

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Welsh Rugby Players Association		
Year ended:	31 May 2021		
List no:	CO/776T		
Head or Main Office address:	Office 5D		
	Quest House		
	St Mellons Business Park		
	Fortran Road		
	Cardiff		
Postcode	CF3 0EY		
Website address (if available)	www.wrpa.co.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:	B Cawte		
Telephone Number:	07967757936		
Contact name for queries regarding the completion of this return	B Cawte		
Telephone Number:	07967757936		
E-mail:	bcawte@wrpa.co.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

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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	161				161
Female					
Other					
Total	161				A 161

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

161

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

161

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
B Cawte	Chief Executive Officer
J King	Chaiman
J Ball	Executive Committee Member
E Jenkins	Executive Committee Member
D Lydiate	Executive Committee Member
J Turnbull	Executive Committee Member
L Evans	Executive Committee Member
S Hughes	Executive Committee Member
A Hewitt	Executive Committee Member

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		37,349
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		37,349
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	243,297	
Total of other income (as at page 4)		243,297
		280,646
	Total income	
	Interfund Transfers IN	
Expenditure		
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		327,100
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
		327,100
	Total expenditure	
	Interfund Transfers OUT	
		-46,454
	Surplus (deficit) for year	
		105,482
	Amount of general fund at beginning of year	
		59,028
	Amount of general fund at end of year	

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
WRU Contributions	150,000
Regions Contributions	85,333
Covid-19 Rates Relief Grant	1,000
HMRC Job Retention Scheme Grant	2,633
Partnership & Sponsorship	3,917
Other income	414
Total other sources	243,297
Total of all other income	243,297

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

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

(See notes 21 and 23)

Fund 2		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers IN		
	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 3		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
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			

(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	

(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		

(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		

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		
	Investment income (as at page 12)		
Other income (specify)			
		Total other income as specified	
		Total income	
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)		
	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 Balance Sheet)	
		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	
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	

Political fund account expenditure (b)

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

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

Expenditure of money on the provision of any services or property for use by or on behalf of any political party	
Name of political party to which payment was made	Total amount paid during the period
	£
Total	

Political fund account expenditure (c)

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

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

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

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
Total			

Political fund account expenditure (d)

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

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

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

Political fund account expenditure (e)

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

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

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

Political fund account expenditure (f)

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

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

On the production, publication or distribution of any literature, document, film, sound recording or advertisement the main purpose of which is to 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	£
Total	

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

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

		£
Administrative Expenses		
Remuneration and expenses of staff		199,642
Salaries and Wages included in above	195,144	
Auditors' fees		4,550
Legal and Professional fees		22,055
Occupancy costs		
Stationery, printing, postage, telephone, etc.		3,652
Expenses of Executive Committee (Head Office)		
Expenses of conferences		
Other administrative expenses (specify)		
Motor & travel		2,647
Subscriptions		1,754
Computer costs		3,333
Insurance		1,090
Fund raising activities		628
Consultancy fees		77,404
Sundry expenses		2,965
Rent		5,960
Bank charges		78
Other Outgoings		
Depreciation		259
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Amortisation of intangible fixed assets		1,083
tretert		
Total		327,100
Charged to:	General Fund (Page 3)	327,100
Total		327,100

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
	£	£	£	£	£	
General Secretary/Chief Executive Officer	49,479	5,613	1,297		56,389	

Analysis of investment income

(see notes 47 and 48)

	Political Fund £	Other Fund(s) £
Rent from land and buildings		
Dividends (gross) from:		
Equities (e.g. shares)		
Interest (gross) from:		
Government securities (Gilts)		
Mortgages		
Local Authority Bonds		
Bank and Building Societies		
Other investment income (specify)		
Total investment income		
Credited to:		
Total Investment Funds		

Balance sheet as at

31 May 2021

(see notes 49 to 52)

Previous Year		£	£
2,111	Fixed Assets (at page 14)		1,382
	Investments (as per analysis on page 15)		
	Quoted (Market value £ ())		
	Unquoted		
2,111	Total Investments		
	Other Assets		
	Loans to other trade unions		
93,067	Sundry debtors		90,646
61,370	Cash at bank and in hand		22,245
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
154,437	Total of other assets		112,891
156,548	Total assets		114,273
105,482	General fund (page 3)		59,028
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund		
£45,660	Sundry creditors		42,929
£5,406	Accrued expenses		12,316
£51,066	Total liabilities		55,245
£154,437	Total assets		114,273

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year			678		3,250	3,928
Additions			613			613
Disposals						
Revaluation/Transfers						
At end of year			1,291		3,250	4,541
Accumulated Depreciation						
At start of year			373		1,444	1,817
Charges for year			259		1,083	1,342
Disposals						
Revaluation/Transfers						
At end of year			632		2,527	3,159
Net book value at end of year			659		723	1,382
Net book value at end of previous year			305		1,806	2,111

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)		
Market Value of Quoted Investment		
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)		
Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 60 and 61)

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

Yes <input style="width: 40px; height: 20px; vertical-align: middle;" type="checkbox"/>	No <input style="width: 40px; height: 20px; vertical-align: middle;" type="checkbox"/>
---	--

If YES name the relevant companies:

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

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

Yes <input style="width: 40px; height: 20px; vertical-align: middle;" type="checkbox"/>	No <input style="width: 40px; height: 20px; vertical-align: middle;" type="checkbox"/>
---	--

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	37,349		37,349
From Investments			
Other Income (including increases by revaluation of assets)	243,297		243,297
Total Income	280,646		280,646
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	327,100		327,100
Funds at beginning of year (including reserves)	105,482		105,482
Funds at end of year (including reserves)	59,028		59,028
Assets			
Fixed Assets			1,382
Investment Assets			
Other Assets			112,891
Total Assets			114,273
Liabilities			
Total Liabilities			55,245
Net Assets (Total Assets less Total Liabilities)			59,028

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

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

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

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

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.

2. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
At 1 June 2020 and 31 May 2021	<u>3,250</u>
AMORTISATION	
At 1 June 2020	1,444
Amortisation for year	<u>1,083</u>
At 31 May 2021	<u>2,527</u>
NET BOOK VALUE	
At 31 May 2021	<u>723</u>
At 31 May 2020	<u>1,803</u>

3. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 June 2020	678
Additions	<u>613</u>
At 31 May 2021	<u>1,291</u>
DEPRECIATION	
At 1 June 2020	373
Charge for year	<u>259</u>
At 31 May 2021	<u>632</u>
NET BOOK VALUE	
At 31 May 2021	<u>659</u>
At 31 May 2020	<u>305</u>

Notes to the Financial Statements for the Year Ended 31 May 2021

4. GENERAL FUND

	2021 £	2020 £	£
Brought forward	105,482	77,943	£
Add			
Net profit/(loss)	(46,454)	27,536	
	<u>59,028</u>	<u>105,482</u>	
		<u>59,028</u>	<u>105,482</u> □

Accounting policies

(see notes 84 and 85)

<p>ACCOUNTING POLICIES</p> <p>Basis of preparing the financial statements</p> <p>The accounts are prepared under the historical cost convention modified and in accordance with applicable accounting standards (Financial Reporting Standard 102). The financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).</p> <p>Income</p> <p>Income from player subscriptions is the total amount receivable by the Association from players. Contributions from funding bodies are recognised when agreed amounts are due from the respective bodies. Donations are recognised when received.</p> <p>Intangible assets</p> <p>Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses. Development costs are being amortised evenly over their estimated useful life of 3 years.</p> <p>Tangible fixed assets</p> <p>Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.</p> <p>Computer equipment - 33% straight line</p>
--

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

<p>Secretary's Signature: </p>	<p>Chairman's Signature: </p>
<p>Name: Barry Cawte</p>	<p>(or other official whose position should be stated)</p>
<p>Date: 08.10.2021</p>	<p>Name: James King</p>
	<p>Date: 01.11.2021</p>

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)

Please see attached Auditor's Report.

Signature(s) of auditor or auditors:	<i>N Toye</i>	
Name(s):	BPU Limited	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	Radnor House	
	Greenwood Close	
	Cardiff Gate Business Park	
	Cardiff	
	Postcode	
	CF23 8AA	
Date	1/11/21	
Contact name for inquiries and telephone number:	Nick Toye, 02920 734 100	

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

Membership audit certificate

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

(See notes 97 to 103)

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

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	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

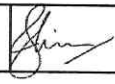
Section two

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

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

Yes

If "No" Please explain below:

Signature	
Name	James King
Office held	Chairman
Date	01.11.2021

Double-click on icon to open guidance

Audited Financial Statements for the Year Ended 31 May 2021
for
Welsh Rugby Players Association

Rodnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

Registered to carry out audit work
in the UK and regulated for a range
of investment business activities by
the Institute of Chartered Accountants
in England and Wales

bpu Chartered Accountants is
a trading name of BPU Ltd
Company Number 3723948
Registered in Wales

A list of directors is available from the
registered office above.

Welsh Rugby Players Association

Information
for the Year Ended 31 May 2021

GENERAL SECRETARY: B Cawte (Resigned 8/10/2021)
J King (Appointed 8/10/2021)

EXECUTIVE COMMITTEE:

- **CHAIRMAN:** J King
- **MEMBERS:** J Ball (Resigned 30/6/2021)
E Jenkins (Resigned 30/6/2021)
D Lydiate
J Turnbull
L Evans (Resigned 30/6/2021)
S Hughes
A Hewitt
J Davies (Appointed 1/7/2021)
T Knoyle (Appointed 1/9/2021)
L Williams (Appointed 1/7/2021)

REGISTERED OFFICE: Office 5D
Quest House
St Mellons Business Park
Fortran Road
Cardiff
CF3 0EY

AUDITORS: BPU Chartered Accountants
Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff
CF23 8AA

BANKERS: HSBC Bank Plc
Cardiff Business Centre
Cardiff

**Welsh Rugby Players Association
Report of Executive Committee
for the Year Ended 31 May 2021**

The Executive Committee presents its report together with financial statements for the year ended 31 May 2021.

Principal Activity

The entity is a trade union for the professional rugby players in Wales.

Business Review

There was a deficit for the period after taxation amounting to £46,454 (2020: Surplus £27,539). An agreement with the Welsh Rugby Union has been reached which secures the future funding of the trade union which will allow it to continue its work in line with the Constitution.

Although we have not fully left behind the ongoing situation with Covid-19 the WRPA is coming through the pandemic in a very strong position. A new 4-year extension with the WRU will see the core services of the WRPA continue for the next 4 years. In the sporting landscape, most organisations work on a year to year to basis, uncertain of what future revenues will look like. This is not true of the WRPA. The foundations are now firmly in place for continued growth in staffing infrastructure, commercial partners and expanded membership.

The WRPA continued to offer significant support and advice throughout the pandemic. Return to Play protocols, contractual issues, pay disputes, mental health issues were all prevalent issues the WRPA have been central in. We have also launched a first of its kind Player Transition Programme which continues to demonstrate the credibility and innovation of the organisation. Reputationally the WRPA has cemented itself as a robust player association and has represented its members at highest echelons of the professional game.

The WRPA is positioned well to tackle issues around brain health, insurance, new game formats and any changes at a global level that can impact on professional rugby players in Wales.

Relationships with the key stakeholders in the game are strong and there is a consistent theme of collaborative working to improve current and former player welfare. As we move forward, it is anticipated that the WRPA will play a crucial role in working with its partners to offer wider solutions and support for academy players, former players and the Women's game.

The WRPA is not only extremely fit for purpose, it is also fit for the future.

The Executive Committee have considered the risks associated with Brexit and are happy that there is no significant impact on the Association's activities.

Welsh Rugby Players Association

Report of Executive Committee for the Year Ended 31 May 2021

Executive Committee Members

Chairman

J King continued in his role as Chairman.

General Secretary

B Cawte resigned from his position as CEO on 8th October 2021. J King was appointed to the position of Acting CEO on the same date.

Executive Committee's responsibilities for the financial statements

The Executive Committee is responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (Financial Reporting Standard 102).

The Trade Union and Labour Relations (Consolidation) Act 1992 (amended) requires the Executive Committee to prepare an Annual Return for each financial year which gives a true and fair view of the state of affairs of the Association as at the year end and of its transactions for the year then ended.

In preparing the Annual Return, the Executive Committee is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the Annual Return on a going concern basis unless it is inappropriate to assume that the trade union will continue in operation.

The Executive Committee is responsible for keeping proper accounting records, for safeguarding the assets of the trade union and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Executive Committee is aware:

- There is no relevant audit information of which the trade union's auditor is unaware; and
- The Executive Committee members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

BY ORDER OF THE EXECUTIVE COMMITTEE

Barry Cawte
CEO

Dated:



8/10/21

Welsh Rugby Players Association

Statement to Members Issued In Connection With The Welsh Rugby Players Association's Annual Return As Required By Section 32A Of The Trade Union and Labour Relations (Consolidation) Act 1992

for the Year Ended 31 May 2021

Income and expenditure

The total income of the union for the year was £280,646 (2020: £307,092). An agreement with the Welsh Rugby Union has been reached which secures the future funding of the trade union which will allow it to continue its work in line with the Constitution.

The union's total expenditure for the period was £327,100 (2020: £279,553).

This union does not maintain a political fund.

Remuneration paid to the General Secretary, President and Members of the Executive Committee

The General Secretary/Chief Executive was paid £49,479 (2020: £35,369) for his services.

Irregularity statement

A member who is concerned that some irregularity may be occurring, or has 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 members may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and 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 should consider obtaining independent legal advice.

Report of the Independent Auditors to the Members of the Welsh Rugby Players Association



We have audited the financial statements of the Welsh Rugby Players Association for the year ended 31 May 2021 which comprise the Income and Expenditure account, Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (Financial Reporting Standard 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

This report is made solely to the Association's members, as a body, in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the Executive Committee and auditors

As explained more fully in the Report of the Executive Committee on page 1 and 2, the Executive Committee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view.

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 association's circumstances and have been consistently applied and adequately disclosed the reasonableness of significant accounting estimates made by the Executive Committee and the overall presentation of the financial statements.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Association's affairs as at 31 May 2020 and of its deficit for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice and the Trade Union and Labour Relations (Consolidation) Act 1982.

Rachnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

Registered to carry out audit work
in the UK and regulated for a range
of investment business activities by
the Institute of Chartered Accountants
in England and Wales

bpu Chartered Accountants is
a trading name of BPU Ltd
Company Number 3723948
Registered in Wales

A list of directors is available from the
registered office above

Report of the Independent Auditors to the Members of
the Welsh Rugby Players Association



Auditors' 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 a Report of the Auditors 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 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We enquired of management the systems and controls the Union has in place, the areas that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Union being FRS 102 and the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).
- We addressed the risk of fraud through management override of controls, by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates agree indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

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 Report of the Auditors.

Chartered Accountants (Statutory Auditors)
Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff
CF23 8AA

Date: 11/11/21

Radnor House
Greenwood Close
Cardiff Gate Business Park
Cardiff CF23 8AA

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in England and Wales

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a trading name of BPU Ltd
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Registered in Wales.

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registered office above.

Welsh Rugby Players Association

Detailed Profit and Loss Account
for the Year Ended 31 May 2021

	Year Ended 31/5/21		Year Ended 31/5/20	
	£	£	£	£
Income				
Subscriptions	37,349		47,687	
WRU Contributions	150,000		158,019	
Regions Contributions	85,333		85,333	
Other income	<u>7,964</u>		<u>16,053</u>	
		280,646		307,092
Expenditure				
Wages & salaries	178,607		145,304	
Employer's NI	16,537		11,214	
Pensions	4,498		2,981	
Insurance	1,090		1,001	
Rent	5,960		4,948	
Amortisation of intangible fixed assets	1,083		1,083	
Depreciation	259		224	
Info & publications	-		30	
Telephone and fax	639		582	
Printing, postage & stationery	3,013		1,540	
Motor expenses	2,647		5,627	
Subscriptions	1,754		1,000	
Computer costs	3,333		1,888	
Fund raising activities	628		659	
Sundry expenses	2,965		1,053	
Accountancy & audit fees	11,955		11,221	
Consultancy fees	77,404		73,218	
Legal & professional fees	14,650		9,800	
Bad debts	-		6,111	
Bank charges	<u>78</u>		<u>69</u>	
		<u>327,100</u>		<u>279,553</u>
NET SURPLUS/(DEFICIT)		<u>(46,454)</u>		<u>27,539</u>

Welsh Rugby Players Association

Balance Sheet
31 May 2021

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Intangible assets	2		723		1,806
Tangible assets	3		<u>659</u>		<u>305</u>
			1,382		2,111
CURRENT ASSETS					
Trade debtors		71,800		62,067	
Other debtors		2,016		2,016	
Prepayments & accrued income		16,830		28,984	
Cash in hand		<u>22,245</u>		<u>61,370</u>	
		<u>112,891</u>		<u>154,437</u>	
CURRENT LIABILITIES					
Trade creditors		4,925		14,293	
Social security & other taxes		22,117		23,591	
Other creditors		12,979		6,071	
Deferred income		<u>15,224</u>		<u>7,111</u>	
		<u>55,245</u>		<u>51,066</u>	
			<u>57,646</u>		<u>103,371</u>
NET ASSETS					
			<u>59,028</u>		<u>105,482</u>
FINANCED BY					
GENERAL FUND					
	4		<u>59,028</u>		<u>105,482</u>

1. ACCOUNTING POLICIES

ACCOUNTING POLICIES

Basis of preparing the financial statements

The accounts are prepared under the historical cost convention modified and in accordance with applicable accounting standards (Financial Reporting Standard 102).

The financial statements have been prepared in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Income

Income from player subscriptions is the total amount receivable by the Association from players. Contributions from funding bodies are recognised when agreed amounts are due from the respective bodies. Donations are recognised when received.

Intangible assets

Intangible assets are initially measured at cost. After initial recognition, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Development costs are being amortised evenly over their estimated useful life of 3 years.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% straight line

Welsh Rugby Players Association

Notes to the Financial Statements
for the Year Ended 31 May 2021

2. INTANGIBLE FIXED ASSETS

	Development costs £
COST	
At 1 June 2020 and 31 May 2021	<u>3,250</u>
AMORTISATION	
At 1 June 2020	1,444
Amortisation for year	<u>1,083</u>
At 31 May 2021	<u>2,527</u>
NET BOOK VALUE	
At 31 May 2021	<u>723</u>
At 31 May 2020	<u>1,806</u>

3. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 June 2020	678
Additions	<u>613</u>
At 31 May 2021	<u>1,291</u>
DEPRECIATION	
At 1 June 2020	373
Charge for year	<u>259</u>
At 31 May 2021	<u>632</u>
NET BOOK VALUE	
At 31 May 2021	<u>659</u>
At 31 May 2020	<u>305</u>

Welsh Rugby Players Association

Notes to the Financial Statements
for the Year Ended 31 May 2021

4. GENERAL FUND

	2021		2020	
	£	£	£	£
Brought forward	105,482		77,943	
Add				
Net profit/(loss)	(46,454)		27,539	
	<u> </u>	<u>59,028</u>	<u> </u>	<u>105,482</u>
		<u>59,028</u>		<u>105,482</u>