

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	NASUWT			
Year ended:	31 December 2020			
List no:	167T			
Head or Main Office address:	Hillscourt			
	Rose Hill			
	Rednal			
	Birmingham			
Postcode	B45 8RS			
Website address (if available)	www.nasuwt.org.uk			
Has the address changed during the year to which the return relates?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/> (X in appropriate box)
General Secretary:	Dr Patrick Roach			
Telephone Number:	0121 453 6150			
Contact name for queries regarding the completion of this return	Mrs Sarah Haarhoff			
Telephone Number:	0121 453 6150			
E-mail:	finance@mail.nasuwt.org.uk			

Please follow the guidance notes in the completion of this return

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

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

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

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

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	77,615	2,970		534	81,119
Female	220,628	8,652		1,520	230,800
Other					
Total	298,243	11,622		2,054	A 311,919

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

287,671

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

12,190

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
Ex-President	Dave Kitchen	Michlene Coddington - Rogers	05 April 2021
President	Michlene Coddington - Rogers	Phil Kemp	05 April 2021
Senior Vice President	Phil Kemp	Angela Butler	05 April 2021
Junior Vice President	Angela Butler	Mike Corbett	05 April 2021

State whether the union is:

a. A branch of another trade union?

Yes ☐

No ☒

If yes, state the name of that other union:

b. A federation of trade unions?

Yes ☐

No ☒

If yes, state the number of affiliated unions:

and names:

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Officers in post

(see note 12)

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

Name of Officer	Position held
Michelle Codrington-Rogers	Ex-President
Phil Kemp	President
Angela Butler	Senior Vice-President
Mike Corbett	Junior Vice-President
Sean Taylor	National Treasurer
Dan Lister	Executive Member
John Hall	Executive Member
Lester Russell	Executive Member
Karen Brocklebank	Executive Member
Jacqueline Casson	Executive Member
Rachel Knight	Executive Member
Claire Ward	Executive Member
Anne Rycroft	Executive Member
Damien McNulty	Executive Member
Christine Knight	Executive Member
Sharon Calvert	Executive Member
Robert Barratt	Executive Member
Dinsdale Shaw	Executive Member
John Crofts	Executive Member
Alan Hackett	Executive Member
Anne Thompson	Executive Member
Alan Jones	Executive Member
Deborah Hayton	Executive Member
Paul Nesbitt	Executive Member
Harold Gurden	Executive Member
Caroline Clode	Executive Member
Mark Burns	Executive Member
Rosemary Carabine	Executive Member
Mike Metcalfe	Executive Member
Wendy Exton	Executive Member
Mike Leigh	Executive Member
Peter Leigh	Executive Member
Nigel Williams	Executive Member
Ruth Duncan	Executive Member
Chris Holland	Executive Member
Kathy Duggan	Executive Member
Alison Morgan	Executive Member
John McGill	Executive Member
Nicholas Trier	Executive Member
Mark Dickinson	Executive Member
Elaine Paling	Executive Member
Gary Upton	Executive Member
Stephen Witherden	Executive Member
Jane Setchfield	Executive Member
Mark Morris	Executive Member
Susan Martin	Executive Member
Nik James	Executive Member
Richard Bell	Executive Member
Scott McGimpsey	Executive Member
Annelies Taylor	Executive Member
Raymond Beggs	Executive Member
Steve Dowdall	Executive Member

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General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		30,342,801
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		30,342,801
Investment income (as at page 12)		202,646
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	1,332,640	
Total of other income (as at page 4)		1,332,640
Total income		31,878,087
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		3,211,219
Administrative expenses (as at page 10)		20,765,200
Federation and other bodies (specify)		
Donation to Central Benevolent Fund		252,878
Other Small affiliations & donations		-50,628
Total expenditure Federation and other bodies		202,250
Taxation		
Total expenditure		24,178,669
Interfund Transfers OUT		
Surplus (deficit) for year		7,699,418
Amount of general fund at beginning of year		15,325,932
Amount of general fund at end of year		23,025,350

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(see notes 19 and 20)

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Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward Advisory Services	234,040
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	111,098
Communications	234,040	Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Salary Costs	2,834,241
		Insurance	31,840
carried forward	234,040	Total (should agree with figure in General Fund)	3,211,219

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Sunderland Reserve Fund	£	£
Income			
	From members		1,323,568
	Investment income (as at page 12)		550,346
	Other income (specify)		
	Gains on Investment		376,243
	Total other income as specified		376,243
	Total Income		2,250,157
	Interfund Transfers IN		
Expenditure			
	Benefits to members		1,960,785
	Administrative expenses and other expenditure (as at page 10)		206,046
	Total Expenditure		2,166,831
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		83,326
	Amount of fund at beginning of year		20,688,613
	Amount of fund at the end of year (as Balance Sheet)		20,771,939
	Number of members contributing at end of year		287,671

Fund 3		Fund Account	
Name:	Central Benevolent Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		53,386
	Other income (specify)		
	Donation from Head Office Income and Services		416,573
	Gains on Investment		17,848
	Other income		225
	Total other income as specified		434,646
	Total Income		488,032
	Interfund Transfers IN		
Expenditure			
	Benefits to members		215,306
	Administrative expenses and other expenditure (as at page 10)		187,772
	Total Expenditure		403,078
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		84,954
	Amount of fund at beginning of year		2,246,907
	Amount of fund at the end of year (as Balance Sheet)		2,331,861
	Number of members contributing at end of year		

(See notes 21 and 23)

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

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

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(See notes 21 and 23)

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

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

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(See notes 21 and 23)

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

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

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Political fund account

(see notes 24 to 33)

£

£

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		143,569
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		
	Total income		143,569
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
	Expenditure A (as at page i)		
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		2,150
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		3,070
	Total expenditure		5,220
	Surplus (deficit) for year		138,349
	Amount of political fund at beginning of year		347,140
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		485,489
	Number of members at end of year contributing to the political fund		210,234
	Number of members at end of the year not contributing to the political fund		101,685
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		16
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
	Total other income as specified		
	Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
	Total expenditure		
	Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year		
	Amount remitted to central political		
	Amount held on behalf of central political fund at end of year		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

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

Political fund account expenditure (a)

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

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

[illegible]

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Political fund account expenditure (b)

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

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

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

[illegible]

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Political fund account expenditure (c)

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

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

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

[illegible]

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Political fund account expenditure (d)

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

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

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
Total	

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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	£
Conservative Party Meetings	1,600
Other Parties	550
Total	2,150

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Political fund account expenditure (f)

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

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

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

[illegible]

Dr. J. J. J.

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

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

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one		£
Audit Fees		3,070

Total expenditure 3,070

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

Total expenditure

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

Total expenditure

Total of all expenditures 3,070

Dials

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	12,562,314
Salaries and Wages included in above	8,978,598
Auditors' fees	103,367
Legal and Professional fees	1,066,032
Occupancy costs	2,598,343
Stationery, printing, postage, telephone, etc.	2,846,780
Expenses of Executive Committee (Head Office)	111,129
Expenses of conferences	215,231
Other administrative expenses (specify)	
Meeting costs	543,268
Recruitment costs	241,679
Branch officer expenses	114,836
Conference centre Cost of Sales	31,802
Administration costs for CBF	178,373
Other costs	2,172
Other Outgoings	
Depreciation	869,154
Taxation	214,938
Sponsorship	49,219
Donations	46,601
Profit on asset disposal	-1,018
Pension Finance Charge	266,000
Unrealised Loss on Investment	3,858
Pension revaluation	-911,000
Other	5,940
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
Total	21,159,018
Charged to:	
General Fund (Page 3)	20,765,200
Sunderland Reserve Fund	206,046
Central Benevolent Fund	187,772
Total	21,159,018

Analysis of Officials' salaries and benefits

							Total
							£
General Secretary							
Gross salary							116,582.57
Employers NI							13,931.53
Payment into Defined Benefits Pension Scheme							26,114.48
Benefits - Union Car							28,482.43
Total General Secretary							185,111.01
	Union Car Benefit	Taxable Mileage	Taxable Travel	Telephone & Broadband	Other Taxable	Taxable Benefits	
John Hall	6315.18	123.35	0	0	0	6,438.53	
Dan Lister	0	375	0	139.05	0	514.05	
Lester Russell	0	0	0	0	0	-	
Christopher Allen	0	375	0	0	0	375.00	
Karen Brocklebank	0	0	0	0	0	-	
Rachel Knight	4450.36	190.64	0	0	0	4,641.00	
Jacqueline Casson	0	375	0	0	0	375.00	
Simon Ackerley	0	0	0	0	0	-	
Claire Ward	0	0	0	0	0	-	
Geoffrey Smith	0	375	0	0	0	375.00	
Damien McNulty	0	0	0	0	0	-	
Anne Rycroft	0	0	0	0	0	-	
Timothy Toepritz	0	375	0	0	0	375.00	
Christine Knight	0	0	0	0	0	-	
Sharon Calvert	0	0	0	0	0	-	
Robert Barratt	0	375	0	0	0	375.00	
Adrian Joice	0	0	0	0	0	-	
Dinsdale Shaw	0	0	0	0	0	-	
John Crofts	0	0	0	0	0	-	
Alan Hackett	0	0	0	0	14.92	14.92	
Anne Thompson	0	750	0	0	0	750.00	
Deborah Hayton	0	0	0	0	0	-	
Paul Nesbitt	0	0	0	0	0	-	
Harold Gurden	7866.98	50.15	0	0	0	7,917.13	
Sean Taylor	0	375	0	0	0	375.00	
Caroline Clode	0	0	0	0	0	-	
Esther Thirkettle	0	0	0	0	0	-	
Rosemary Carabine	4433.378361	72.98	0	0	0	4,506.36	
Mike Metcalfe	0	0	0	0	0	-	
Wendy Exton	8923.14	204.8	0	0	0	9,127.94	
Peter Leigh	7077.26	44.62	0	0	0	7,121.88	
Mike Leigh	0	0	0	0	0	-	
Nigel Williams	0	750	0	0	0	750.00	
Ruth Duncan	0	750	0	0	0	750.00	
Kathy Duggan	4908.6	8.96	0	0	0	4,917.56	
Chris Holland	0	750	0	0	0	750.00	
Alison Morgan	0	0	0	0	0	-	
John McGill	0	375	85	0	0	460.00	
Nicholas Trier	0	0	0	0	0	-	
Mark Dickinson	0	375	0	0	0	375.00	
Elaine Paling	0	0	0	0	0	-	
Gary Upton	0	1125	0	0	0	1,125.00	
Stephen Witherden	0	0	0	0	0	-	
Mark Morris	6538.98	279.58	0	0	0	6,818.56	
Jane Setchfield	0	0	0	0	0	-	
Angela Butler	0	0	0	0	0	-	
Susan Martin	0	0	0	0	0	-	
Richard Bell	0	750	90	0	0	840.00	
Michael Corbett	5515.4	56.92	0	0	0	5,572.32	
Edward McDowell	0	0	0	0	0	-	
Raymond Beggs	0	1125	0	0	0	1,125.00	
Annelies Taylor	0	0	0	0	0	-	
Steve Dowdall	0	0	0	0	0	-	
Officers & General Secretary Team	0	0	0	0	0	-	
Vice President Angela Butler	0	0	0	0	0	-	
Vice President Phil Kemp	4337.38	42.8	0	0	5.38	4,385.56	
Past President Dave Kitchen	6655.79	223.08	311.66	0	0	7,190.53	
President Michelle Codrington-Rogers	0	375	0	0	0	375.00	
Honorary Tre Russ Walters	0	375	0	0	0	375.00	
Total Presidents and Executive							79,091.34

Analysis of investment income

(see notes 47 and 48)

[illegible]

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Fixed assets account

(see notes 53 to 57)

	Land and Buildings Freehold Leasehold		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	£	£	£	£	£	£
Cost or Valuation						
At start of year	21,374,583	5,586,910	5,658,358	435,137		33,054,988
Additions	4,393		339,590	-15,549		328,434
Disposals			-1,693,808	-29,948		-1,723,756
Revaluation/Transfers	324,278	-386,119	61,841			
At end of year	21,703,254	5,200,791	4,365,981	389,640		31,659,666
Accumulated Depreciation						
At start of year	8,780,935	1,179,141	5,367,443	162,929		15,490,448
Charges for year	519,673	115,002	200,930	50,275		885,880
Disposals			-1,693,255	-18,186		-1,711,441
Revaluation/Transfers	58,587		-58,587			
At end of year	9,359,195	1,294,143	3,816,531	195,018		14,664,887
Net book value at end of year	12,344,059	3,906,648	549,450	194,622		16,994,779
Net book value at end of previous year	12,593,648	4,407,769	290,915	272,208		17,564,540

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)	21,918,653	
	Government Securities (Gills)	731,305	
	Other quoted securities (to be specified)	378,791	
	Total quoted (as Balance Sheet)	23,028,749	
	Market Value of Quoted Investment		
Unquoted	Equities	20,000	
	Government Securities (Gills)		
	Mortgages		
	Bank and Building Societies	639,109	
	Other unquoted investments (to be specified) Investment Property	12,677,148	
	Total unquoted (as Balance Sheet)	13,336,257	
	Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes

☒

No

☐

If YES name the relevant companies:

Company name

Company registration number (if not registered in England & Wales, state where registered)

Glass Estates Ltd

06101245

NASUWT Buildings Ltd

07341420

Are the shares which are controlled by the union registered in the names of the union's trustees?

Yes

☐

No

☐

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

Company name

Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	31,666,369	143,569	31,809,938
From Investments	806,378		806,378
Other Income (including increases by revaluation of assets)	2,143,529		2,143,529
Total Income	34,616,276	143,569	34,759,845
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	26,748,578	5,220	26,753,798
Funds at beginning of year (including reserves)	38,261,452	347,140	38,608,592
Funds at end of year (including reserves)	46,129,150	485,489	46,614,639
Assets			
Fixed Assets			16,994,779
Investment Assets			36,365,006
Other Assets			9,906,683
Total Assets			63,266,468
Liabilities			
Total Liabilities			16,651,829
Net Assets (Total Assets less Total Liabilities)			46,614,639

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		Yes
If Yes How many ballots were held: 68		
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		1
Number of individuals answering "No" to the question		2
Number of invalid or otherwise spoiled voting papers returned		3
		1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot		
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?		
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot		
Ballot 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		1
Number of individuals answering "No" to the question		2
Number of invalid or otherwise spoiled voting papers returned		3
		1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot		
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?		
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot		
Ballot 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		1
Number of individuals answering "No" to the question		2
Number of invalid or otherwise spoiled voting papers returned		3
		1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot		
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?		
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot		

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

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Information on Industrial Action Ballots

Information on Industrial Action Ballots								
Name of Organisation:		NASUWT			Reporting Period	1/1/20 - 31/12/20		
Did the union hold any ballots in respect of industrial action during the return period?				Yes	For each ballot held please complete the information below			
If yes, how many ballots were held?				68				
Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	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 226(2B) of the 1992 Act apply to this ballot?	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
1	5	0	0	0	0	No	Yes	No
2	11	8	8	0	0	Yes	Yes	Yes
3	49	34	34	0	0	Yes	Yes	Yes
4	24	13	13	0	0	Yes	Yes	Yes
5	45	35	29	6	0	Yes	Yes	Yes
6	6	5	5	0	0	Yes	Yes	Yes
7	46	42	42	0	0	Yes	Yes	Yes
8	13	7	7	0	0	Yes	Yes	Yes
9	13	7	5	2	0	Yes	Yes	No
10	34	18	15	3	0	Yes	Yes	Yes
11	312	212	200	12	0	Yes	Yes	Yes
12	53	42	36	6	0	Yes	Yes	Yes
13	16	12	8	4	0	Yes	Yes	Yes
14	32	18	17	1	0	Yes	Yes	Yes
15	15	14	14	0	0	Yes	Yes	Yes
16	44	36	34	2	0	Yes	Yes	Yes
17	43	18	14	4	0	No	Yes	No
18	64	34	29	5	0	Yes	Yes	Yes
19	16	9	9	0	0	Yes	Yes	Yes
20	33	24	23	1	0	Yes	Yes	Yes
21	24	0	0	0	0	No	Yes	No
22	16	12	9	3	0	Yes	Yes	Yes
23	8	2	1	1	0	No	Yes	No
24	8	2	1	1	0	No	Yes	No
25	21	11	9	2	0	Yes	Yes	Yes
26	48	35	33	2	0	Yes	Yes	Yes
27	9	7	5	2	0	Yes	Yes	Yes
28	13	11	9	2	0	Yes	Yes	Yes
29	27	24	23	1	0	Yes	Yes	Yes
30	16	15	15	0	0	Yes	Yes	Yes
31	20	15	13	2	0	Yes	Yes	Yes
32	9	9	9	0	0	Yes	Yes	Yes
33	44	0	0	0	0	No	Yes	No
34	45	0	0	0	0	No	Yes	No
35	23	0	0	0	0	No	Yes	No
36	13	0	0	0	0	No	Yes	No
37	19	0	0	0	0	No	Yes	No
38	23	0	0	0	0	No	Yes	No
39	42	0	0	0	0	No	Yes	No
40	15	0	0	0	0	No	Yes	No
41	20	0	0	0	0	No	Yes	No
42	1	0	0	0	0	No	Yes	No
43	14	0	0	0	0	No	Yes	No
44	12	0	0	0	0	No	Yes	No
45	39	0	0	0	0	No	Yes	No
46	17	0	0	0	0	No	Yes	No
47	33	24	22	2	0	Yes	Yes	Yes
48	53	33	27	6	0	Yes	Yes	Yes

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49	9	8	8	0	0 Yes	Yes	Yes
50	11	10	10	0	0 Yes	Yes	Yes
51	481	275	234	41	0 Yes	Yes	Yes
52	30	22	21	1	0 Yes	Yes	Yes
53	15	8	7	1	0 Yes	Yes	Yes
54	46	30	28	2	0 Yes	Yes	Yes
55	2	1	1	0	0 Yes	Yes	Yes
56	8	6	5	1	0 Yes	Yes	Yes
57	41	30	26	4	0 Yes	Yes	Yes
58	10	8	8	0	0 Yes	Yes	Yes
59	34	28	24	4	0 Yes	Yes	Yes
60	8	8	8	0	0 Yes	Yes	Yes
61	28	16	14	2	0 Yes	Yes	Yes
62	11	9	6	2	1 Yes	Yes	Yes
63	71	50	48	2	0 Yes	Yes	Yes
64	27	8	7	1	0 No	Yes	No
65	13	9	9	0	0 Yes	Yes	Yes
66	27	0	0	0	0 No	Yes	No
67	27	11	10	1	0 No	Yes	Yes
68	62	39	35	4	0 Yes	Yes	Yes

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

(see note 81)

***Categories of Nature of Trade Dispute**

- A: terms and conditions of employment, or the physical conditions in which any workers require to work;
- B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;
- C: allocation of work or the duties of employment between workers or groups of workers;
- D: matters of discipline;
- E: a worker's membership or non-membership of a trade union;
- F: facilities for officials of trade unions;
- G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

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

Yes

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

Industrial Action 1

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:

to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:

to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:

to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Information on Industrial Action

Name of Organisation:		NASUWT		Reporting Period	1/1/20 - 31/12/20
Did Union members take industrial action during the return period in response to any inducement on the part of the union?			Yes	If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute
1	A	15/01/2020	1	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>G: Machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures</p>
2	A	22/01/2020	1	Strike Action	
3	A	23/01/2020	1	Strike Action	
4	C	15/01/2020	1	Strike Action	
5	C	16/01/2020	1	Strike Action	
6	C	29/01/2020	1	Strike Action	
7	C	30/01/2020	1	Strike Action	
8	B	16/01/2020	1	Strike Action	
9	B	28/01/2020	1	Strike Action	
10	B	30/01/2020	1	Strike Action	
11	B	11/02/2020	1	Strike Action	
12	B	12/02/2020	1	Strike Action	
13	B	13/02/2020	1	Strike Action	
14	A	05/02/2020	1	Strike Action	
15	A	06/02/2020	1	Strike Action	
16	A	25/02/2020	1	Strike Action	
17	A	03/03/2020	1	Strike Action	
18	A	04/03/2020	1	Strike Action	
19	A	26/02/2020	1	Strike Action	
20	A	27/02/2020	1	Strike Action	
21	A	04/03/2020	1	Strike Action	
22	A	05/03/2020	1	Strike Action	
23	B	06/02/2020	1	Strike Action	
24	B	11/02/2020	1	Strike Action	
25	B	12/02/2020	1	Strike Action	
26	B	26/02/2020	1	Strike Action	
27	B	27/02/2020	1	Strike Action	
28	B	10/03/2020	1	Strike Action	
29	B	11/03/2020	1	Strike Action	
30	B	12/03/2020	1	Strike Action	
31	A	08/09/2020	1	Strike Action	
32	A	09/09/2020	1	Strike Action	
33	A	15/09/2020	1	Strike Action	
34	A	16/09/2020	1	Strike Action	
35	A	17/09/2020	1	Strike Action	
36	A	22/09/2020	1	Strike Action	
37	A	23/09/2020	1	Strike Action	
38	A	24/09/2020	1	Strike Action	
39	A	29/09/2020	1	Strike Action	
40	A	30/09/2020	1	Strike Action	
41	A	01/10/2020	1	Strike Action	
42	A	07/10/2020	1	Strike Action	
43	A	08/10/2020	1	Strike Action	
44	C	07/10/2020 to 31/12/2020	48	Action Short of Strike	
45	C	30/11/2020 to 31/12/2020	15	Action Short of Strike	
46	A	12/10/2020 to	45	Action Short of Strike	
47	A	01/12/2020	1	Strike Action	
48	A	08/12/2020	1	Strike Action	
49	A	09/12/2020	1	Strike Action	
50	A	09/12/2020 to 31/12/2020	8	Action Short of Strike	
51	A	16/12/2020 to 31/12/2020	3	Action Short of Strike	
52	A	16/12/2020 to	3	Action Short of Strike	

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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.

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

23. OPERATING LEASES

Group and Entity

At 31 December 2020 the Union has commitments under non-cancellable operating leases as follows:

	2020 £	2019 £
Expiry date:		
Within 1 year	684,359	803,750
Between 2 and 5 years	442,557	979,602
Over 5 years	<u>-</u>	<u>-</u>

27. FINANCIAL INSTRUMENTS

	2020 £	2019 £
Financial assets		
Financial assets measured at fair value	22,564,635	21,790,972
Financial assets that are debt instruments measured at amortised cost	393,028	580,419
Financial liabilities		
Financial liabilities measured at amortised cost	<u>(1,862,361)</u>	<u>(1,490,373)</u>

Financial assets measured at fair value through income and expenditure comprises investments in listed securities.

Financial assets measured at amortised cost comprise cash at bank, trade debtors and accrued income.

Financial liabilities measured at amortised cost comprise trade creditors, accruals and other creditors.

The entity's income, expense, gains and losses in respect of financial instruments are summarised below:

	2020 £	2019 £
Total investment income for financial assets measured at fair value through income and expenditure	477,832	677,966
Net gains/(losses) on financial assets measured at fair value through income and expenditure	376,243	2,310,217
Total interest income for financial assets measured at amortised cost through income and expenditure	<u>16,205</u>	<u>55,223</u>

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NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

17. TANGIBLE FIXED ASSETS

Freehold property includes land at a cost of £560,053 (2019: £560,053).

Land and freehold property with a net book value of £2,077,459 (2019: £2,171,19) is secured in the form of a first legal charge in favour of the Pension Protection Fund.

Investment Property is held at valuation. The properties were professionally valued by Kenington's Chartered Surveyors on 17 January 2020 and updated by reference to market data at 31 December 2020.

NASUWT – The Teachers' Union
POLITICAL FUND - NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

7. FINANCIAL INSTRUMENTS

	2020 £	2019 £
Financial assets		
Financial assets that are debt instruments measured at amortised cost	9,895	10,502
Financial liabilities		
Financial liabilities measured at amortised cost	4,895	4,200

Financial assets measured at amortised cost comprise of accrued income.

Financial liabilities measured at amortised cost comprise of accruals.

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NASUWT – The Teachers' Union
CENTRAL BENEVOLENT FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31
DECEMBER 2020

12. FINANCIAL INSTRUMENTS

	2020 £	2019 £
Financial assets		
Financial assets measured at fair value	1,123,223	1,132,811
Financial assets that are debt instruments measured at amortised cost	<u>75,983</u>	<u>79,391</u>
Financial Liabilities	2020 £	2019 £
Financial liabilities measured at amortised cost	<u>10,525</u>	<u>12,357</u>

Financial assets measured at fair value through income and expenditure comprises investments in listed securities.

Financial assets measured at amortised cost comprise benevolent loans and sundry debtors.

Financial liabilities measured at amortised cost comprise sundry creditors.

The entity's income, expense, gains and losses in respect of financial instruments are summarised below:

	2020 £	2019 £
Total investment income for financial assets measured at fair value through income and expenditure	34,456	37,163
Net gains/(losses) on financial assets measured at fair value through income and expenditure	(3,857)	110,982
Total interest income for financial assets measured at amortised cost through income and expenditure	<u>629</u>	<u>2,320</u>

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Accounting policies


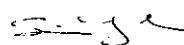
(see notes 84 and 85)

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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:  Name: Patrick Roach Date: 17 May 2021	Chairman's Signature:  (or other official whose position should be stated) Name: Sean Taylor Date: 17 May 2021
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Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31
DECEMBER 2020

1. ENTITY INFORMATION

The NASUWT is a teachers' union which represents teachers in England, Northern Ireland, Scotland and Wales.

The address and principal place of business is Hillscourt, Rose Hill, Rednal, Birmingham, B45 8RS.

2. ACCOUNTING POLICIES

a. Basis of preparation of financial statements

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102').

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

b. Basis of Consolidation

The financial statements consolidate the accounts of NASUWT (the "Entity") and its subsidiary undertakings ("subsidiaries") as detailed in note 18.

The Entity financial statements include the assets, liabilities and results of the NASUWT Head Office, Local Associations and Federations, Sunderland Reserve Fund and The Conference Centre.

The funds which make up the NASUWT are as follows:

- General Fund – comprising of:
 - Head Office - funds all of the staff and facilities to enable provision of services to members.
 - Local Associations and Federations - funds local activity on a imprest funding basis.
- Conference Centre - primarily provides facilities for members, and the Union generally, as well as an income stream from third party hire.
- Sunderland Reserve fund - funds members' action costs and undertakes legal casework for the protection of members.

The Group financial statements include the Entity and its subsidiaries, NASUWT Buildings Limited and Glass Estates Limited. In the revenue accounts these are included in the General Fund.

c. Going Concern

National Executive have reviewed the performance of the Union and their expectations for 2020 onwards and believe the Union will continue to operate as a going concern for the foreseeable future.

Regarding the subsidiary of the Union, NASUWT Buildings, and its subsidiary, Glass Estates Limited, the directors of these companies have reviewed the performance of the trading company, Glass Estates Limited, and their expectations for 2021 and believe that the companies will continue to generate positive cashflow on their own account for the foreseeable future.

The National Executive of the Union have no reason to believe that a material uncertainty exists that may cast significant doubt about the ability of NASUWT Buildings Limited and Glass Estates Limited to continue as a going concern or its ability to continue with the current funding arrangements.

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NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31
DECEMBER 2020

The global pandemic of Covid-19 has had no significant impact on the Union or its subsidiaries' ability to continue as a going concern.

d. Subscriptions and Other Income

Subscriptions are accounted for under the accruals concept, except that arrears of subscriptions, which are not considered to be material in amount, are not included until received.

Commissions, dividend and miscellaneous income is recognised at the point when there is an unequivocal right to the income.

Government grants are credited to the Income Statement as the related expenditure is incurred.

e. Depreciation

No depreciation is provided in respect of freehold land. The other fixed assets are depreciated over their estimated useful lives by equal annual instalments based on cost, at the following rates:

Freehold buildings and leasehold property.....	2%
Furniture and equipment.....	20%
Motor vehicles	20%
Contract purchase motor vehicles	Net cost over contract period
Computer equipment.....	20-25%

Conference Centre refurbishments are included within land and buildings. These are depreciated over 5 years which is their estimated lifespan.

f. Amortisation

All intangible assets are amortised over their estimated useful lives of 10 years.

g. Stocks

Stocks comprise consumable stores and items purchased for resale and are valued at the lower of cost and net realisable value.

h. Investment properties

Certain of the properties owned by NASUWT and its subsidiaries are held for long-term investment and rented to third parties.

Investment properties are initially recognised at cost which includes purchase cost and any directly attributable expenditure.

Investment properties whose fair value can be measured reliably are measured at fair value. The surplus or deficit on revaluation is recognised in the income statement.

i. Financial instruments

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term trade creditors are measured at the transaction price.

Fixed Asset Investments

Gains and losses representing the movement in market values during the period are credited or charged to the income statement in the period of gain or loss.

There are no complex financial instruments.

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NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31
DECEMBER 2020

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include:

Revaluation of Investment properties

The NASUWT carries its investment property at market value, with changes in market value being recognised in the Revenue Account. The National Executive uses a professional valuation to determine the current market value of the property at regular intervals as deemed appropriate. In intervening years the National Executive review market information and update the valuation based on their estimate of market movement since the previous professional valuation.

Legal Provision

The legal provision represents the liability for future costs of legal cases at the year end. The first element of the provision estimates costs incurred after a case is closed using historic cost data split by legal case category. The second element of the provision uses historic cost data split by legal case category to apply an average cost to open cases at year end. Finally, where there are clearly exceptional cases either in the historic cost data or in the open cases these are extracted and specific provisions estimated where applicable.

Defined Benefit Pension scheme liability

The cost of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates for the respective country.

Further details are given in note 25.

Defined Benefit Pension Scheme – Guaranteed Minimum Pension Equalisation (GMP)

Following a court judgement in October 2019 involving The Lloyds Bank Pension Schemes the NASUWT has an additional liability with regard to its own defined benefit pension scheme relating to GMP. The judgment confirms that members' benefits do need to be equalised for the effects of unequal GMPs and provided some clarity regarding the methodology that may be used. The judgement only impacts on benefits earned between 17 May 1990 and 5 April 2017. Full details of the ruling can be found at the following link <https://www.11kbw.com/wp-content/uploads/Lloyds-judgment-Oct18.pdf>. This ruling is still open to appeal.

The judgement laid down various methodologies for the basis of the calculation of the liability. The NASUWT have used option C2 as the most appropriate but whichever is used there are a large number of assumptions required to derive the estimate and as a result there is inherent uncertainty in the calculated figure. Ultimately, the true cost of the GMP equalisation uplifts will not be known until the detailed member by member calculations have been performed.

Dals

NASUWT – *The Teachers' Union*
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31
DECEMBER 2020

The liability estimated using the above methodology is estimated by the actuary, KPMG LLP, at 0.1% of the scheme liabilities which amounted to £90,000 (£102,000 in 2019). Each scheme will have a widely differing profile of members, benefits and assumptions therefore it is difficult to compare liabilities from scheme to scheme.

As this is a very subjective estimate at this point in time it is sensible to consider sensitivities if the final liability was found to be different to that above. Common estimates have put the liability as between 1% and 3%. The effect on NASUWT if this were to be the case would be liabilities between approximately £900,000 and £2,700,000.

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NASUWT – The Teachers' Union
POLITICAL FUND - NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. ENTITY INFORMATION

The NASUWT Political Fund is a political fund of the Trade Union set aside to meet those objectives to which Section 3 of the Trade Union Act 1913 applies.

The address and principal place of business is Hillscourt, Rose Hill, Rednal, Birmingham, B45 8RS.

2. ACCOUNTING POLICIES

a. Basis of preparation of financial statements

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102').

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

b. Subscriptions

Income and expenditure is accounted for under the accruals concept, except that arrears of subscriptions, which are not considered to be material in amount, are not included until received.

c. Financial instruments

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term trade creditors are measured at the transaction price.

There are no complex financial instruments.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION

There are no significant judgements and estimates made by management in the preparation of the financial statements.

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NASUWT – The Teachers' Union
CENTRAL BENEVOLENT FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31
DECEMBER 2020

1. CHARITY INFORMATION

The Central Benevolent Fund (the charity) is set aside for general benevolent purposes of the NASUWT in alleviating hardship to members. The fund is managed as a separate entity from the NASUWT.

2. ACCOUNTING POLICIES

a. Basis of preparation of financial statements

The accounts (financial statements) have been prepared under the historical cost convention, with the exception of investments which are stated at market valuation. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Central Benevolent Fund constitutes a public benefit entity as defined by FRS 102. The Trustees have given due consideration to the Charity's Commission's published guidance on the Public Benefit requirement under the Charities Act 2011.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

The global pandemic of Covid-19 has had no significant impact on the Charity's ability to continue as a going concern. The trustees consider that there are no material uncertainties about the Central Benevolent Fund's ability to continue as a going concern.

b. Funds structure

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objects of the charity and that have not been designated for specific purposes.

c. Income recognition

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognised at the time of the donation.

d. Resources expended

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and of grants including support costs.

Liabilities are recognised where there is a legal or constructive obligation committing the charity to the obligation.

Resources expended include irrecoverable VAT.

e. Financial instruments

Fixed asset Investments

Investments are stated at market value.

Gains and losses representing the movement in market values during the period are credited or charged to the SOFA in the period of gain or loss.

Debtors

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NASUWT – The Teachers' Union
CENTRAL BENEVOLENT FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31
DECEMBER 2020

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term trade creditors are measured at the transaction price.

There are no complex financial instruments.

e. Donated services

Donated services are included for staff costs and premises costs at the value the charity would have paid for them in the open market.

f. Benevolent loans

Benevolent loans are considered to meet the criteria of concessionary loans under FRS 102. They are recorded in the financial statements at face value.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made may include:

Revaluation of Investment properties

The charity carries its investment property at fair value, with changes in fair value being recognised in the Statement of Financial Activities. The charity has used a professional valuation in January 2020 by Kenington's Chartered Surveyors, RICS registered valuers, to determine the current market value of the property, this has been updated to 31 December 2020 using market value data.

Donated services from NASUWT

The charity receives donated services which are analysed in note 4. The staff costs are calculated based on the percentage of each staff members' time spent on providing administration services to the charity. Premises costs are calculated by apportioning the total property costs over the proportion of staff costs donated.

D.15

Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.



2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached



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

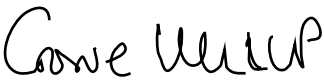
In our opinion the financial statements:

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



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Auditor's report (continued)

Signature(s) of auditor or auditors:		
Name(s):	Crowe UK LLP	
Profession(s) or Calling(s):	Registered Auditor	
Address(es):	Black Country House ,	
	Rounds Green Road	
	Oldbury	
	West Midlands	
Postcode	B69 2DG	
Date	19 May 2021	
Contact name for inquiries and telephone number:	Dave Darlaston 0121 543 1900	

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

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE
NASUWT – *The Teachers' Union***

Opinion

We have audited the financial statements of NASUWT for the year ended 31 December 2020 which comprise "General Fund Revenue Account incorporating the subsidiaries" the "Conference Centre Trading, Profit and Loss Account", the "Sunderland Reserve Fund Revenue Account", the "Group and Entity Statement of Comprehensive Income", the "General and Sunderland Reserve Fund Consolidated Balance Sheet", the "General and Sunderland Reserve Fund Entity Balance Sheet", the "General and Sunderland Reserve Fund Entity Balance Sheet", the "General and Sunderland Reserve Fund consolidated Cashflow Statement", the "General and Sunderland Reserve Fund Statement of Changes in Equity" 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 Union's affairs as at 31 December 2020 and of its transactions for the year then ended; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

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

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

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

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

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE
NASUWT – The Teachers' Union (continued)**

Other information

The officers 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.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept by the Union;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of officers

As explained more fully in the statement of officers' responsibility set out on page 26, 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.

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

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.

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE NASUWT – The Teachers' Union (continued)

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations (Consolidation) Act 1992. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity and the group for fraud. The laws and regulations we considered in this context for the UK operations were Trade Union and Labour Relations (Consolidation) Act 1992, General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Environmental protection legislation, Health and safety legislation, Taxation legislation and Employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Executive's and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Certification Officer, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery,

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE
NASUWT – *The Teachers' Union* (continued)**

intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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Membership audit certificate

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

(See notes 97 to 103)

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

☒ Yes / ☐ No

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

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

Membership audit certificate

Section one

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

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

☒ Yes / ☐ No

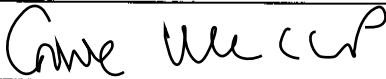
- 2 In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

☒ Yes / ☐ No

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	Crowe UK LLP
Address	Black Country House , Rounds Green Road, Oldbury, W Mids, B69 2DG
Date	19 May 2021
Contact name and telephone number	Dave Darlaston 0121 543 1900

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	