

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	The Royal College of Midwives			
Year ended:	31 December 2020			
List no:				
Head or Main Office address:	10-18 Union Street			
	London			
Postcode	SE1 1SZ			
Website address (if available)	<a href="http://www.rcm.org.uk">www.rcm.org.uk</a>			
Has the address changed during the year to which the return relates?	Yes	<input checked="" type="checkbox"/>	No	( 'X' in appropriate box)
General Secretary:	Gill Walton			
Telephone Number:	0300 303 0444			
Contact name for queries regarding the completion of this return	Chris Truman			
Telephone Number:	0300 303 0444			
E-mail:	Chris.Truman@rcm.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](mailto:returns@certoffice.org)

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

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# Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
Male	133	2	1	5	141
Female	44,727	1,628	78	400	46,833
Other	2,667	75	3	9	2,754
<b>Total</b>	47,527	1,705	82	414	A 49,728

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

49,728

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

742

## Change of Officers

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

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

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

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
Natalie Linder	RCM Board Member
Giuseppe Labriola	RCM Board Member - Chair
Tracy Miller	RCM Board Member
Pauline Twigg	RCM Board Member - Vice Chair
Janet Ballentine	RCM Board Member
Keelie Lorraine Barrett	RCM Board Member
Michelle Beacock	RCM Board Member
Sarah Jones	RCM Board Member
Neil Tomlin	RCM Board Member
Sascha Wells	RCM Board Member
Daren Davies	RCM Board Member
Kate Evans	RCM Board Member

# General Fund

(see notes 13 to 18)

	£	£
<b>Income</b>		
<b>From Members:</b> Contributions and Subscriptions		9,217,837
<b>From Members:</b> Other income from members (specify)		
income from any other sources non members		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		9,217,837
<b>Investment income (as at page 12)</b>		101,920
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	695,006	
<b>Total of other income (as at page 4)</b>		695,006
<b>Total income</b>		10,014,763
<b>Interfund Transfers IN</b>		
<b>Expenditure</b>		
Benefits to members (as at page 5)		2,944,041
Administrative expenses (as at page 10)		6,026,888
<b>Federation and other bodies (specify)</b>		
<b>Total expenditure Federation and other bodies</b>		
<b>Taxation</b>		
<b>Total expenditure</b>		8,970,929
<b>Interfund Transfers OUT</b>		
Surplus (deficit) for year		1,043,834
Amount of general fund at beginning of year		9,916,433
Amount of general fund at end of year		10,960,267

## Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
<b>Federation and other bodies</b>	
<b>Total federation and other bodies</b>	
<b>Any Other Sources</b>	
Income from RCM Branches	18,143
Accreditations/consultancy	3,184
Miscellaneous income	31,443
Magazine income	148,957
Union Learning Fund Wales	33,498
FGM projects	33,641
Bangladesh project	82,864
Other projects	26,000
Conferences and events	49,838
Donations	923
Irish Nurses and Midwifery licence income	16,471
Gains of investments	308,044
Re-measurement of defined benefit liability	-58,000
<b>Total other sources</b>	<b>695,006</b>
<b>Total of all other income</b>	<b>695,006</b>

## Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		<b>brought forward</b>	1,004,760
Legal cost	442,370	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
		Stewards Training Courses	52,445
		Salary cost dedicated officers	1,400,082
Communications			
Magazine	562,390	Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify membership professional indemnity insurance)	364,000
		TUC Affiliation	122,754
<b>carried forward</b>	1,004,760	<b>Total (should agree with figure in General Fund)</b>	2,944,041





(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

## Political fund account

(see notes 24 to 33)

£

£

<b>Political fund account 1</b>	<b>To be completed by trade unions which maintain their own political fund</b>
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<b>Income</b>	Members contributions and levies			
	Investment income (as at page 12)			
Other income (specify)				
	Total other income as specified			
	Total income			

<b>Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period</b>
--

Expenditure A (as at page i)			
Expenditure B (as at page ii)			
Expenditure C (as at page iii)			
Expenditure D (as at page iv)			
Expenditure E (as at page v)			
Expenditure F (as at page vi)			
Non-political expenditure (as at page vii)			
	Total expenditure		
	Surplus (deficit) for year		
	Amount of political fund at beginning of year		
	Amount of political fund at the end of year (as <u>Balance Sheet</u> )		
	Number of members at end of year contributing to the political fund		
	Number of members at end of the year not contributing to the political fund		
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		

<b>Political fund account 2</b>	<b>To be completed by trade unions which act as components of a central trade union</b>
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<b>Income</b>	Contributions and levies collected from members on behalf of central political fund			
	Funds received back from central political fund			
	Other income (specify)			
		Total other income as specified		
		Total income		
<b>Expenditure</b>	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)			
	Administration expenses in connection with political objects(specify)			
	Non-political expenditure			
		Total expenditure		
		Surplus (deficit) for year		
	Amount held on behalf of trade union political fund at beginning of year			
	Amount remitted to central political			
	Amount held on behalf of central political fund at end of year			
	Number of members at end of year contributing to the political fund			
	Number of members at end of the year not contributing to the political fund			
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund			



## Political fund account expenditure (b)

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

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

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

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

## **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))	£
<b>Total</b>			

### **Political fund account expenditure (d)**

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

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

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
<b>Total</b>	



**Political fund account expenditure (e)**

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

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

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

Name of political party	£
<b>Total</b>	

## **Political fund account expenditure (f)**

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

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

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

Name of organisation or political party	£
<b>Total</b>	

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

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

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

Total expenditure

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

Total expenditure

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

Total expenditure

**Total of all expenditures**

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

(see notes 34 and 35)

		£
<b>Administrative Expenses</b>		
Remuneration and expenses of staff		3,795,291
Salaries and Wages included in above	3,702,490	
Auditors' fees		56,910
Legal and Professional fees		78,519
Occupancy costs		585,770
Stationery, printing, postage, telephone, etc.		274,049
Expenses of Executive Committee (Head Office)		
Expenses of conferences		83,881
Other administrative expenses (specify)		
press and pubs		25,145
catering		3,582
data processing		385,969
bank charges		30,596
affiliations		14,905
general maintenance		24,704
general expenditure		45,569
marketing including renewals		138,537
subs and donations		41,433
training courses		61,114
<b>Other Outgoings</b>		
staff recruitment		10,491
RCM Educations		108,708
various projects		32,315
insurance		53,176
Union Learning Fund Wales		35,590
Midwifery Support Workers MSW		2,773
RCM Branches		68,459
Bangladesh project		64,782
Campaigns		4,620
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
tretert		
<b>Total</b>		6,026,888
Charged to:	General Fund (Page 3)	6,026,888
<b>Total</b>		6,026,888

## Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Benefits		
				Description	Value	
	£	£	£	£	£	
Gill Walton - CEO/General Secretary	133,044	15,866	27,241			176,151
RCM Board Members and President did not receive salary or benefits, only refund of						

# Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			97,178
Equities (e.g. shares)			
Interest (gross) from:			4,742
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
			101,920
		Total investment income	101,920
		Credited to:	
		General Fund (Page 3)	101,920
		Political Fund	
		Total Investment Funds	101,920



## Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
<b>Cost or Valuation</b>						
At start of year	155,000		1,035,912			1,190,912
Additions		852,305	119,833			972,138
Disposals			-177,884			-177,884
Revaluation/Transfers						
At end of year	155,000	852,305	977,861			1,985,166
<b>Accumulated Depreciation</b>						
At start of year	52,440		514,619			567,059
Charges for year	1,923	15,377	242,074			259,374
Disposals			-177,884			-177,884
Revaluation/Transfers						
At end of year	54,363	15,377	578,809			648,549
<b>Net book value at end of year</b>	100,637	836,928	399,052			1,336,617
<b>Net book value at end of previous year</b>	102,560		521,292			623,852



# Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Equities - UK	870,797	
Equities - North America	939,474	
Equities - Global	1,350,872	
Equities - Europe excl UK	171,150	
Equities - Asia incl Japan	298,308	
Equities - Emerging Markets	441,974	
Government Securities (Gilts)		
Bonds - UK Treasurer	433,279	
Bonds - North America	185,377	
Other quoted securities (to be specified)		
Multi Asset Fund	284,127	
Alternatives	962,044	
<b>Total quoted (as Balance Sheet)</b>	<b>5,937,402</b>	
Market Value of Quoted Investment		
<b>Unquoted</b>		
Equities		
BR Plus	5,000	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
<b>Total unquoted (as Balance Sheet)</b>	<b>5,000</b>	
Market Value of Unquoted Investments		

# Analysis of investment income (controlling interests)

(see notes 60 and 61)

<p><b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b></p>	Yes <input style="width: 40px; height: 20px;" type="checkbox"/>	No <input checked="" style="width: 40px; height: 20px;" type="checkbox"/>
---	---	---

If YES name the relevant companies:

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

<p><b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b></p>	Yes <input style="width: 40px; height: 20px;" type="checkbox"/>	No <input checked="" style="width: 40px; height: 20px;" type="checkbox"/>
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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 £
<b>Income</b>			
From Members	9,217,837		9,217,837
From Investments	101,920		101,920
Other Income (including increases by revaluation of assets)	695,006		695,006
<b>Total Income</b>	10,014,763		10,014,763
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	8,970,929		8,970,929
<b>Funds at beginning of year</b> (including reserves)	9,916,433		9,916,433
<b>Funds at end of year</b> (including reserves)	10,960,267		10,960,267
<b>Assets</b>			
Fixed Assets			1,336,617
Investment Assets			5,942,402
Other Assets			4,559,735
		<b>Total Assets</b>	11,838,754
<b>Liabilities</b>		<b>Total Liabilities</b>	878,487
<b>Net Assets (Total Assets less Total Liabilities)</b>			10,960,267

# Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
<b>Income</b>			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
<b>Total Income</b>			
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>			
<b>Funds at beginning of year</b> (including reserves)			
<b>Funds at end of year</b> (including reserves)			
<b>Assets</b>			
Fixed Assets			
Investment Assets			
Other Assets			
<b>Total Assets</b>			
<b>Liabilities</b>			
<b>Total Liabilities</b>			
<b>Net Assets (Total Assets less Total Liabilities)</b>			

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

(see notes 74 to 80)

<b>Did the union hold any ballots in respect of industrial action during the return period?</b>	<b>No</b>
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
<b>Ballot 1</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> 1
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> 3
	<b>1-3 should total "Number of votes cast"</b>
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	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>
<b>Ballot 2</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> 1
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> 3
	<b>1-3 should total "Number of votes cast"</b>
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	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>
<b>Ballot 3</b>	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
<b>Number of votes cast in the ballot</b>	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> 1
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> 3
	<b>1-3 should total "Number of votes cast"</b>
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	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
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	<input style="width: 60px;" type="text"/>

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

**Ballot 4**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

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

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

**Ballot 5**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

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

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

**Ballot 6**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

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

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

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

(see note 81)

**\*Categories of Nature of Trade Dispute**

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

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

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

**Industrial Action 1**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 2**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 3**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**use a continuation page if necessary**

**Industrial Action 4**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 5**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 6**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 7**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 8**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

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



# Notes to the accounts

(see notes 82 and 83)

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

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2020

#### BRANCH RETURNS

The income and expenditure account includes:

- a) The income and expenditure of headquarters
- b) The income and expenditure of 145 (2019: 140) branches
- c) Amounts received at headquarters from the branches that have not submitted accounts

The total cash at bank and in-hand shown in the group balance sheet of £4,821,976 (2019: £4,662,631 ) includes the £468,361 (2019: £435,617 ) held by branches.

#### 4. INCOME

	<b>2020</b>	<i>2019</i>
	<b>£</b>	<i>£</i>
Membership subscriptions	9,217,837	8,664,268
Conference income	49,838	74,160
Income raised by branches	17,583	40,415
Donations and legacies	222,812	31,193
Commercial partnership income	279,750	342,905
Project income	176,003	234,384
Other income	34,014	22,721
MIDIRS	369,897	202,131
Journal/website income	148,957	108,515
Consultancy/accreditation	3,184	<u>26,475</u>
	<b><u>10,519,875</u></b>	<b><u>9,747,167</u></b>

**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2020**

**5. STAFF COSTS AND NUMBERS**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Wages and salaries	4,170,015	4,057,061
Social security costs	410,626	390,691
Pension costs	883,258	769,782
	<b><u>5,463,899</u></b>	<b><u>5,217,534</u></b>

Full-time equivalent employed at 31 December 2020

Professional	81	<u>88</u>
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The salary cost for the key management personnel during the year was £666,426 (2019: £634,285 ). The figure is inclusive of pension benefits; no other employee benefits were paid. There were no redundancy payments in the year (2019: £20,012).

**6. INTEREST RECEIVABLE**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Bank and building society interest	<u>4,926</u>	<u>2,444</u>

**7. SURPLUS ON ORDINARY ACTIVITIES**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
This is stated after charging		
Auditor's remuneration		
– audit	36,510	34,800
– other services – taxation	17,162	17,320
Operating lease rentals		
– plant and machinery	13,816	16,000
– land and buildings	181,511	215,833
Depreciation	259,375	201,675

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2020

#### 8. REMUNERATION OF MEMBERS OF THE RCM BOARD

No member of the RCM Board received any remuneration from the RCM 2020 : nil (2019: nil) except for reimbursement of their travelling expenses totaling £5,261 (2019: £24,409).

#### 9. RESULTS FOR THE FINANCIAL PERIOD

In accordance with the exemptions allowed by Section 408 of the Companies Act 2006, the RCM has not presented its own profit and loss account. The RCM's unconsolidated surplus for the year was £1,043,834 and the total turnover was £10,014,763.

#### 10. TANGIBLE AND INTANGIBLE FIXED ASSETS

	Freehold land and building	Leasehold – Union Street	Furniture and office equipment	Total	Intangibles
	£	£	£	£	£
<b>Cost or valuation</b>					
At 1 January 2020	155,000	-	353,176	508,176	682,736
Additions	-	852,305	72,839	925,145	46,994
Disposal	-	-	(177,884)	(177,884)	-
<b>At 31 December 2020</b>	<b><u>155,000</u></b>	<b><u>852,305</u></b>	<b><u>248,131</u></b>	<b><u>1,255,437</u></b>	<b><u>729,730</u></b>
<b>Depreciation and amortisation</b>					
At 1 January 2020	52,440	-	343,936	396,376	170,683
Charge for the year	1,923	15,377	14,497	31,797	227,578
Disposal	-	-	(177,884)	(177,884)	-
<b>At 31 December 2020</b>	<b><u>54,363</u></b>	<b><u>15,377</u></b>	<b><u>180,549</u></b>	<b><u>250,289</u></b>	<b><u>398,261</u></b>
<b>Net book value</b>					
<b>At 31 December 2020</b>	<b><u>100,637</u></b>	<b><u>836,928</u></b>	<b><u>67,582</u></b>	<b><u>1,005,148</u></b>	<b><u>331,469</u></b>
<i>At 31 December 2019</i>	<u>102,560</u>	-	<u>9,239</u>	<u>111,799</u>	<u>512,053</u>

At 31 December 2020, there were capital commitments contracted for of £0 (2019: £121,500).

**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2020**

**11. FIXED-ASSET INVESTMENTS**

	<b>Group</b>	<i>Group</i>	<b>RCM</b>	<i>RCM</i>
	<b>2020</b>	<i>2019</i>	<b>2020</b>	<i>2019</i>
	<b>£</b>	<i>£</i>	<b>£</b>	<i>£</i>
Market value at start of period	6,265,875	5,802,171	5,364,812	4,973,185
Additions	2,194,692	2,159,170	1,897,091	1,796,142
Disposals	(1,884,770)	(2,208,672)	(1,627,545)	(1,849,861)
Gains	347,933	<u>513,206</u>	308,044	<u>445,346</u>
<b>Market value at 31 December</b>	<b><u>6,923,730</u></b>	<b><u>6,265,875</u></b>	<b><u>5,942,402</u></b>	<b><u>5,364,812</u></b>
Historical cost at 31 December	<u>6,077,533</u>	<u>5,796,340</u>	<u>5,207,398</u>	<u>4,965,300</u>

Investments are held in a mixture of unit trusts managed by Cazenove Capital.

**12. DEBTORS**

	<b>Group</b>	<i>Group</i>	<b>RCM</b>	<i>RCM</i>
	<b>2020</b>	<i>2019</i>	<b>2020</b>	<i>2019</i>
	<b>£</b>	<i>£</i>	<b>£</b>	<i>£</i>
Amounts due from RCMT			313,017	355,033
Other debtors	392,444	495,218	129,245	178,609
Prepayments	111,390	<u>129,419</u>	109,571	<u>113,383</u>
	<b><u>503,834</u></b>	<b><u>624,637</u></b>	<b><u>551,836</u></b>	<b><u>647,025</u></b>

**13. CREDITORS:** Amounts falling due within one year

	<b>Group</b>	<i>Group</i>	<b>RCM</b>	<i>RCM</i>
	<b>2020</b>	<i>2019</i>	<b>2020</b>	<i>2019</i>
	<b>£</b>	<i>£</i>	<b>£</b>	<i>£</i>
Subscriptions in advance	7,507	4,648	7,507	4,648
Trade creditors	403,159	364,351	358,981	306,316
Other taxation and social security	124,401	89,308	126,754	88,569
Accruals	366,878	318,577	353,189	273,030
Deferred income	307,495	<u>336,743</u>	32,056	<u>65,697</u>
	<b><u>1,209,440</u></b>	<b><u>1,113,627</u></b>	<b><u>878,487</u></b>	<b><u>738,260</u></b>

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2020

#### 14. PENSIONS

The RCM operates a defined benefit scheme in the UK. This is a separate trustee-administered fund that holds the pension scheme assets to meet long-term pension liabilities. A full actuarial valuation is being carried out at

31 March 2020 and the preliminary results have been updated to 31 December 2020 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below. Note the surplus for 2020 is not considered a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102. There is a difference between accounting and actuarial valuation.

This most recent actuarial valuation showed a surplus of £976,000. The RCM has agreed with the trustees that it will continue to pay contributions of £213,784 per annum in equal monthly instalments until 30 September 2020 with no deficit funding contributions due thereafter. In addition, and in accordance with the actuarial valuation, the RCM has agreed with the trustees that it will pay 18.6% of pensionable pay in respect of the cost of accruing benefits, death in service benefits and expenses until 30 September 2020 and 26.1% of pensionable pay thereafter. In addition, the RCM will pay any levies to the Pension Protection Fund. Member contributions are payable in addition at the rate of 7% of pensionable pay.

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

	<b>31 December 2020 £'000s</b>	31 December 2019 £'000s
Fair value of plan assets	42,317	38,710
Present value of defined benefit obligation liabilities	38,836	34,571
Unrecognised surplus	3,481	4,139
Surplus in plan	3,481	4,139
Defined benefit asset (liability)	-	-

#### RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE DEFINED BENEFIT OBLIGATION

	<b>31 December 2020 £'000s</b>	31 December 2019 £'000s
Defined benefit obligation at start of period	34,571	31,353
Current service cost	747	681
Expenses	120	84
Interest expense	689	876
Contributions by plan participants	265	241
Actuarial losses / gains	3,795	2,470
Benefits paid and expenses	(1,351)	(1,134)
Defined benefit obligation at end of period	38,836	34,571

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2020

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#### 14. PENSIONS (CONTINUED)

The English High Court ruling in Lloyds Banking Group Pension Trustees Limited v Lloyds Bank plc and others was published on 26 October 2018, and held that UK pension schemes with Guaranteed Minimum Pensions (GMPs) accrued from 17 May 1990 must equalise for the different effects of these GMPs between men and women. The case also gave some guidance on related matters, including the methods for equalisation.

The trustees of the scheme will need to obtain legal advice covering the impact of the ruling on this scheme, before deciding with the employer on the method to adopt. An allowance for the additional liabilities as a result of this ruling is included within the defined benefit obligation.

The defined benefit cost for the fiscal year ending on the 31 December 2020 does not include any past service cost arising following a High Court case on 20 November 2020 which ruled that transfers out of the Plan, between 17 May 1990 and 28 October 2018, need to be revisited and equalised for GMP (if applicable), given that the impact of this ruling is assumed to be immaterial to the scheme.

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

	<b>2020</b>	<i>2019</i>
	<b>£'000s</b>	<i>£'000s</i>
Fair value of plan assets at start of period	38,710	33,764
Interest income	773	945
Actuarial gains	2,995	4,039
Contributions by RCM	925	855
Contributions by plan participants	265	241
Benefits paid and expenses	<u>(1,351)</u>	<u>(1,134)</u>
Fair value of plan assets at end of period	<u>42,317</u>	<u>38,710</u>

The actual return on the plan assets over the period ending 31 December 2020 was £3,768,000 (2019: £4,984,000).

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#### 14. DEFINED BENEFIT COSTS RECOGNISED IN PROFIT AND LOSS ACCOUNT

**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2020**

	<b>2020</b>	<i>2019</i>
	<b>£'000s</b>	<i>£'000s</i>
Current service cost	747	681
Expenses	120	84
Net interest cost	-	-
Defined benefit costs recognised in profit and loss account	<u>867</u>	<u>765</u>

**DEFINED BENEFIT COSTS RECOGNISED IN OTHER COMPREHENSIVE INCOME**

	<b>2020</b>	<i>2019</i>
	<b>£'000</b>	<i>£'000</i>
Return on plan assets (excluding amounts included in net interest cost) gain		
Amount gain	2,995	4,039
Experience gains and (losses) arising on the plan liabilities:	96	(1,176)
Amount gain		
Effects of changes in the demographic and financial assumptions underlying the present value of the plan liabilities:	(3,891)	(1,294)
Amount gain/(loss)		
Effects of changes in the amount of surplus that is not recoverable (excluding amounts included in net interest cost) (loss)	742	1,659
Total amount recognised in other comprehensive income	(58)	(90)



**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2020**

**ASSETS**

	<b>2020</b>	2019
	<b>£'000</b>	<b>£'000</b>
UK equities	7,076	6,744
Overseas equities	7,076	6,744
Corporate bonds	6,054	5,395
Diversified growth funds	9,321	9,262
Property	2,601	2,685
Cash	32	30
Insured pensioners	214	218
LDI	9,943	7,632
<b>TOTAL ASSETS</b>	<b>42,317</b>	<b>38,710</b>

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

**ASSUMPTIONS**

	<b>% per annum</b>	<i>% per annum</i>
	<b>2020</b>	<i>2019</i>
Rate of discount	1.40	2.00
Inflation (RPI)	2.95	2.85
Inflation (CPI)	2.45	2.05
Salary growth	2.95	2.85
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less, minimum 3% p.a.	n/a	n/a
Allowance for revaluation of deferred pensions of RPI or 5% p.a. if less, minimum 3% p.a.	3.00	3.00

THE ROYAL COLLEGE OF MIDWIVES

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

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Allowance for revaluation of deferred pensions of RPI or 5% p.a. if less	2.95	2.85
Allowance for pension in payment increases of RPI or 5% p.a. if less	2.85	2.80
Allowance for pension in payment increases of CPI or 3% p.a. if less	2.05	1.80
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.45	2.10
Allowance for commutation of pension for cash at retirement	90% of members commute 25% of their pension	90% of members commute 25% of their pension

The mortality assumptions adopted at 31 December 2020 imply the following life expectancies:

Male retiring in 2020	21.9
Female retiring in 2040	24.2
Male retiring in 2020	23.3
Female retiring in 2040	25.6

The best estimate of contributions to be paid by the employer for the period commencing 1 January 2021 is £891,400 (2019: £777,500 ).

THE ROYAL COLLEGE OF MIDWIVES

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

15. MOVEMENT ON RESERVES

	1 January 2020 £	Movement in the period £	Gains realised £	Revaluation £	31 December 2020 £
<b>SPECIFIC FUNDS</b>					
Headquarters specific fund	106,205	(806)	(2,431)	6,537	109,505
Headquarters benevolent fund	687,966	54,693	(11,763)	37,714	768,610
<b>TOTAL SPECIFIC FUNDS</b>	<b><u>794,171</u></b>	<b><u>53,887</u></b>	<b><u>(14,194)</u></b>	<b><u>44,251</u></b>	<b><u>878,115</u></b>
<b>GENERAL FUNDS</b>					
General funds – HQ	9,835,015	878,144	(107,764)	425,701	11,031,096
General funds – branches	434,182	33,383	-	-	467,565
	<b><u>10,269,197</u></b>	<b><u>911,527</u></b>	<b><u>(107,764)</u></b>	<b><u>425,701</u></b>	<b><u>11,498,661</u></b>
<b>TOTAL SPECIFIC AND GENERAL</b>	<b><u>11,063,368</u></b>	<b><u>965,414</u></b>	<b><u>(121,958)</u></b>	<b><u>469,952</u></b>	<b><u>12,376,776</u></b>
Pension fund reserve	-	58,000	-	(58,000)	-
<b>TOTAL FUNDS</b>	<b><u>11,063,368</u></b>	<b><u>1,023,414</u></b>	<b><u>(121,958)</u></b>	<b><u>411,952</u></b>	<b><u>12,376,776</u></b>

16. FINANCIAL COMMITMENTS

At 31 December 2020, the group and company had the following annual commitments under non-cancellable operating leases expiring as follows:

	Land and building		Furniture and equipment	
	2020 £	2019 £	2020 £	2019 £
In less than one year	32,160	215,833	583	13,505
Within two to five years	177,160	-	4,239	2,495
In more than five years	177,160	-	-	-

**THE ROYAL COLLEGE OF MIDWIVES**

**NOTES TO THE ACCOUNTS (CONTINUED)**

**FOR THE YEAR ENDED 31 DECEMBER 2020**

**17. RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES**

	<b>2020</b>	<i>2019</i>
	<b>£</b>	<i>£</i>
Operating surplus	929,809	<i>(301,590)</i>
Depreciation	259,375	<i>201,675</i>
(Increase)/decrease in debtors	120,803	<i>(254,658)</i>
Increase/(decrease) in creditors	95,813	<i>(75,959)</i>
Charitable grants paid	(24,105)	<i>(44,558)</i>
Pension current costs	867,000	<i>765,000</i>
Contribution by employer	(925,000)	<i>(855,000)</i>
	<b><u>1,323,695</u></b>	<i><u>(565,090)</u></i>

**18. ANALYSIS OF BANK BALANCES AND CHANGES IN THE YEAR**

	<i>2019</i>	<b>Change in year</b>	<b>2020</b>
	<i>£</i>	<b>£</b>	<b>£</b>
Cash at bank and in hand	<u>4,662,631</u>	<u>159,345</u>	<u>4,821,976</u>

**19. SUBSIDIARY UNDERTAKINGS**

The RCM is the ultimate parent entity of the RCM Group. At 31 December 2020, the RCMT, RCM Trust Trading Company Limited and RCM Information Services Ltd formed part of the consolidated financial statements. The RCMT is controlled by the same board as the RCM, and the RCMT holds 100% of the share capital of RCM Trust Trading Company Limited and RCM Information Services Ltd. All subsidiaries are registered in the UK and have the same registered office as the RCM.

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2020

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#### SECTION 32A(6)(A) OF THE TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992 AS AMENDED BY THE EMPLOYMENT RELATIONS ACT 1999

- a) Total income and expenditure of the trade union for the period ended 31 December 2020:

Income £10,014,763  
Expenditure £8,970,929

- b) The total income for the union for the period ended 31 December 2020 includes £9,217,837 of payments in respect of membership.
- c) The union has no political fund.
- d) The CEOs (whose role includes that of general secretary) received a gross salary of £176,151 for the 12-month period, which includes benefits consisting of pension contributions.

It should be noted that the CEO's salary is associated with all the activities of the RCM and not just the trade union. No salary or other benefits were received by the president or any members of the RCM Board.

A member who is concerned that some irregularity may be occurring, or may have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with one or more of the following (as appropriate): the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, or the certification officer (who is an independent officer appointed by the secretary of state) or the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union, and contemplates bringing civil proceedings against the union or responsible officials or trustees, he/she should consider obtaining independent legal advice.

# Accounting policies


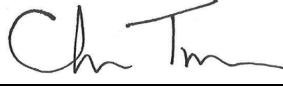
(see notes 84 and 85)



## Signatures to the annual return

(see notes 86 & 87)

**Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here**

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Gill Walton	Name:	Chris Truman
Date:	27.5.2021	Date:	27.5.2021

## 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		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	

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS

### FOR THE YEAR ENDED 31 DECEMBER 2020

#### ACCOUNTING POLICIES

**a) Accounting convention**

The accounts are prepared under the Companies Act 2006, the historical cost accounting rules (modified by the revaluation of listed investments), and in accordance with the amended FRS 102, which has been applied in the preparation of these financial statements.

Having reviewed the financial position and considered the impact of Covid-19, the RCM Board reasonably expects that the company has adequate resources to continue its activities for the foreseeable future. Accordingly, the board continues to adopt the going concern basis in preparing the financial statements. Further information is provided in the Strategic Report.

**b) Basis of consolidation**

The consolidated accounts incorporate the accounts of the RCM and its subsidiary, the RCMT, as at 31 December 2020. The RCM (a company limited by guarantee that is not a charity) is a corporate member of the RCMT and appoints all of the trustees. The accounts of the subsidiary also include the Benevolent Fund of the Royal College of Midwives (which is a subsidiary charity of the RCMT) and RCM Trust Trading Company Limited (a subsidiary company of the RCMT in which the RCMT holds the sole share).

**c) Tangible and intangible fixed assets**

Tangible fixed assets held for the company's own use are stated at cost, less accumulated depreciation and accumulated impairment losses. Depreciation of fixed assets is charged in equal annual instalments commencing with the year of acquisition, at rates estimated to write off their cost or valuation less any residual value over their expected useful lives, which are as follows:

Freehold building	50 years
Leasehold property	Over period of lease
Furniture and office equipment	Five years
Computer software	Three years
Intangible assess CRM	Three years

**d) Investments**

Investments are stated at mid-market value at the balance sheet date. Gains are calculated based on the difference between the closing market value or sales proceeds and the purchase price or opening market value.

**e) Leasing**

Operating lease rentals are charged to the income and expenditure account on a straight-line basis over the period of the lease.

**f) Pension contributions**

The RCM runs a defined benefit scheme for its members. The amounts charged to the income and expenditure account are the current service costs and are included as part of staff costs. Past service costs and other finance costs have been recognised in the income and expenditure account. Actuarial gains and losses are recognised in the statement of other comprehensive income.

Pension scheme assets are measured at fair value, and liabilities are measured on an actuarial basis using the projected unit method and are discounted at a rate equivalent to the current rate of return on a high-quality corporate bond. The actuarial valuation is obtained at least triennially and is updated at each balance sheet date. The actuarial assumptions used represent an area of significant estimation uncertainty. The resulting defined pension scheme asset or liability is shown separately on the face of the balance sheet.

# THE ROYAL COLLEGE OF MIDWIVES

## NOTES TO THE ACCOUNTS

### FOR THE YEAR ENDED 31 DECEMBER 2020

**g) Income**

Membership subscriptions, commercial partnership income and other contracts for services are recognised during the year in which the service is provided, taking into account the stage of completion at the end of the year. Investment, interest and similar income are credited to the income and expenditure account as they are earned. Donations are recognised in the year they are received. Legacies are recognised during the year in which executors approve a distribution.

**h) Expenditure**

Expenditure is accounted for on the accrual basis and includes any unrecoverable elements of VAT.

**i) Financial instruments**

The RCM only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and are subsequently measured at their settlement value.

**j) Critical accounting judgements and key sources of estimation uncertainty**

In the application of the RCM's accounting policies, which are described in note 2, directors are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The RCM recognises its liability to its defined benefit pension scheme, which involves a number of estimations as disclosed in note 14. In the view of the directors, no other assumptions concerning the future or estimation uncertainty affecting assets and liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.



# Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

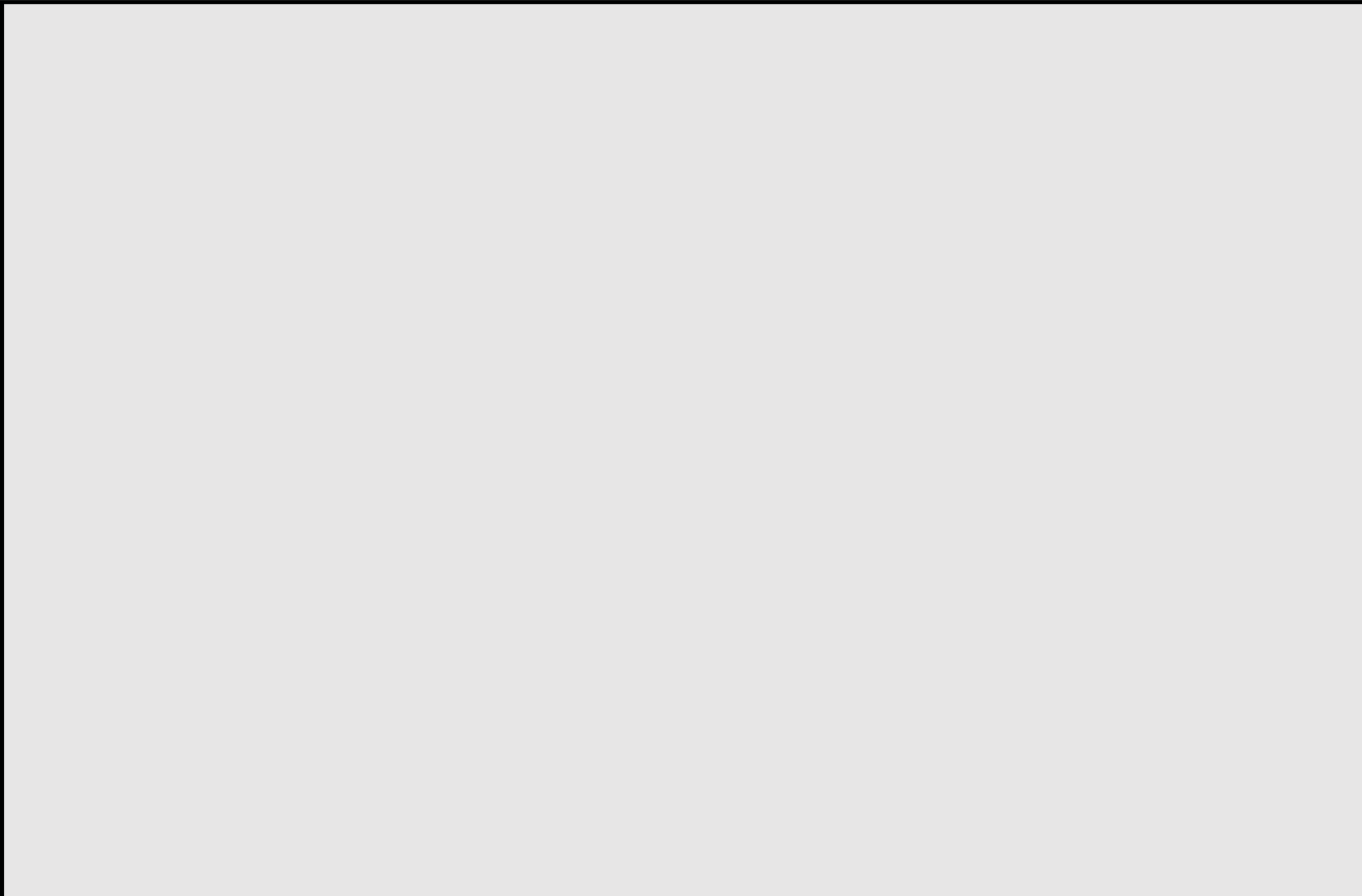
Please explain in your report overleaf or attached

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

**In our opinion the financial statements:**

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

**Auditor's report (continued)**



Signature(s) of auditor or auditors:



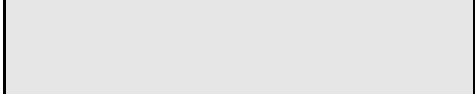
Name(s):

Andrew Thomas



Profession(s) or Calling(s):

Audit Partner Crowe U.K. LLP



Address(es):

55 Ludgate Hill

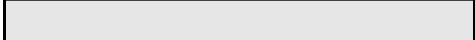


London



Postcode

EC4M 7JW



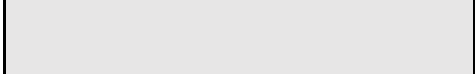
Date

28-May-21



Contact name for inquiries and telephone number:

Andrew Thomas 0207 842 7106



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

## **AUDITOR'S REPORT TO THE MEMBERS OF THE ROYAL COLLEGE OF MIDWIVES**

We have audited the financial statements of the Royal College of Midwives for the year ended 31 December 2020 which comprise the income and expenditure, balance sheet and related notes included within the AR21 as set out on pages 3 to 22 of the AR21. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

This report is made solely to the College's members, as a body. Our audit work has been undertaken so that we might state to the College'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 College and the College's members as a body, for our audit work, for this report, or for the opinion we have formed.

### **Respective responsibilities of Officers and Auditors for the Financial Statements**

The Trade Union and Labour Relations (Consolidation) Act 1992 and the Trade Union Reform and Employment Rights Act 1993 require the officers of the College to keep proper accounting records which give a true and fair view of the state of affairs of the College and explain its transactions; establish and maintain a satisfactory system of control of the accounting records, cash holdings and all the receipts and remittances; prepare an annual return for the Certification Officer giving a true and fair view of the revenue account and balance sheet and provide members of the College with a statement of income and expenditure for the year. 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. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the officers; and the overall presentation of the financial statements.

We read all the financial and non-financial information in the financial statements to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on the financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the Royal College of Midwives affairs as at 31 December 2020 and of its transactions for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and

- have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

**Matters on which we report by exception**

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

- proper accounting records have not been kept;
- a satisfactory systems of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records or returns.

*Crowe U.K. LLP*

Crowe U.K. LLP  
London  
28 May 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**

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**


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

**Yes**

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

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

## Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	26/05/2021
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

## 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	