Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union: Year ended: List no: 809T Head or Main Office address: Wellesley House 37 Waterloo Street Birmingham Postcode B2 5PP Website address (if available) Has the address changed during the year to which the return relates? General Secretary: John McGowan Telephone Number: 0121 622 3911 John McGowan Telephone Number: 0771 1958 802 E-mail: Jimcgowan@swu-union.org.uk Please follow the guidance notes in the completion of this return Any difficulties or problems in the completion of this return Any difficulties or problems in the completion of this return Any difficulties or problems in the completion of this return Any difficulties or problems in the completion of this return Any difficulties or problems in the completion of this return Any difficulties or problems in the completion of this return Any difficulties or problems in the completion of this return Any difficulties or problems in the completion of this return should be directed to the Certification				
List no: BogT	Name of Trade Union:	Social Workers Union		
Wellesley House 37 Waterloo Street Birmingham Postcode B2 5PP Website address (if available) Washesw.co.uk/social-workers-union Has the address changed during the year to which the return relates? General Secretary: John McGowan Telephone Number: O121 622 3911 Contact name for queries regarding the completion of this return Telephone Number: 0771 1958 802 E-mail: j.mcgowan@swu-union.org.uk Please follow the guidance notes in the completion of this return	Year ended:	30 September 2020		
37 Waterloo Street Birmingham Postcode B2 5PP	List no:	809T		
Birmingham Postcode B2 5PP Website address (if available) Has the address changed during the year to which the return relates? General Secretary: John McGowan Telephone Number: O121 622 3911 Contact name for queries regarding the completion of this return Telephone Number: 0771 1958 802 E-mail: j.mcgowan@swu-union.org.uk Please follow the guidance notes in the completion of this return	Head or Main Office address:	Wellesley House		
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year to which the return relates? General Secretary: John McGowan Telephone Number: Contact name for queries regarding the completion of this return Telephone Number: 0771 1958 802 j.mcgowan@swu-union.org.uk Please follow the guidance notes in the completion of this return	Website address (if available)	www.basw.co.uk/social-workers-union		
Telephone Number: Contact name for queries regarding the completion of this return Telephone Number: 0121 622 3911 John McGowan 0771 1958 802 E-mail: j.mcgowan@swu-union.org.uk Please follow the guidance notes in the completion of this return	•	Yes No x ('X' in appropriate box)		
Contact name for queries regarding the completion of this return Telephone Number: [j.mcgowan@swu-union.org.uk] Please follow the guidance notes in the completion of this return	General Secretary:	John McGowan		
Telephone Number: 0771 1958 802	Telephone Number:	0121 622 3911		
E-mail: j.mcgowan@swu-union.org.uk Please follow the guidance notes in the completion of this return		John McGowan		
Please follow the guidance notes in the completion of this return	Telephone Number:	0771 1958 802		
·	E-mail:	j.mcgowan@swu-union.org.uk		
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

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	N/A	N/A			
Female	N/A	N/A			
Other	13,905	368			14,273
Total	13,905	368			A 14,273

Number of members at end of year contributing to the General Fund	14,273
Number of members included in totals box 'A' above for whom no home or authorised address is held:	

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
Wales Officer	Lisa Cheatham	Carys Phillips	25 September 2020
England Officer	Mohamed Salam Kamara	Dave Callow	25 September 2020
Scotland Officer	Vacant	Jessica Nielson	25 September 2020
UK Officer	Carys Phillips	Ann Marie Hayes	25 September 2020
UK Officer	N/A New position	Tina Peterson	25 September 2020

	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
James Birchall	Chair
Gerry Madden	Treasurer - NI Rep
Angi Naylor	UK Rep
Malcolm Jordan	UK Rep
Rebecca Austin	UK Rep
Lisa Cheatham	Wales rep
Carys Phillips	UK Rep
Mohamed Salam Kamara	England Rep

General Fund

(see notes 13 to 18)

	£	£
Income From Mambars: Contributions and Subscriptions		297,704
From Members: Contributions and Subscriptions From Members: Other income from members (specify)		291,704
Total other income from members		
Total of all income from members		297,704
Investment income (as at page 12)		954
Other Income		
Income from Federations and other bodies (as at page 4)	14,750	
Income from any other sources (as at page 4)	1,000	
Total of other income (or ot page 4)		15 750
Total of other income (as at page 4) Total income		15,750 314,408
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		243,541
Administrative expenses (as at page 10)		41,684
Federation and other bodies (specify)		
Affiliations fees		28,750
Total expenditure Federation and other bodies	l	28,750
Taxation		
Total expenditure		313,975
Interfund Transfers OUT		
Surplus (deficit) for year		433
Amount of general fund at beginning of year		228,664
Amount of general fund at end of year		229,097

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Compromise agreement fees from local authorities	14,750
Total federation and other bodies Any Other Sources	14750
Other income	1,000
Total other sources	1,000
Total of all other income	15,750

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

	(300 110103 /	, 	£
Poprocontation		brought forward	20,632
Representation –		l l	20,032
Employment Related Issues	11 200	Advisory Services	
GFTU Membership	11,380		
Representation –		Other Cash Payments	
Non Employment Related Issues		Officials' salaries	148,441
		Education and Training services	
Communications			
Advertising and marketing costs	9,252		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Contributions to A&R post	50,000
		AGM costs	7,713
		Awards and donations	16,755
carried forward	20,632	Total (should agree with figure in General Fund)	243,541

Fund 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)		
	Т	otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
		i	
	Number of members contributi	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	
	Inter	rfund 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 b		
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 4			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inte		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
		,	
		eficit) for the year	
	Amount of fund at t		
	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	
	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	ficit) for the year	
	Amount of fund at b	eginning of year	
	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	ome as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure		·	
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	7	Total Expenditure	
	Interfu	und Transfers OUT	
	Surplus (De	eficit) for the year	
	Amount of fund at	beginning of year	
	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	income as specified	
		Total Income	
		nterfund Transfers IN	
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	at beginning of year	
	Amount of fund at the end of yea	r (as Balance Sheet)	
	Number of members contrib	outing at end of year	

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

Fund	9		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other	income as specified	
		Total Income	
		Interfund Transfers IN	
Expenditure		•	
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inte	erfund Transfers OUT	
	Surplus	(Deficit) for the year	
	Amount of fund	at beginning of year	
	Amount of fund at the end of yea	r (as Balance Sheet)	
	Number of members contrib	outing at end of year	

Political fund account

		(see notes 24 to 33)	£	£
Political fun	d account 1 To be cor	npleted by trade unions which maintain their o	own political fund	
	Income	Members contributions and levies		
		Investment income (as at page 12)		
	Other income (specify)			
		Total oth	er income as specified	
			Total income	
		ion and Labour Relations (Consolidation) Act political funds exceeds £2,000 during the perio		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)		
			Total expenditure	
		S	urplus (deficit) for year	
		Amount of political ful	nd at beginning of year	
		Amount of political fund at the end of ye	ear (as <u>Balance Sheet</u>)	
		Number of members at end of year contribut	ing to the political fund	
	Nu	mber of members at end of the year not contribut	ing to the political fund	
Num	ber of members at end of year who ha	ve completed an exemption notice and do not contri	bute to the political fund	
Political fun	d account 2 To be completed	by trade unions which act as components of	a central trade union	
Income	Contributions and levies collected from	m members on behalf of central political fund		
	Funds received back from central po	litical fund		
	Other income (specify)			L
			Total other income a	as specified
			Т	otal income
Expenditure				
	Expenditure under section 82 of the	Trade Union and Labour Relations		
	(Consolidation) Act 1992 (specify)			
		<u> </u>		
	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 f		
			mitted to central political	
		Amount held on behalf of central pol	itical fund at end of year	
		Number of members at end of year contribu	uting to the political fund	
		Number of members at end of the year not contribu	uting to the political fund	
Number of me	mbers at end of year who have compl	eted an exemption notice and do not therefore contri	bute to the political fund	

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

Political fund account expenditure (a)

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

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

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party	
Name of political party in relation to which money was expended	Total amount spent during the period £
Total	

Political fund account expenditure (b)

Expenditure under section 72 (1) (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

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	£
Tota	

Political fund account expenditure (e)

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

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

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

Name of political party

£

Total

Political fund account expenditure (f)

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

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

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

Name of organisation or political party

£

Total	

Expenditure from the political fund not falling within section 72 (1) of the trade union & labour relations (consolidation) act 1992

For expenditure not falling within section 72 (1) the required informati	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		£
Total expen	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 expen	diture	
(c) the total amount of all other money expended		£
-	J14	Γ
Total expen	aiture	
Total of all expend	itures	

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		5,353
Salaries and Wages included in above		
Auditors' fees		3,750
Legal and Professional fees		6,409
Occupancy costs		
Stationery, printing, postage, telephone, etc.		
Expenses of Executive Committee (Head O	ffice)	
Expenses of conferences		
Other administrative expenses (specify)		
Bank charges		96
Insurance		3,761
Campaigning		22,315
Other Outgoings		
Outgoings on land and buildings (sp	pecify)	
Other outgoings (specify)		
tretert		
	Total	
Charged to:	General Fund (Page 3)	41,684
	Total	41,684

Analysis of officials' salaries and benefits (see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I.		Benefits		Total
		contributions				Total
			Pension Contributions	Other Benef	îts	
				Description	Value]
	£	£	£		£	£
General Secretary	67,650	8,288	1,750			
President	10,254	202				
Treasurer	2,561					

Analysis of investment income (see notes 47 and 48)

		Political Fund £		Other Fund(s) £
Rent from land and buildings Dividends (gross) from: Equities (e.g. shares) Interest (gross) from: Government securities (Gilts) Mortgages Local Authority Bonds Bank and Building Societies				954
Other investment income (specify)				
				954
		Total i	nvestment income	954
	Credited to:		eral Fund (Page 3)	
		Total	Political Fund Investment Funds	
		ı Oldı	mivesument unus	904

Balance sheet as at

30 September 2020

(see notes 49 to 52)

Previous Year	(650 11000 10 00 02)	£	£
	Fixed Assets (at page 14)		
	Investments (as per analysis on page 15)		
	Quoted (Market value £ (
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
56,143	Sundry debtors		42,365
195,402	Cash at bank and in hand		251,279
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		293,644
		Total assets	293,644
228,664	General fund (page 3)		229,097
	D 15 14		
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund		
£22,881	Accrued expenses		64,547
122,001	Accided expenses		04,547
		Total liabilities	64,547
		Total assets	293,644
			,

Fixed assets account

(see notes 53 to 57)

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

Analysis of investments (see notes 58 and 59)

Equities (e.g. Shares) Government Securities (Gilts) Other quoted securities (to be specified) Total quoted (as Balance Sheet) Market Value of Quoted Investment Equities Government Securities (Gilts) Government Securities (Gilts) Other unquoted investments (to be specified) Total unquoted investments (to be specified)		(see notes 58 and 59)		
Government Securities (Gilts) Other quoted securities (to be specified) Total quoted (as Balance Sheet) Market Value of Quoted investment Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)	Quoted			Political Fund
Government Securities (Gilts) Other quoted securities (to be specified) Total quoted (as Balance Sheet) Market Value of Quoted investment Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)		Fauities (e.g. Shares)	L	L
Other quoted securities (to be specified) Total quoted (as Balance Sheet) Market Value of Quoted Investment Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)		Equition (o.g. blishoo)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment Equities Government Securities (Gitts) Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)		Government Securities (Gilts)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment Equities Government Securities (Gitts) Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)		Other quoted securities (to be specified)		
Market Value of Quoted Investment Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)		outer quoted securities (to be specified)		
Market Value of Quoted Investment Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)				
Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)				
Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)		Market Value of Quoted Investment		
Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)	Unquoted	Equities		
Mortgages Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)				
Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)		Government Securities (Gilts)		
Bank and Building Societies Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)				
Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)		Mortgages		
Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)				
Other unquoted investments (to be specified) Total unquoted (as Balance Sheet)		Bank and Building Societies		
Total unquoted (as Balance Sheet)				
		Other unquoted investments (to be specified)		
Market Value of Unquoted Investments		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? If YES name the relevant companies:	Yes No X
Company name	Company registration number (if not registered in England & Wales, state where registered)
Are the shares which are controlled by the union registered in the names of the union's trustees? If NO, state the names of the persons in whom the shares controlled by the union are registered.	Yes No
Company name	Names of shareholders

Summary sheet (see notes 62 to 73)

	(366 110163 02 10 73	/	1
	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	297,704		297,704
From Investments	954		954
Other Income (including increases by revaluation of assets)	15,750		15,750
Total Income	314,408		314,408
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	313,975		313,975
Funds at beginning of year (including reserves) Funds at end of year (including reserves)	228,664 229,097		228,664 229,097
Assets			
	Fixed Assets		
	Investment Assets		
	Other Assets		293,644
		Total Assets	293,644
Liabilities		Total Liabilities	64,547
Net Assets (Total Assets less Total Liabilities)			229,097

(see notes 74 to 80)

(see notes 74 to 60)
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:
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 3
1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot
Ballot 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 3
1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were
entitled to vote in the ballot
Ballot 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 3
1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballots & 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
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
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 3
1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot
III UIVI I I I I I I I I I I I I I I I I

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
	Industrial Action 2
	Dease tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	
Α	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	D E F G
Α	D D
Α	D E F G Dates of the industrial action taken: Number of days of industrial action:
Α	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.
A	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 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:
	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

use a continuation page if necessary

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Industrial Action 4
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 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
please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
2. Dates of the industrial action taken: to
3. Number of days of industrial action:
4. Nature of industrial action.
Industrial Action 8
1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
A B C D E F G
2. Dates of the industrial action taken: to
3. Number of days of industrial action:
4. Nature of industrial action.

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

Notes to the accounts

(see notes 82 and 83)

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

Based on the accounts, no provision for corporation tax has been made.

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:	ays 12 My
			(or other official whose position should be stated)
Name:	John McGowan	Name:	Carys Phillips
Date:	12 March 2021	Date:	12 March 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	x	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	x	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.

	iditors or auditor do the accounts they have audited and which are contained in If fair view of the matters to which they related? (See section 36(1) and (2) of th and 93)
Please explain in your rep	port overleaf or attached.
2. Are the auditors or a 1992 Act and has:	auditor of the opinion that the union has complied with section 28 of the
a. kept proper accounti	ing records with respect to its transactions and its assets and liabilities; and
	ntained a satisfactory system of control of its accounting records, its cash holding remittances. (See section 36(4) of the 1992 Act set out in note 92)
Please explain in your	report overleaf or attached
3. Your auditors or aud	litor must include in their report the following wording:
In our opinion the fina	ancial statements:
• give a true and fair	view of the matters to which they relate to.
• •	in accordance with the requirements of the sections 28, 32 nion and Labour Relations (consolidation) Act 1992.
and so of the Trade O	mion and Labour Relations (consolidation) Act 1992.

Auditor's report (continued)

Please see attached Independent Auditor's Repo	ort to the Members of The Social Workers Unio	n.
Signature(s) of auditor or auditors:	110	
	Daing LL	
Name(s):	Dains LLP	
rvanic(s).		
Profession(s) or Calling(s):	Statutory Auditor	
	Chartered Accountant	
Address(es):	15 Colmore Row	
	Birmingham	
Postcode	B3 2BH	
Date	09-Feb-21	
Contact name for inquiries and	Andrew Morris FCA 0845 555 8844	
telephone number:	0043 333 0044	

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

Independent Auditor's Report to the Members of The Social Workers Union

Opinion

We have audited the financial statements of The Social Workers Union (the 'union') for the year ended 30 September 2020 which comprise the income and expenditure account, the balance sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Basis for opinion

In our opinion the financial statements:

- give a true and fair view of the state of the union's affairs as at 30 September 2020, and of its surplus for the year then ended;
- have been prepared in accordance with the requirements of the section 28 to 36 of the Trade Union and Labour Relations (consolidation) Act 1992; and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

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

Conclusions relating to going concern

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

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which The Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- · certain disclosures of officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of officers

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

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

Auditor's responsibilities for the audit of the financial statements

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: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-andguidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditorsresponsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the union's members, as a body. Our audit work has been undertaken so that we might state to the union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Dains LLP

Statutory Auditors Chartered Accountants

Vains Ll

9 February 2021

Membership audit certificate

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

(See notes 97 to 103)

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

Yes /No

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

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

Membership audit certificate Section one

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

In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

Yes / No

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

Yes / No

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

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

Membership audit certificate (continued)

Signature of assurer	
Name	Paul Scholey
Address	c/o Morrish Solicitors LLP, Oxford House, Oxford Row, Leeds LS1 3BE
Date	11.03.2021
Contact name and telephone number	Paul Scholey
telephone number	033 3344 9600