc (Hons)

Mrs J Jones

Mr I Wolstencroft CPFA

Mr C Kalinka MSc DRI DCR(R)

Dr Stephen Davies Mrs G Hodges DCR (T)

Dr P Cosson DCR(R) BSc PgC PGCE D.Prof

Miss C Donaldson BSc (Hons)

Mr R McGhee BSc (Hons)

Dr M Jackson

From 10.06.20

From 08.12.20

The Council members and College Trustees are indemnified by a directors and officers insurance.

ELECTION OF PRESIDENTIAL OFFICERS

In July 2020 Christopher Kalinka was duly elected President; Claire Donaldson President-Elect and Ross McGhee Vice-President for the coming year. Gill Hodges took on the role of Chair of Council and Immediate Past President.

BALLOTS FOR COUNCIL OFFICERS

Sarah Burn was elected to the vacancy for the Northern region.

Two members reached the end of their term of office on 2nd July 2020 and decided not to stand again:

Tom Beaumont South West

Karen Smith Yorkshire and North Trent

Elected to these vacancies were:

Katie Thompson South West

Helen Adamson Yorkshire and North Trent

COUNCIL MEETINGS

The Council met seven times during the period of this Annual Report and was led by Gillian Hodges until 4th July 2020 when the current President, Chris Kalinka took office.

DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the members of Council, as the directors of the Society, to prepare financial statements for each financial year. Under that law the members have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law Council 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 Society and of the surplus or deficit of the company for that period. In preparing these financial statements, the members of the Council 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 Society will continue in business; and
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

Council is responsible for keeping adequate accounting records that are sufficient to show and explain the Society's transactions and disclose with reasonable accuracy at any time the financial position of the Society and enable them to ensure that the financial statements comply with the Companies Act 2006. Council is also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Directors at the date of this report is aware, there is no relevant audit information of which the company's auditor is unaware. Each Director has taken all the steps that he/she ought to have taken as a Director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

THE OBJECTS FOR WHICH THE SOCIETY IS ESTABLISHED ARE:

- To promote and develop for the public benefit the science and practice of radiography and radiotherapeutic technology and allied subjects;
- To promote, study and research work in radiography and radiotherapeutic technology and allied subjects and to publish the results of all such study and research;
- To further public education therein;
- To protect the honour and interests of persons engaged in the practice of radiography and radiotherapeutic technology and allied subjects including the regulation of relations between such persons and employers and employers' associations.
- To further the objects set out in section 72 of the trade Union and labour Relations (Consolidation) Act 1992 including any statutory modification or re-enactment thereof for the time being in force.
- To further all such objects which a trade union may lawfully pursue in accordance with statute.

STRATEGIC REPORT

SUMMARY OF THE GROUP BUSINESS

The Society of Radiographers (SoR) is a membership organisation and is the professional body and trades union for non-medical personnel within health-care diagnostic imaging and radiotherapy services in the UK. The board of Directors of the SoR is the UK Council, formed of 14 members that are elected to office.

The College of Radiographers (CoR) is a wholly owned charitable subsidiary of the SoR. The College oversees standards of radiography education and service provision; the development and promotion of research by radiographers and ensures that the views and interests of patients and the public are understood and have influence in the business of both the SoR and CoR. The Board of Trustees of the CoR includes members appointed from UK Council of SoR and externally appointed individuals.

PERFORMANCE OF THE SOCIETY AND COLLEGE IN 2019 - 2020

The Society Council and College Trustees oversaw work in pursuit of their agreed strategies. This was the final year of the three year strategic planning cycle. Activities were inevitably affected by the Covid-19 pandemic, including that the process of planning the next strategic cycle has been delayed into early 2021. However, good progress was made in all aspects of the existing strategy and considerable achievements were made despite the new challenges thrown up by the Covid-19 crisis.

The SoR strategic priorities for the year were organised under the following headings:

- Represent and Promote Member Interests
- Ensure a Safe Place of Work and Quality Healthcare
- Influence and Control Future Design and Delivery of Services
- Ensure the Patient Voice is Integral
- Support Professional Education and Development

Work under these headings is summarised below

Represent and Promote Member Interests

Objectives in this area concern maintaining the SoR as the trades union and professional body of choice for the radiographic workforce; use of our accredited representatives to promote the organisation and improving member services including the remodelling of the website.

The website replacement project was a major priority during the year and progress was good despite some complex elements requiring more than expected attention. Our long-term relationship with our publisher and content provider came to an end and a successful transition to a new provider was managed efficiently, maintaining the provision of crucial communications with members during the pressures of the pandemic. The opportunities presented by a new website platform were exploited so that up to date information could be attractively and accessibly provided via a Covid-19 microsite accessible from the existing platform.

Member interests in the context of the national emergency included a campaign to ensure adequate and sufficient personal protective equipment (PPE) for members delivering vital clinical services. Staff changes during the year were managed to ensure that essential support for members was maintained, including further development of the important work with student radiographers.

Ensure a safe Place of Work and Quality Healthcare

Objectives in this area include collaboration with the Royal College of Radiologists (RCR) over imaging services quality standards. We want to see graduating radiographers taking an immediate role in ensuring safe high quality services and we promote team working between professions in achieving all of these goals.

In imaging service quality management, there has been pleasing growth in interest and profile of the standards developed with RCR. This has progressed despite the pressures in the service created by the pandemic. Safe practice in imaging and radiotherapy has been dominated by the changes brought about with infection control measures due to Covid-19. However, we have also seen good new work on radiation protection advice for patients and developing practice in line with the lonising Radiation (medical exposure) regulations. Other work in policies and guidance with the RCR and particularly jointly developed standards for image reporting has progressed well.

Influence and Control Future Design and Delivery of Services

Objectives in this area concern professionalism and its promotion in service provision and in management of imaging and radiotherapy. We also seek SoR involvement in influential positions in the four countries of the UK. We want to see the research we fund make demonstrable change to service delivery and quality of experience for patients.

Good work in this area has included a continuing project to provide career promotion and new approaches to encouraging children and young people to consider a career in radiography. It has been good to influence pandemic response planning across all four UK countries and to provide information and training resources via e-learning. The SoR continues to be represented in strategic advisory bodies in the areas of radiotherapy and imaging.

Ensure the Patient Voice is Integral

Objectives in this priority area look at local work on influencing service user experience across the UK; reviewing education of radiographers to ensure graduates are able to engage effectively with patients; promote member research into improving patient pathways and ensuring that as an organisation we take note of the patient viewpoint.

Achievements have included new patient-focused guidance on radiation protection during pregnancy. This was a collaboration with an industry partner. The importance of infection control measures during the Covid-19 emergency has been emphasised for the protection of vulnerable service users as well as staff. The UK Council of the SoR appointed a new lay observer to inform discussion at board meetings.

Support Professional Education and Development

Objectives in this area concern maintenance of high standards as new workforce models are developed; promoting innovation and advanced clinical practice and ensuring SoR continues to provide meaningful CPD support and opportunities for members.

There has been good work in all areas including continued campaigning and promotion of statutory regulation for sonographers, supporting development of professional apprenticeships in radiography; developing on line CPD provision including e-learning and monitoring the impact of artificial intelligence on service provision. The SoR took part in international guidance for the response in imaging departments to the Covid-19 pandemic.

The CoR strategic priorities are organised under the following headings:

- Be Informed by the Voice of the Patient
- Enhance Stakeholder Understanding of Radiotherapy and Imaging
- Develop and Promote Professional and Educational Standards
- Raise the Impact of Radiography World-wide Through Patient Focussed Research
- Support the education and development of Radiography World-wide

Work under these headings, where this is distinct from progress already described in the SoR strategy, is summarised below

Be Informed by the Voice of the Patient

Objectives in this area concern increasing engagement with radiography service users and developing work on improving the patient experience.

The Patient Advisory Group has grown in numbers and experienced excellent engagement through video conferencing during the year. Before the Covid emergency, a study day successfully explored elements of the previous year's landmark work known as "P4". This has generated a work-plan which has progressed well in the year. Policy document development and research grant evaluation are all informed by the patient viewpoint.

Enhance Stakeholder Understanding of Radiotherapy and Imaging

Objectives under this heading look at the promotion of radiography as a career choice; ensuring recognition of radiography amongst the scientific healthcare community and raising the profile of the College and its role in promoting standards.

Alongside the website development, which for the first time will provide a unique College of Radiographers domain, the profile of radiography has been improved though a combination of existing work-streams and through the good work of the profession during the pandemic response. There have been international collaborations providing a powerful voice for radiography in safe working during Covid and in the development of artificial intelligence.

Develop and Promote Professional and Educational Standards

Objectives in this area concern the leading role that the College wishes to take in setting standards for workforce development in the UK and that CoR standards are recognised and used for the development of the profession internationally.

There has been good progress in these areas alongside the complementary SoR work described above. Work with the RCR on the QSI is taking on an international dimension. Development of the standard continues with the next revision process planned for the coming year. The work to respond to the radiography workforce shortage is accelerating nationally, bringing focus on education, training and development requirements fit for the future. A revision of the College education and career Framework will form the basis for this development.

Raise the Impact of Radiography World-wide Through Patient-Focussed Research

Objectives within this priority concern the impact of College funded research; progress of the CoR research strategy and development of the peer reviewed journal Radiography.

Despite the impact of the pandemic, there were increased applications for research grants. Work to develop the next CoR research strategy progressed well. The peer-reviewed journal owned by the SoR is the principle vehicle for research in radiography worldwide. The College informed the debate on addressing the challenges of open access publication within the hybrid model and in preparation for a move to digital only publication in 2021.

Support the Education and Development of Radiography World-wide

Objectives under this heading look at increasing UK radiographer contributions to UK and international conferences; promotion of CoR e-learning resources and work on a possible future bursary scheme.

There has been good progress in this area, despite the halting of international conferences as face to face events. CoR has supported speakers at on-line events, continued our development of e-learning resources, and celebrated the first international research collaboration award with the American Society of Radiologic Technologists.

INVESTMENT POLICY

Council has an established Investment Committee, set up jointly with the College, which reports to it twice each year on the performance and construction of the portfolios. The Committee's monitoring and review of the portfolios during the year includes formal meetings with the appointed investment manager to consider performance against agreed benchmarks and in the context of the overall strategy and economic outlook. In determining the investment strategy on behalf of Council, the Investment Committee considers the income requirements, the risk profile, ethical policy and the investment manager's view of market prospects. The ethical policy precludes investment in armaments and tobacco stocks. Investments include, cash balances (including short-term bank deposits) as well as the portfolio of listed investments.

RISK MANAGEMENT

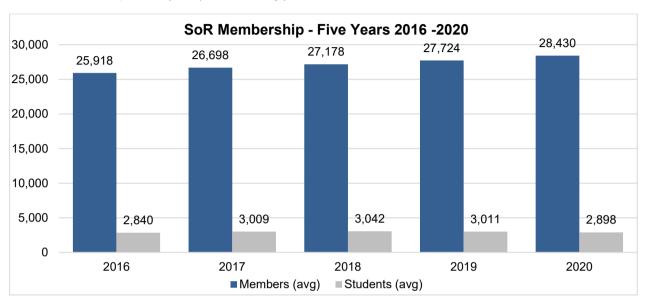
The Society and College maintain a joint register of risks. This sets out the nature of the risk, the likelihood of an occurrence and overall impact should the risk occur. The areas of risk accountability are also logged. The risk register is available to Directors and Trustees to view throughout the year and is formally considered by each board at least once each year. A risk management group with representatives from Council and the College Board has led more detailed oversight and review of the risk register and provides a forum to discuss emerging risk management questions.

The principal risk identified by the Society is the potential failure to attract and retain members in sufficient numbers to maintain and grow the membership of the organisation. The Society manages this risk by continuing to focus on member relations, providing relevant and highly valued member benefits and ensuring all staff, Council members and representatives are aware of the vital importance of promoting and expanding membership. The Society also continues to use its influence, both locally and nationally, to help shape the future workforce in healthcare provision.

We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the impact of Covid-19, the current economic climate and its potential impact on the various sources of income and planned expenditure. We will continue to monitor this situation closely but believe the organisation is well placed to continue to operate effectively in the current environment.

MEMBERSHIP REVIEW

The Society has continued to achieve an overall net increase in members. The average number of members during the past five financial years can be seen in the graph below, with growth having been achieved in each of those years. The average number of members, excluding students, during the financial year increased by 2.5% to 28,430 (2019: 27,724). Efforts continue to be made to retain, recruit and engage students and we envisage our overall student membership should return to an upward trajectory in the coming year.



FINANCIAL RESULTS

Our end of year position needs to be seen against the backdrop of Covid-19 for part of the year and the significant impact and challenges on both our finances and operations. We implemented our resilience planning ahead of the first national lockdown in March 2020. Our focus was on supporting our members across the organisation and through our specially designed Covid-19 microsite. At the same time, we also ensured that our IT systems were able to support home working across the organisation and we were able to hold virtual meetings to maintain 'business as usual' both internally and externally.

From March 2020, it became necessary to pause all in-person events for the remainder of the year to comply with government guidelines. During this period, the Conferences and Events Team have been reviewing the market and working on a digital delivery package that can meet the needs of our members. We have made considerable investment in upskilling our internal resources and preparing Officers for what may become the new normal in 2021 – delivering and participating in complex events virtually.

In terms of the overall financial performance and position, the Society's consolidated financial statements show a deficit for the financial year (before actuarial losses/gains) of (£47,218) (2019: £241,296) with total funds at the end of the year of £8,724,786 (2019: £10,176,004).

The total income for the group increased by 6.0 % to £7,901,957 (2019: £7,451,851). Membership income was £7,262,067 and had risen by 8.2 % from 2019. Recognising the pressures and challenges facing the Society's members, Council decided to marginally increase the subscription for 2020-21 with the ordinary member rate rising by 75 pence per month. UK Council has also agreed to hold any increase for continuing and final year students.

Other income decreased by 14.6% to £584,895, this is mainly associated with the decrease in magazine and advertising and the conference and events income. It should be noted that there was a corresponding decrease in the conference and events expenditure.

Total group expenditure was £7,543,500 (2019: £7,754,740). This is a decrease of £211,240 or of 2.7% compared to last year. This is mainly associated with reduction in travel and subsistence, conference and events expenditure, cancellation of ADC and the reduction in legal cost for support of member cases.

Additionally, the overall staff costs rose by 10% mainly due to the Pension Scheme current service cost being much higher than last year (£692k vs £493k). There were also vacant posts filled during the year within TUIR, HR, IT and Finance teams. In addition, there was the annual pay award increment, holiday pay accrual and the deployment of temporary staff whilst we took stock of permanent recruitment.

FINANCIAL RESULTS (Continued)

The group has substantial investment portfolios representing some 76.5% (£8,485m) of its total net assets excluding pension liability. Although, this is a decrease compared to last year when the portfolio stood at £9,148m being the highest for some time, the valuation at 30 September at £8,485m represents a significant upturn to the valuation of £7,697k at 31st March 2020. This reflected the impact of the COVID pandemic on global markets although £200k was also withdrawn from the Society portfolio during the period in order to support the ongoing website project.

Income generated by these portfolios during the year was £217,339 (2019: £260,013) and net investment losses were (£623,014) (2019: gains £284,172). Income is retained within the portfolio which is managed on a total return basis. Over the longer term performance continues to be strong, producing annualised returns of 1.9%, 7.0% and 6.6% over 3, 5 and 10 years respectively.

The pension liability shown in the financial statements as at 30 September 2020 increased significantly from £791k as at 30 September 2019, to £2,355k as at 30 September 2020. The 2019 actuarial valuation revealed a deficit of (£628,000). To eliminate this deficit, the Society and the College have agreed in addition to regular contribution of 23.2% (with member contribution rate of 9%) to fund an additional contribution of £150,000 per annum from 1 July 2020 to 30 September 2023. As a result of the triennial valuation, it was deemed more appropriate to base repair deficit contributions on the split of scheme liabilities, being 73% the Society to 27% College respectively. This has not changed the allocation of the pension liability or costs between the two entities, which is based on the split of staff costs as per the payroll.

The group's Statement of Financial Position remains strong, despite total funds decreasing to £8,724,786 (2019: £10,176,004).

Tangible fixed assets decreased by (£108,413) to £1,317,214. Cash balances increased by £532,918 to £1,815,923 (2019: £1,283,005).

The Society's General Fund, excluding the pension scheme reserve, stood at £5,309,278 (2019: £5,077,608). Unrestricted funds held by the College were £5,599,038 (2019: £5,763,276). The Society's Political Fund continued to grow with four quarterly collections of the levy taking place during the year.

We have set out above a review of financial performance and the group's reserves position. We have a reasonable expectation that we have adequate resources to continue in operational existence for the foreseeable future. We believe that there are no material uncertainties that call into doubt the company's ability to continue. The accounts have therefore been prepared on the basis that the Society is a going concern.

THANKS

Council wishes to thank the President, the immediate Past-President, the President-Elect, and the Vice-President for their guidance and leadership during this session. Council also wishes to thank the CEO, Richard Evans, and the Directors, Officers, and all other staff of the organisation.

AUDITOR

Crowe U.K. LLP have expressed their willingness to continue as auditors for the next financial year.

This report was approved by Council on 17th February 2021, including in their capacity as company directors approving the Directors' and Strategic Reports contained therein.

Richard Evans OBE, Chief Executive Officer

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE SOCIETY OF RADIOGRAPHERS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOCIETY OF RADIOGRAPHERS

Opinion

We have audited the financial statements of the Society of Radiographers (the "parent company") and its subsidiaries (the "group") for the year ended 30 September 2020 which comprise Consolidated Statement of Comprehensive Income, the Society and group Statements of Financial Position, the Consolidated 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 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 group and the Society of Radiographer's affairs as at 30 September 2020 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006 and 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast
 significant doubt about the group or the parent company'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 directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE SOCIETY OF RADIOGRAPHERS

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and directors' report. We have nothing to report in respect of the following matters where the Companies Act 2006 and the Trades Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent company, or returns adequate for our audit
 have not been received from branches not visited by us; or
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- · the parent company financial statements are not in agreement with the accounting records and returns; or
- · certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the statement of directors' responsibility set out on page 3, the directors 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 directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

In preparing the financial statements, the directors are responsible for assessing the group and the parent company'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 group or the parent company 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 company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our work has been undertaken so that we might state to company'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 company and the company's members as a body, for our audit work, or for the opinion we have formed.

Tim Redwood

Senior Statutory Auditor For and on behalf of Crowe U.K. LLP

Statutory Auditor 55 Ludgate Hill London

EC4M 7JW

Date: 25th February 2021

THE SOCIETY OF RADIOGRAPHERS (Company Number 169483) CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 SEPTEMBER 2020

INCOME	Notes	2020 £	2019
Membership income	2c	7,262,067	£ 6,710,335
Political fund contributions	20	54,995	56,420
Other operating income	4	584,895	685,096
, •			
		7,901,957	7,451,851
EXPENDITURE Staff costs	5	4,173,171	3,788,098
Stall COStS	3	4,173,171	3,700,090
Other operating charges	8	3,370,329	3,966,642
		7,543,500	7,754,740
OPERATING SURPLUS / (DEFICIT)		358,457	(302,889)
of Environmental Edge (SELIGIT)			(002,000)
INCOME RECEIVABLE FROM INVESTMENTS, BANK ACCOUNTS AND DEPOSITS			
Income from investments		217,339	260,013
Investment (losses) / gains	12	(623,014)	284,172
		(405,675)	544,185
(DEFICIT) / SURPLUS FOR THE FINANCIAL YEAR		(47,218)	241,296
Actuarial losses	7	(1,404,000)	(543,000)
TOTAL COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR		(1,451,218)	(301,704)
Surplus brought forward		10,176,004	10,477,708
SURPLUS CARRIED FORWARD		8,724,786	10,176,004

The notes on pages 15 to 25 form part of the financial statements.

THE SOCIETY OF RADIOGRAPHERS CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 30 SEPTEMBER 2020

	Notes	2020	2019
FIXED ASSETS		£	£
Intangible fixed assets	11	334,871	17,407
Tangible fixed assets	9	1,317,214	1,425,627
Fixed asset investments	12	8,485,095	9,147,577
		10,137,180	10,590,611
CURRENT ASSETS			
Debtors	14	321,506	233,808
Cash at bank and in hand	15	1,815,923	1,283,005
		2,137,429	1,516,813
CREDITORS: amounts falling due within one year	16	1,194,823	1,140,420
NET CURRENT ASSETS		942,606	376,393
NET ASSETS excluding pension liability		11,079,786	10,967,004
Pension scheme liability	7	(2,355,000)	(791,000)
NET ASSETS including pension liability		8,724,786	10,176,004
RESERVES			
General Funds		5,309,278	5,077,608
Unrestricted Funds		5,599,038	5,763,276
Political Fund		169,712	120,301
Restricted Funds	2k	1,758	5,819
Pension Scheme Funding Reserve	7	(2,355,000)	(791,000)
TOTAL FUNDS	18	8,724,786	10,176,004

The financial statements were approved and authorised for issue by the Council on 17th February 2021

Clarific Color

President: Chris Kalinka President-Elect: Claire Donaldson

The notes on pages 15 to 25 form part of the financial statements.

THE SOCIETY OF RADIOGRAPHERS COMPANY STATEMENT OF FINANCIAL POSITION AS AT 30 SEPTEMBER 2020

	Notes	2020	2019
FIXED ASSETS		£	£
Intangible fixed assets	11	334,871	17,407
Tangible fixed assets	10	50,053	59,491
Investment in subsidiary company	13	2	2
Fixed asset investments	12	4,126,751	4,573,332
			<u> </u>
		4,511,677	4,650,232
CURRENT ASSETS			<u> </u>
Debtors	14	620,606	536,334
Cash at bank and in hand	15	1,146,977	586,957
			· · · · · · · · · · · · · · · · · · ·
		1,767,583	1,123,291
CREDITORS: amounts falling due within one year	16	800,270	575,614
			_
NET CURRENT ASSETS		967,313	547,677
			_
TOTAL NET ASSETS excluding pension liability		5,478,990	5,197,909
Pension scheme liability	7	(1,717,000)	(577,000)
TOTAL NET ASSETS including pension liability		3,761,990	4,620,909
RESERVES			
General Fund		5,309,278	5,077,608
Political Fund		169,712	120,301
Pension Scheme Funding Reserve	7	(1,717,000)	(577,000)
TOTAL FUNDS	18	3,761,990	4,620,909

As permitted under section 408 of the Companies Act 2006, the Society has not presented its own profit and loss account. The net result for the financial year dealt with by the financial statements of the parent company was a surplus of £180,081 (2019: £56,111) and total comprehensive loss of £858,919 (2019: £329,888)

The financial statements were approved and authorised for issue by the Council on 17th February 2021

President: Chris Kalinka

President-Elect: Claire Donaldson

The notes on pages 15 to 25 form part of the financial statements.

THE SOCIETY OF RADIOGRAPHERS CONSOLIDATED CASH FLOW STATEMENT FOR THE PERIOD ENDED 30 SEPTEMBER 2020

CASH FLOWS FROM OPERATING ACTIVITIES £			
CASH FLOWS FROM OPERATING ACTIVITIES Operating surplus/(deficit) for the financial year 358,457 (302,889) Adjustments for: 358,457 (302,889) Depreciation and amortisation charges 136,988 137,764 Loss on disposal of fixed assets 358 509 (Increase) in debtors (87,698) (9,925) Increase in creditors 54,403 9,234 Increase/(decrease) in pension liability recognised in profit and loss 160,000 (99,000) NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES 622,508 (264,307) CASH FLOWS FROM INVESTING ACTIVITIES 217,339 260,013 Proceeds from the sale of plant and equipment - - Purchase of tangible fixed assets (16,461) (122,231) Purchase of investments (329,936) (12,696) Purchase of investments (1,344,694) (1,227,496) Proceeds from sale of investments (89,590) (82,984) NET CASH USED IN INVESTING ACTIVITIES 532,918 (347,291) NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of f		2020	2019
Operating surplus/(deficit) for the financial year 358,457 (302,889) Adjustments for: 316,988 137,764 Loss on disposal of fixed assets 358 509 (Increase) in debtors (87,698) (9,925) Increase in creditors 54,403 9,234 Increase/(decrease) in pension liability recognised in profit and loss 160,000 (99,000) NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES 622,508 (264,307) CASH FLOWS FROM INVESTING ACTIVITIES 217,339 260,013 Proceeds from the sale of plant and equipment - - Purchase of tangible fixed assets (16,461) (122,231) Purchase of intangible fixed assets (329,936) (12,696) Purchase of investments (1,344,694) (1,227,496) Proceeds from sale of investments (1,344,694) (1,227,496) NET CASH USED IN INVESTING ACTIVITIES (89,590) (82,984) NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296		£	£
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CASH FLOWS FROM INVESTING ACTIVITIES Dividends and interest from investments 217,339 260,013 Proceeds from the sale of plant and equipment Purchase of tangible fixed assets (16,461) (122,231) Purchase of intangible fixed assets (329,936) (12,696) Purchase of investments (1,344,694) (1,227,496) Proceeds from sale of investments 1,384,162 1,019,426 NET CASH USED IN INVESTING ACTIVITIES (89,590) (82,984) NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296	Increase/(decrease) in pension liability recognised in profit and loss	160,000	(99,000)
CASH FLOWS FROM INVESTING ACTIVITIES Dividends and interest from investments 217,339 260,013 Proceeds from the sale of plant and equipment Purchase of tangible fixed assets (16,461) (122,231) Purchase of intangible fixed assets (329,936) (12,696) Purchase of investments (1,344,694) (1,227,496) Proceeds from sale of investments 1,384,162 1,019,426 NET CASH USED IN INVESTING ACTIVITIES (89,590) (82,984) NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296			
Dividends and interest from investments 217,339 260,013 Proceeds from the sale of plant and equipment - - Purchase of tangible fixed assets (16,461) (122,231) Purchase of intangible fixed assets (329,936) (12,696) Purchase of investments (1,344,694) (1,227,496) Proceeds from sale of investments 1,384,162 1,019,426 NET CASH USED IN INVESTING ACTIVITIES (89,590) (82,984) NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296	NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES	622,508	(264,307)
Proceeds from the sale of plant and equipment Purchase of tangible fixed assets Purchase of intangible fixed assets Purchase of intangible fixed assets Purchase of investments Proceeds from sale of investments	CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of tangible fixed assets (16,461) (122,231) Purchase of intangible fixed assets (329,936) (12,696) Purchase of investments (1,344,694) (1,227,496) Proceeds from sale of investments 1,384,162 1,019,426 NET CASH USED IN INVESTING ACTIVITIES (89,590) (82,984) NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296		217,339	260,013
Purchase of intangible fixed assets (329,936) (12,696) Purchase of investments (1,344,694) (1,227,496) Proceeds from sale of investments 1,384,162 1,019,426 NET CASH USED IN INVESTING ACTIVITIES (89,590) (82,984) NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296	Proceeds from the sale of plant and equipment	-	-
Purchase of investments (1,344,694) (1,227,496) Proceeds from sale of investments 1,384,162 1,019,426 NET CASH USED IN INVESTING ACTIVITIES (89,590) (82,984) NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296	•		
Proceeds from sale of investments NET CASH USED IN INVESTING ACTIVITIES 1,384,162 (89,590) (82,984) NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296	· ·	(329,936)	(12,696)
NET CASH USED IN INVESTING ACTIVITIES(89,590)(82,984)NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS532,918(347,291)Cash and cash equivalents at the beginning of financial year1,283,0051,630,296	Purchase of investments	· · · · ·	(, , ,
NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS 532,918 (347,291) Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296	•		
Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296	NET CASH USED IN INVESTING ACTIVITIES	(89,590)	(82,984)
Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296			
Cash and cash equivalents at the beginning of financial year 1,283,005 1,630,296	NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS	532,918	(347,291)
4.000.005			,
CASH AND CASH EQUIVALENTS AT END OF FINANCIAL YEAR 1,815,923 1,283,005	Cash and cash equivalents at the beginning of financial year	1,283,005	1,630,296
	CASH AND CASH EQUIVALENTS AT END OF FINANCIAL YEAR	1,815,923	1,283,005

1. COMPANY INFORMATION

The Society of Radiographers was incorporated in England under the Companies Act with Limited liability and has a licence to dispose of the word "Limited" in its title. The Society is a company limited by guarantee registered in the UK under number 169483. The Society's registered office is Quartz House, 207 Providence Square, Mill Street, London SE1 2EW.

2. ACCOUNTING POLICIES

a) Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with FRS102, the financial reporting standard applicable in the UK and Ireland.

b) Basis of consolidation

The consolidated financial statements comprise the accounts of the Society of Radiographers and its subsidiary, the College of Radiographers.

No separate profit and loss account has been presented for the Society of Radiographers, as permitted by section 408 of the Companies Act 2006

c) Turnover - membership subscriptions

An annual subscription is paid by members each year to The Society of Radiographers, which provides the benefits arising from both The Society and The College of Radiographers and is accounted for on a receivable basis. A contribution of £2,235,000 (2019: £2,200,000) representing 30.1% (2019: 32.8%) of the subscription income, has been made to the College during the year.

d) Fixed Assets, depreciation and amortisation

Tangible and Intangible fixed assets are capitalised where their cost exceeds £500. Smaller amounts are sometimes capitalised, provided the expected useful life of the asset is in line with the appropriate period set out below:

Depreciation is provided on the straight-line basis over the useful life of the asset as follows:

Office furniture and equipment
Computer equipment

ad on a etraight line basis over four years. Thi

over ten vears

over four years

Amortisation of software and website development is charged on a straight-line basis over four years. This is the expected timeframe for the replacement of these assets.

e) Expenditure

Expenditure is accounted for on an accruals basis and includes irrecoverable VAT under partial exemption rules.

f) Pension costs

The Society operates a defined benefit pension scheme in conjunction with The College of Radiographers for the benefit of its employees. The current service cost, calculated in accordance with the requirements of FRS102, is charged to the income and expenditure account each year. Pension cost is assessed in accordance with the advice of a qualified actuary. Actuarial gains and losses arising are recognised within the statement of comprehensive income under the heading 'actuarial gains/(losses)'.

g) Fixed Asset Investments

Listed investments are stated at market value. Gains and losses on investments are calculated as the difference between market value at the start and end of the financial year and are recognised in the profit and loss account.

h) Going Concern

The financial statements have been prepared in accordance with applicable United Kingdom law and accounting standards. The financial statements have been prepared on a going-concern basis as we have a reasonable expectation that we have adequate resources to continue in operational existence for the foreseeable future. The Society's membership and subscription income continue to grow. The Society also has substantial reserves. Financial forecasts are regularly reviewed by the directors. We believe that there are no material uncertainties that call into doubt the company's ability to continue. The accounts have therefore been prepared on the basis that the Society is a going concern.

Page **15**

2. ACCOUNTING POLICIES (CONTINUED)

i) Key judgements and estimates

In the application of the Society's accounting policies, Directors are required to make judgements, estimates, and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described in the accounting policies and are summarised below:

Pension liabilities – The Society recognises its liability to its defined benefit pension scheme which involves a number of estimations as disclosed in note 7.

j) Financial instruments

The group has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise trade and other creditors.

Investments held as part of an investment portfolio are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure.

At the statement of financial position financial assets at fair value through income or expenditure were £8,485,095 (2019: £9,147,577).

k) Fund accounting

The unrestricted and restricted funds shown in the financial statements are those of the College of Radiographers. Unrestricted funds are available for use at the discretion of the College Trustees in furtherance of the objects of the Charity. Restricted funds are limited in their use, either geographically or for a particular purpose, by conditions imposed by the donors.

3. MEMBERS' GUARANTEE

The Society is a company limited by guarantee. In the event of a winding up, the liability of each member would not exceed £1.

4.	OTHER OPERATING INCOME	2020	2019
		£	£
	Journal and website income	76,168	109,096
	National Councils and Regional Committees	19,491	28,731
	Approval and endorsement income	139,043	127,544
	Conference income	109,775	194,667
	Grants and donations	58,417	59,397
	Project income	111,493	94,070
	Sponsorship and commercial partnerships	59,150	57,550
	Other income	11,358	14,041
		584,895	685,096

5. EMPLOYEES The average number of employees in the year was 52 (2019: 52)	2020	2019
The average number of employees in the year was 52 (2015, 52)		
The average numbers in each category are as follows:-	No.	No.
Senior officers	4	4
Trade union staff	13	15
Professional and educational staff	17	16
Conferences and events staff	4	4
Finance and administration staff	14	13
	52	52
	2020	2019
Employment costs:	£	£
Wages and salaries	2,839,668	2,710,589
Pension fund governance & life assurance	199,542	243,007
Social security costs	326,156	309,339
Pension Scheme current service cost	692,000	493,000
Total cost of staff employed	4,057,366	3,755,935
Temporary staff	115,805	32,163
Total Staffing Cost	4,173,171	3,788,098

Included in wages and salaries above are termination payments made during the year in respect of one employee totalling £35,374 (2019: nil).

The members of the Council are the directors of the Society and are not remunerated. The Society offers compensation to the employer of the elected president each year, in recognition of the time commitment required by the role. The Society paid £12,500 during the year in respect of such compensation (2019: £17,500).

The key management personnel of the Society are the members of the Council and the senior officers shown on page 2 of the Report of The Council. Some of these individuals are also senior officers of the College of Radiographers and therefore the cost of their employment is shared between the two entities. The aggregate remuneration in respect of key management personnel during the year was £495,399 (2019: £500,152).

6.	SURPLUS FOR THE YEAR	2020	2019
	The surplus for the year is stated after:	£	£
	Auditor's remuneration		
	- for audit	26,780	24,800
	- for tax advisory services	10,695	6,745
	Depreciation and amortisation	136,988	137,763

7. ACCOUNTING FOR RETIREMENT BENEFITS

The Society of Radiographers operates a defined benefit scheme in the UK which also includes employees of the College of Radiographers. This is a separate trustee administered fund holding the pension scheme assets to meet long term pension liabilities. A full actuarial valuation was carried out at 30 June 2019 and updated to 30 September 2020 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below.

This most recent actuarial valuation showed a deficit of £628,000. The Society has agreed with the trustees that it will aim to eliminate the deficit over a period of 3 years and 3 months from 1 July 2020 by payment of annual contributions of £150,000 in respect of the deficit. In addition and in accordance with the actuarial valuation, the Society has agreed with the trustees that it will pay 23.2% of pensionable earnings in respect of the cost of accruing benefits and will meet expenses of the scheme and levies to the Pension Protection Fund. Member contributions are payable in addition at the rate of 9.0% of contribution salary.

Liabilities in respect of the active members are split between the Society and College in accordance with information supplied by the Scheme Trustees. The liabilities in respect of deferred members and pensioners are split in the same proportion as the active members. The value of the assets is split in proportion to the value of the liabilities. This is consistent with the approach adopted in previous years.

PRESENT VALUES OF DEFINED BENEFIT OBLIGATION, FAIR VALUE OF ASSETS AND DEFINED BENEFIT ASSET (LIABILITY)

	30 September	30 September
	2020	2019
	£'000s	£'000s
Fair value of plan assets	14,804	14,530
Present value of defined benefit obligation	(17,159)	(15,321)
Deficit in plan	(2,355)	(791)

As all actuarial gains and assets are recognised, the surplus or deficit shown above is that recognised in the statement of financial position.

The above figure may be split between Society and College as follows:

	30 September 2020		30 September 2019			
	Society	Society College Soc		Society College Society	Society	College
	£'000s	£'000s	£'000s	£'000s		
Fair value of plan assets	10,792	4,012	10,592	3,938		
Present value of defined benefit obligation	(12,509)	(4,650)	(11,169)	(4,152)		
Deficit in plan	(1,717)	(638)	(577)	(214)		

The above assumes that liabilities in respect of the active members are split between the Society and College in accordance with information supplied by the Trustees. The liabilities in respect of deferred members and pensioners are split in the same proportion as active members. The value of the assets is split in proportion to the value of the liabilities. This is consistent with the approach adopted in previous years.

RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE DEFINED BENEFIT OBLIGATION

	2020	2019
	£'000s	£'000s
Defined benefit obligation at start of period	15,321	12,182
Current service cost	692	493
Interest expense	290	354
Contributions by plan participants	209	202
Actuarial losses	836	2,303
Benefits paid	(189)	(213)
Defined benefit obligation at end of period	17,159	15,321

7. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE FAIR VALUE OF PLAN ASSETS

	2020 £'000s	2019 £'000s
Fair value of plan assets at start of period	14,530	11,835
Interest income	274	346
Actuarial (losses)	(568)	1,760
Contributions by the company	548	600
Contributions by plan participants	209	202
Benefits paid	(189)	(213)
Fair value of plan assets at end of period	14,804	14,530

The actual return on the plan assets over the period ended 30 September 2020 was (£294,000)

DEFINED BENEFIT COSTS RECOGNISED IN PROFIT OR LOSS

	2020	2019
	£'000s	£'000s
Current service cost	692	493
Net interest cost	16	8
Defined benefit costs recognised in profit and loss account	708	501

DEFINED BENEFIT COSTS RECOGNISED IN OTHER COMPREHENSIVE INCOME

	2020 £'000s	2019 £'000s
Return on plan assets (excluding amounts included in net interest cost) - gain (loss)	(568)	1,760
Experience gains and losses arising on the plan liabilities - gain (loss)	(297)	(88)
Effects of changes in the demographic and financial assumptions underlying the present value of the plan liabilities - gain (loss)	(539)	(2,215)
Total amount recognised in other comprehensive income - gain (loss)	(1,404)	(543)
ASSETS	2020 £'000s	2019 £'000s

	2020	2019
	£'000s	£'000s
Equity	3,515	3,578
Bonds	1,651	1,043
Diversified growth	3,123	3,887
Property	377	368
LDI	3,074	2,965
Trustee accounts & cash	3,064	2,689
Total assets	14,804	14,530

None of the fair values of the assets shown above include any direct investments of the company's own financial instruments or any property occupied by, or other assets used by, the company.

7. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

Δ	SS	П	М	P٦	ΓIC)NS	

Male retiring in 2020 Female retiring in 2020 Male retiring in 2040

	2020 % per annum	2019 % per annum
Discount rate	1.75	1.85
Inflation (RPI)	2.90	3.10
Inflation (CPI)	2.20	2.10
Salary growth	2.95	2.85
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.20	2.10
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.20	2.10
Allowance for commutation of pension for cash at retirement	50% of post A Day	50% of post A Day

The mortality assumptions adopted at 30 September 2020 imply the following life expectancies:

Years	
21.6	
23.4	
23.0	

Life expectancy at age 65

Female in 2040		24.9
8. OTHER OPERATING CHARGES COMPRISE	2020	2019
	£	£
Support and donation to the benevolent fund	6,440	5,744
Political Fund expenditure	5,584	5,659
Magazine and journal costs	727,056	720,377
Members' insurance and legal costs	661,580	713,825
Website, CPD and other member services	134,166	158,806
Accredited representatives network	114,430	204,865
ADC, regional committees and national councils	38,465	168,174
TUC Affiliation and conference	89,910	91,723
Ballots, campaigns and other industrial relations costs	11,164	11,030
Professional standards and accreditations	118,739	139,096
Research	89,133	123,765
Conferences, seminars and e-learning	122,240	185,132
Promoting and representing the profession	214,207	246,945
Professional fees	131,524	156,485
Travel, accommodation and subsistence	105,162	219,904
Overheads and other administration costs	800,529	815,112
	3,370,329	3,966,642

9.	TANGIBLE FIXED ASSETS - GROUP	Long Leasehold Property £	Office Fixtures & Equipment £	Computer Equipment £	Total £
	Cost				
	1 October 2019	1,314,565	793,358	187,565	2,295,488
	Additions	-	759	15,702	16,461
	Disposals		(598)		(598)
	30 September 2020	1,314,565	793,519	203,267	2,311,351
	Depreciation				
	1 October 2019	512,681	208,313	148,867	869,861
	Charge for the year	26,290	75,098	23,128	124,516
	Disposals	-	(240)	-	(240)
	30 September 2020	538,971	283,171	171,995	994,137
	Net book value				
	at 30 September 2020	775,594	510,348	31,272	1,317,214
	at 30 September 2019	801,884	585,045	38,698	1,425,627

There were no capital commitments for tangible fixed assets at year end (2019: None)

10.	TANGIBLE FIXED ASSETS - COMPANY	Office Equipment	Computer Equipment	Total
	01	£	£	£
	Cost	04.000	44.070	05.000
	At 1 October 2019	81,060	14,872	95,932
	Additions	-	707	707
	Disposals	(598)		
	At 30 September 2020	80,462	15,579	96,041
	Depreciation			
	At 1 October 2019	24,057	12,384	36,441
	Charge for the year	8,106	1,681	9,787
	Disposals	(240)	<u> </u>	(240)
	At 30 September 2020	31,923	14,065	45,988
	Net book value at 30 September 2020	48,539	1,514	50,053
	Net book value at 30 September 2019	57,003	2,488	59,491

11.	INTANGIBLE FIXED ASSETS – GROUP AND COMPANY	Group	Company
		Software and Website Development £	Software and Website Development
	Cost		
	At 1 October 2019 Additions Disposals	220,993 329,936	179,475 329,936
	At 30 September 2020	550,929	509,411
	•	330,323	309,411
	Amortisation At 1 October 2019	203,586	162,068
	Charge for the year	12,472	12,472
	Disposals	<u> </u>	<u> </u>
	At 30 September 2020	216,058	174,540
	Net book value at 30 September 2020	334,871	334,871
	Net book value at 30 September 2019	17,407	17,407

Capital amounts contracted for but not provided in the financial statements amounted to £165,446 in respect of website development (2019: None)

This work was partially complete at the end of the financial year and so no amortisation was charged in the year.

12.	FIXED ASSET INVESTMENTS	Group 2020	Group 2019	Company 2020	Company 2019
		£	£	£	£
	Market value of listed investments at 1 October	9,147,577	8,655,335	4,573,332	4,327,578
	Additions at cost	1,344,694	1,227,496	641,309	613,539
	Disposal proceeds	(1,384,162)	(1,019,426)	(761,078)	(509,713)
	Investment (losses) / gains	(623,014)	284,172	(326,812)	141,928
	Market value of listed investments at 30 September	8,485,095	9,147,577	4,126,751	4,573,332

The group's portfolio of securities represented by the listed investments above is managed on behalf of the Society by Rathbones Investment Management Limited. The portfolio of the Society is divided into two accounts. A floating charge applies to the second of these accounts to give effect to a contingent asset guarantee of £1,500,000 granted to the Trustees of the pension scheme by the Society as sponsoring employer. The market value of the account to which this charge applies was £1,983,625 at the end of the year (2019: £2,147,445). Full details of the instrument setting out the specific circumstances in which the floating charge would crystallise into a fixed charge in favour of the pension scheme Trustees have been filed with the Registrar of Companies.

13. SUBSIDIARY UNDERTAKING

The Society owns all of the issued share capital of The College of Radiographers, a registered charity and company (number 1287383). The registered address of the College is the same as that of the Society. The results of the College are shown below. Amounts owing to the Society by the College at year end are shown in note 14.

				2020	2019
	For the year to 30 th September			£	£
	Total Income			2,968,923	3,025,442
	Net movement in funds			(592,299)	28,184
	As at 30 th September				
	Fixed Assets			5,625,505	5,940,382
	Current Assets			820,816	788,272
	Creditors including pension scheme liability			(1,483,523)	(1,173,557)
	Net Assets		•	4,962,798	5,555,097
			•	,,	
14.	DEBTORS	Group	Group	Company	Company
1-7.	DEBTORG	2020	2019	2020	2019
		£	£	£	£
	Amounts owed by subsidiary undertaking	-	~ -	450,970	394,752
	Other debtors and prepayments	321,506	233,808	169,636	141,582
	-	321,506	233,808	620,606	536,334
		<u> </u>	,		
15.	CASH AT BANK	Group	Group	Company	Company
		2020	2019	2020	2019
		£	£	£	£
	Head Office cash at bank	1,610,716	1,127,105	941,770	431,057
	Countries/ Regions cash at bank	35,495	35,599	35,495	35,599
	Political Fund cash at bank	169,712	120,301	169,712	120,301
		1,815,923	1,283,005	1,146,977	586,957
16.	CREDITORS	Group	Group	Company	Company
		2020	2019	2020	2019
		£	£	£	£
	Taxation and Social Security	82,093	82,932	82,093	82,932
	Deferred income (including subscriptions	380,231	339,654	173,795	11,275
	received in advance) Purchase Ledger Creditors	292,890	296,438	202,543	196,021
	Accruals	439,609	421,396	341,839	285,386
		1,194,823	1,140,420	800,270	575,614
	•				

Included in accruals above is holiday pay accrued as a result of services rendered during the current period and which employees are entitled to carry forward. The cost is measured as the salary payable for the period of absence.

17.	DEFERRED INCOME	Group	Company
		£	£
	At 1 st October 2019	339,654	11,275
	Deferred income released in year	(216,728)	(11,275)
	Income deferred in year	257,305	173,795
	At 30 th September 2020	380,231	173,795

Income has been deferred so as to be recognised in the same period that the relevant services are provided. Deferred income includes membership income received in advance, sponsorship and registration fees for conferences and regional study days. Income has also been deferred in respect of services delivered to Health Education England relating to the e-Learning for Healthcare programme and other radiography research and workforce projects.

18. RECONCILIATION OF MOVEMENT IN TOTAL RESERVES

	1 October 2019 £	Movement in period £	Revaluations and gains £	30 September 2020 £
General Funds	5,077,608	558,482	(326,812)	5,309,278
Unrestricted Funds	5,763,276	131,964	(296,202)	5,599,038
Political Funds	120,301	49,411	-	169,712
Restricted Funds	5,819	(4,061)	-	1,758
Pension Scheme Funding Reserve	(791,000)	(160,000)	(1,404,000)	(2,355,000)
	10,176,004	575,796	(2,027,014)	8,724,786

19. RELATED PARTY TRANSACTIONS

The directors of the Society have the power to appoint Trustees of the Society of Radiographers Benevolent Fund, a charity registered in England and Wales under no. 326398. The Benevolent Fund is therefore a related party. During the year ending 30th September 2020;

The Society donated £5,000 to the Benevolent Fund (2019: £5,000). A further £407 was donated by the Society's Regional Committees and National Councils (2019: £608). The Society of Radiographers incurred £1,440 redesigning Benevolent Fund application forms as the first stage of bringing on board an outsourced solution. In 2019 The Society incurred £744 supplying the Benevolent Fund with marketing merchandise for distribution at UKIO. The fund continues to receive administrative support from employees of the Society.

The College of Radiographers received £1,100 from Medica Group plc for membership of the College of Radiographers Industry Partnership Scheme (CORIPS). Dr Stephen Davies is a Trustee of the College and a director of Medica Group plc. No amounts were outstanding at year end. (2019: Nil)

The Society agreed to make donations during the year of £1,057 to the British Society for the History of Radiology (BSHR), a charity registered in England under number 1012505. Richard Evans is CEO of the Society and a Trustee of BSHR. £500 was outstanding at year end. (2019: Nil)

Except for the above and the transactions with ROC disclosed in note 21, there were no other related party transactions during the year to 30th September 2020.

20. POLITICAL FUND

Members of the Society voted at an EGM in October 2015 and in a subsequent ballot, to adopt political objects as set out in section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992. At the EGM, members also voted to authorise political expenditure under the Companies Act 2006. A political fund was established with a voluntary contribution per member of 60 pence per quarter.

21. INVESTMENT IN JOINT VENTURES

Radiology and Oncology Congresses

The College of Radiographers, of which the Society owns all of the issued share capital, is a member of Radiology and Oncology Congresses (ROC), a charitable company limited by guarantee (company number 4075344). The other members are The British Institute of Radiology and the Institute of Physics in Engineering and Medicine. The Royal College of Radiologists ceased to be a member in October 2019. Richard Evans and Claire Donaldson, who are the CEO and a trustee of the College respectively, were appointed Directors of ROC in September 2020, nominated by the College. The main objective of ROC is to organise the annual, UK Imaging and Oncology Congress (UKIO).

The results of the ROC Group of companies are shown below.

2019
£
875,809
(888,622)
(12,813)
-
822,179
(188,457)
633,722

The College has no legal entitlement to any share of the net assets of ROC and therefore the results of ROC are shown separately to the College.

During the year, the College paid ROC Events Ltd (a subsidiary of ROC, and of which Richard Evans is also a director) £5,070 in respect of exhibition services and delegate registration fees for UKIO, however this amount was subsequently refunded due to cancellation of the event (2019: £11,589). No amounts were outstanding at 30th September 2020 (2019: Nil).

Imaging Quality Improvement Ltd (formerly Diagnostic Imaging Accreditation Ltd)

The College of Radiographers together with The Royal College of Radiologists are members of Imaging Quality Improvement Ltd (IQIL), a company limited by guarantee (company number 06799879). The company changed its name from Diagnostic Imaging Accreditation Ltd to Imaging Quality Improvement Ltd in May 2020 and also adopted new Articles of Association. The main objective of IQIL is to promote continuous quality improvement of imaging services in the UK. A jointly owned standard for quality and improvement (currently QSI) is promoted. Services may be accredited against this standard. This is delivered through a contract with The United Kingdom Accreditation Service (UKAS). Richard Evans is a director of IQIL, appointed by the College. There has been no financial activity during the year and there are no assets or liabilities at the year end.