

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	The Society of Radiographers				
Year ended:	30th September 2021				
List no:	520				
Head or Main Office address:	207 Providence Square				
	Mill Street				
	London				
Postcode	SE1 2EW				
Website address (if available)	www.sor.org				
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:	Richard Evans				
Telephone Number:	020 7740 7200				
Contact name for queries regarding the completion of this return	Dilip Manek				
Telephone Number:	020 7740 7200				
E-mail:	dilipm@sor.org				

Please follow the guidance notes in the completion of this return

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

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

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

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

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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	7,224	156	2	94	7,476
Female	24,143	1,143	18	193	25,497
Other	217	6	2	1	226
Total	31,584	1,305	22	288	A 33,199

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

30,648

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

360

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:

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		7,720,074
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		7,720,074
Investment income (as at page 12)		108,123
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	887,785	
Total of other income (as at page 4)		887,785
Total income		8,715,982
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		2,396,538
Administrative expenses (as at page 10)		4,830,090
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
Total expenditure		7,226,628
Interfund Transfers OUT		
Surplus (deficit) for year		1,489,354
Amount of general fund at beginning of year		3,592,278
Amount of general fund at end of year		5,081,632

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Journal and website income	109,306
Income from regions and countries	3,355
Sponsorship and other income	43,018
Gains on investments	675,106
Pension scheme actuarial gains	57,000
Total other sources	887,785
Total of all other income	887,785

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	1,069,655
	241,132	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications		Salary Costs	786,283
	828,523	Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Members Indemnity Insurance	532,000
		Donations to the benevolent fund	8,600
carried forward	1,069,655	Total (should agree with figure in General Fund)	2,396,538

(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		
	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 3		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 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		55,160
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total income	55,160
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)		5,535
		Total expenditure	5,535
		Surplus (deficit) for year	49,625
		Amount of political fund at beginning of year	169,712
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	219,337
		Number of members at end of year contributing to the political fund	23,398
		Number of members at end of the year not contributing to the political fund	9,801
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	2,867
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	

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

£

Bank charges	5,535

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		1,819,221
Salaries and Wages included in above	808,576	
Auditors' fees		15,000
Legal and Professional fees		124,998
Occupancy costs		142,163
Stationery, printing, postage, telephone, etc.		34,801
Expenses of Executive Committee (Head Office)		31,265
Expenses of conferences		150
Other administrative expenses (specify)		
Regional committees and national councils		232
Staff travel, subsistence and training		7,630
Other overheads		404,930
Other Outgoings		
Depreciation and amortisation		80,311
Affiliations and events		70,219
Centenary costs		24,170
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Contribution to the College of Radiographers		2,075,000
Total		4,830,090
Charged to:	General Fund (Page 3)	4,830,090
Total		4,830,090

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)			65,594
Interest (gross) from:			
Government securities (Gilts)			7,176
Mortgages			
Local Authority Bonds			
Bank and Building Societies			1
Other investment income (specify)			
UK fixed interest			3,558
Overseas fixed interest			6,113
Property income			3,973
UK Unit Trust Income			20,893
Other			815
			108,123
		Total investment income	108,123
		Credited to:	
		General Fund (Page 3)	108,123
		Political Fund	
		Total Investment Funds	108,123

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			605,452			605,452
Additions			244,973			244,973
Disposals			-			
Revaluation/Transfers						
At end of year			850,425			850,425
Accumulated Depreciation						
At start of year			220,528			220,528
Charges for year			71,044			71,044
Disposals			-			
Revaluation/Transfers						
At end of year			291,572			291,572
Net book value at end of year						
Net book value at end of year			558,853			558,853
Net book value at end of previous year						
Net book value at end of previous year			384,924			384,924

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
UK equities	1,738,465	
Overseas equities	1,776,854	
Government Securities (Gilts)		
	240,436	
Other quoted securities (to be specified)		
UK and overseas fixed interest	442,860	
Property, infrastructure, actively managed funds	642,436	
Cash	41,875	
Total quoted (as Balance Sheet)	4,882,926	
Market Value of Quoted Investment		
Unquoted		
Equities		
The College of Radiographers	2	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	2	
Market Value of Unquoted Investments		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	7,720,074	55,160	7,775,234
From Investments	108,123		108,123
Other Income (including increases by revaluation of assets)	887,785		887,785
Total Income	8,715,982	55,160	8,771,142
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	7,226,628	5,535	7,232,163
Funds at beginning of year (including reserves)	3,592,278	169,712	3,761,990
Funds at end of year (including reserves)	5,081,632	219,337	5,300,969
Assets			
	Fixed Assets		558,853
	Investment Assets		4,882,928
	Other Assets		2,178,893
		Total Assets	7,620,674
Liabilities		Total Liabilities	2,319,705
Net Assets (Total Assets less Total Liabilities)			5,300,969

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)			

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	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: 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"/>
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: 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"/>
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: 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

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.

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 SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

1. COMPANY INFORMATION

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

2. ACCOUNTING POLICIES

a) Basis of preparation

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

b) Basis of consolidation

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

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

c) Turnover - membership subscriptions

An annual subscription is paid by members each year to The Society of Radiographers, which provides the benefits arising from both The Society and The College of Radiographers and is accounted for on a receivable basis. A contribution of £2,205,000 (2020: £2,235,000) representing 28.6% (2020: 30.1%) of the subscription income, has been made to the College during the year.

d) Fixed Assets, depreciation and amortisation

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

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

Office furniture and equipment	over ten years
Computer equipment	over four years

Amortisation of software is charged on a straight-line basis over four years. Website development is now charged on a straight-line basis over five years (previously four). This is the expected timeframe for the replacement of these assets.

e) Expenditure

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

f) Pension costs

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

g) Fixed Asset Investments

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

h) Going Concern

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

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

2. ACCOUNTING POLICIES (CONTINUED)

i) Key judgements and estimates

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

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

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

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

j) Financial instruments

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

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

At the statement of financial position financial assets at fair value through income or expenditure were £10,037,438 (2020: £8,485,095).

k) Fund accounting

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

3. MEMBERS' GUARANTEE

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

4. OTHER OPERATING INCOME	2021	2020
	£	£
Journal and website income	233,853	76,168
National Councils and Regional Committees	3,355	19,491
Approval and endorsement income	136,612	139,043
Conference income	3,016	109,775
Grants and donations	15,571	58,417
Project income	95,726	111,493
Sponsorship and commercial partnerships	67,995	59,150
Other income	12,751	11,358
	<u>568,879</u>	<u>584,895</u>

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

5.	EMPLOYEES	2021	2020
	The average number of employees in the year was 54 (2020: 52)		
	The average numbers in each category are as follows:-	No.	<i>No.</i>
	Senior officers	4	4
	Trade union staff	13.5	13
	Professional and educational staff	16.5	17
	Conferences and events staff	3	4
	Finance and administration staff	17	14
		<u>54</u>	<u>52</u>
		2021	2020
	Employment costs:	£	£
	Wages and salaries	3,010,707	2,839,668
	Pension fund governance & life assurance	150,885	199,542
	Social security costs	346,874	326,156
	Pension Scheme current service cost	824,000	692,000
	Total cost of staff employed	<u>4,332,466</u>	<u>4,057,366</u>
	Temporary staff	143,546	115,805
	Total Staffing Cost	<u>4,476,012</u>	<u>4,173,171</u>

Included in wages and salaries above are termination payments made during the year in respect of one employee totalling £14,120 (2020: £35,374 for one employee).

The members of the Council are the directors of the Society and are not remunerated. The Society offers compensation to the employer of the elected president each year, in recognition of the time commitment required by the role. The Society did not pay any amounts during the year in respect of such compensation (2020: £12,500).

The key management personnel of the Society are the members of the Council and the senior officers shown on page 2 of the Report of The Council. Some of these individuals are also senior officers of the College of Radiographers and therefore the cost of their employment is shared between the two entities. The aggregate remuneration in respect of key management personnel during the year was £516,522 (2020: £495,399).

6.	SURPLUS FOR THE YEAR	2021	2020
	The surplus for the year is stated after:	£	£
	Auditor's remuneration		
	- for audit	27,750	26,780
	- for tax advisory services	8,100	10,695
	Depreciation and amortisation	183,880	136,988

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

7. ACCOUNTING FOR RETIREMENT BENEFITS

The Society of Radiographers operates a defined benefit scheme in the UK which also includes employees of the College of Radiographers. This is a separate trustee administered fund holding the pension scheme assets to meet long term pension liabilities. A full actuarial valuation was carried out at 30 June 2019 and updated to 30 September 2021 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below.

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

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

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

	30 September 2021	30 September 2020
	£'000s	£'000s
Fair value of scheme assets	16,746	14,804
Present value of defined benefit obligation	(19,222)	(17,159)
Deficit in scheme	(2,476)	(2,355)

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

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

	30 September 2021		30 September 2020	
	Society	College	Society	College
	£'000s	£'000s	£'000s	£'000s
Fair value of scheme assets	11,676	5,070	10,792	4,012
Present value of defined benefit obligation	(13,402)	(5,820)	(12,509)	(4,650)
Deficit in scheme	(1,726)	(750)	(1,717)	(638)

RECONCILIATION OF OPENING AND CLOSING BALANCES OF THE DEFINED BENEFIT OBLIGATION

	2021	2020
	£'000s	£'000s
Defined benefit obligation at start of period	17,159	15,321
Current service cost	824	692
Interest expense	307	290
Contributions by scheme participants	241	209
Actuarial losses	948	836
Benefits paid	(257)	(189)
Defined benefit obligation at end of period	19,222	17,159

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

7. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

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

	2021 £'000s	2020 £'000s
Fair value of scheme assets at start of period	14,804	14,530
Interest income	266	274
Actuarial gains / (losses)	921	(568)
Contributions by the company	771	548
Contributions by scheme participants	241	209
Benefits paid	(257)	(189)
Fair value of scheme assets at end of period	16,746	14,804

The actual return on the scheme assets over the period ended 30 September 2021 was £1,187,000

DEFINED BENEFIT COSTS RECOGNISED IN PROFIT OR LOSS

	2021 £'000s	2020 £'000s
Current service cost	824	692
Net interest cost	41	16
Defined benefit costs recognised in profit and loss account	865	708

DEFINED BENEFIT COSTS RECOGNISED IN OTHER COMPREHENSIVE INCOME

	2021 £'000s	2020 £'000s
Return on scheme assets (excluding amounts included in net interest cost) - gain (loss)	921	(568)
Experience gains and losses arising on the scheme liabilities - gain (loss)	72	(297)
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities - gain (loss)	(1,020)	(539)
Total amount recognised in other comprehensive income - gain (loss)	(27)	(1404)

ASSETS

	2021 £'000s	2020 £'000s
Equity	7,872	3,515
Bonds	1,582	1,651
Diversified growth	1,774	3,123
Property	-	377
LDI	4,495	3,074
Trustee accounts & cash	1,023	3,064
Total assets	16,746	14,804

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

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

7. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

ASSUMPTIONS

	2021	2020
	% per annum	% per annum
Discount rate	2.05	1.75
Inflation (RPI)	3.40	2.90
Inflation (CPI)	2.70	2.20
Salary growth	3.45	2.95
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.70	2.20
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.70	2.20
Allowance for commutation of pension for cash at retirement	50% of post A Day	50% of post A Day

The mortality assumptions adopted at 30 September 2021 imply the following life expectancies:

	Life expectancy at age 65
	Years
Male retiring in 2021	21.7
Female retiring in 2021	23.4
Male retiring in 2041	23.0
Female in 2041	24.9

8. OTHER OPERATING CHARGES COMPRISE

	2021	2020
	£	£
Support and donation to the benevolent fund	8,600	6,440
Political Fund expenditure	5,535	5,584
Magazine and journal costs	649,129	727,056
Members' insurance and legal costs	740,114	661,580
Website, CPD and other member services	223,043	134,166
Accredited representatives network	28,439	114,430
ADC, regional committees and national councils	382	38,465
TUC Affiliation and conference	93,732	89,910
Ballots, campaigns and other industrial relations costs	4,579	11,164
Professional standards and accreditations	130,312	118,739
Research	107,864	89,133
Conferences, seminars and e-learning	52,276	122,240
Promoting and representing the profession	108,230	214,207
Professional fees	206,354	131,524
Travel, accommodation and subsistence	8,834	105,162
Overheads and other administration costs	781,879	800,529
	<u>3,149,302</u>	<u>3,370,329</u>

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

9. TANGIBLE FIXED ASSETS - GROUP	Long Leasehold Property £	Office Fixtures & Equipment £	Computer Equipment £	Total £
Cost				
1 October 2020	1,314,565	793,519	203,267	2,311,351
Additions	-	-	9,549	9,549
Disposals	-	-	-	0
30 September 2021	1,314,565	793,519	212,816	2,320,900
Depreciation				
1 October 2020	538,971	283,171	171,995	994,137
Charge for the year	26,291	74,876	20,917	122,084
Disposals	-	-	-	0
30 September 2021	565,262	358,047	192,912	1,116,221
Net book value at 30 September 2021	749,303	435,472	19,904	1,204,679
<i>at 30 September 2020</i>	<i>775,594</i>	<i>510,348</i>	<i>31,272</i>	<i>1,317,214</i>

There were no capital commitments for tangible fixed assets at year-end (2020: None)

10. TANGIBLE FIXED ASSETS - COMPANY	Office Equipment £	Computer Equipment £	Total £
Cost			
At 1 October 2020	80,462	15,579	96,041
Additions	-	1,920	1,920
Disposals	-	-	-
At 30 September 2021	80,462	17,499	97,961
Depreciation			
At 1 October 2020	31,923	14,065	45,988
Charge for the year	8,046	1,201	9,247
Disposals	-	-	0
At 30 September 2021	39,969	15,266	55,235
Net book value at 30 September 2021	40,493	2,233	42,726
<i>Net book value at 30 September 2020</i>	<i>48,539</i>	<i>1,514</i>	<i>50,053</i>

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

11. INTANGIBLE FIXED ASSETS – GROUP AND COMPANY	Group	Company
	Software and Website Development £	Software and Website Development £
Cost		
At 1 October 2020	550,929	509,411
Additions	243,053	243,053
Disposals	-	-
At 30 September 2021	793,982	752,464
Amortisation		
At 1 October 2020	216,058	174,540
Charge for the year	61,797	61,797
Disposals	-	-
At 30 September 2021	277,855	236,337
Net book value at 30 September 2021	516,127	516,127
<i>Net book value at 30 September 2020</i>	<i>334,871</i>	<i>334,871</i>

There were no capital amounts contracted for but not provided in the financial statements at the end of the year (2020: 165,446 in respect of website development)

12. FIXED ASSET INVESTMENTS	Group 2021 £	Group 2020 £	Company 2021 £	Company 2020 £
Market value of listed investments at 1 October	8,485,095	9,147,577	4,126,751	4,573,332
Additions at cost	1,168,801	1,344,694	553,615	641,309
Disposal proceeds	(1,004,446)	(1,384,162)	(472,547)	(761,078)
Investment (losses) / gains	1,387,988	(623,014)	675,107	(326,812)
Market value of listed investments at 30 September	10,037,438	8,485,095	4,882,926	4,126,751

The group's portfolio of securities represented by the listed investments above is managed on behalf of the Society by Rathbones Investment Management Limited. The portfolio of the Society is divided into two accounts. A floating charge applies to the second of these accounts to give effect to a contingent asset guarantee of £1,500,000 granted to the Trustees of the pension scheme by the Society as sponsoring employer. The market value of the account to which this charge applies was £2,236,625 at the end of the year (2020: £1,983,625). Full details of the instrument setting out the specific circumstances in which the floating charge would crystallise into a fixed charge in favour of the pension scheme Trustees have been filed with the Registrar of Companies.

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

13. SUBSIDIARY UNDERTAKING

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

	2021	2020
	£	£
For the year to 30 th September		
Total Income	2,729,937	2,968,923
Net movement in funds	760,669	(592,299)
As at 30 th September		
Fixed Assets	6,316,466	5,625,505
Current Assets	866,391	820,816
Creditors including pension scheme liability	(1,459,390)	(1,483,523)
Net Assets	5,723,467	4,962,798

14. DEBTORS	Group	Group	Company	Company
	2021	2020	2021	2020
	£	£	£	£
Amounts owed by subsidiary undertaking	-	-	436,767	450,970
Other debtors and prepayments	264,186	321,506	196,754	169,636
	264,186	321,506	633,521	620,606

15. CASH AT BANK	Group	Group	Company	Company
	2021	2020	2021	2020
	£	£	£	£
Head Office cash at bank	2,086,376	1,610,716	1,287,417	941,770
Countries/ Regions cash at bank	38,618	35,495	38,618	35,495
Political Fund cash at bank	219,337	169,712	219,337	169,712
	2,344,331	1,815,923	1,545,372	1,146,977

16. CREDITORS	Group	Group	Company	Company
	2021	2020	2021	2020
	£	£	£	£
Taxation and Social Security	91,393	82,093	91,392	82,093
Deferred income (including subscriptions received in advance)	236,277	380,231	116,329	173,795
Purchase Ledger Creditors	200,264	292,890	148,275	202,543
Accruals	338,394	439,609	237,709	341,839
	866,328	1,194,823	593,705	800,270

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

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

17. DEFERRED INCOME	Group	Company
	£	£
At 1 st October 2020	380,231	173,795
Deferred income released in year	(251,031)	(104,943)
Income deferred in year	107,077	47,477
At 30 th September 2021	236,277	116,329

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

18. RECONCILIATION OF MOVEMENT IN TOTAL RESERVES

	1 October 2020 £	Movement in period £	Revaluations and gains £	30 September 2021 £
General Funds	5,309,278	823,247	675,107	6,807,632
Unrestricted Funds	5,599,038	170,155	712,881	6,482,074
Political Funds	169,712	49,625	-	219,337
Restricted Funds	1,758	(10,368)	-	(8,610)
Pension Scheme Funding Reserve	<u>(2,355,000)</u>	<u>(94,000)</u>	<u>(27,000)</u>	<u>(2,476,000)</u>
	<u>8,724,786</u>	<u>938,659</u>	<u>1,360,988</u>	<u>11,024,433</u>

19. RELATED PARTY TRANSACTIONS

The directors of the Society have the power to appoint Trustees of the Society of Radiographers Benevolent Fund, a charity registered in England and Wales under no. 326398. The Benevolent Fund is therefore a related party. During the year ending 30th September 2021;

The Society donated £5,000 to the Benevolent Fund (2020: £5,000). No donations were made by the Society's Regional Committees and National Councils (2020: £407). The Society incurred expenditure £3,250 in respect of administration services provided to the Benevolent Fund by Auriga Services Ltd (2020: £1,440). The fund continues to receive administrative support from employees of the Society.

The College of Radiographers received £1,100 from Medica Group plc for membership of the College of Radiographers Industry Partnership Scheme (CORIPS) (2020: £1,100). Dr Stephen Davies was a Trustee of the College until 15th June 2021 and a director of Medica Group plc until 31st May 2021. No amounts were outstanding at year end (2020: Nil).

Richard Evans is CEO of the Society and a Trustee the British Society for the History of Radiology (BSHR), a charity registered in England under number 1012505. No donations were made by the Society to the BSHR during the year. In 2020 The Society made donations of £1,057, of which £500 was outstanding at 30th September 2020.

Except for the above and the transactions with ROC disclosed in note 21, there were no other related party transactions during the year to 30th September 2021.

20. POLITICAL FUND

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

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2021**

21. INVESTMENT IN JOINT VENTURES

Radiology and Oncology Congresses

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

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

	2021	2020
	£	£
For the year to 30 th September		
Total Income	239,281	54,260
Total Expenditure	(301,634)	(285,829)
Surplus for Year	(62,353)	(231,569)
As at 30 th September		
Fixed Assets	-	-
Current Assets	390,061	570,900
Creditors	(50,261)	(168,747)
Net Assets	339,800	402,153

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

During the year, the Society paid ROC Events Ltd (a subsidiary of ROC, and of which Richard Evans is also a director) £2,000 in respect of exhibition services and delegate registration fees for UKIO (2020: £5,070, however this amount was subsequently refunded due to cancellation of the event. No amounts were outstanding at year end (2020: Nil))

Imaging Quality Improvement Ltd (formerly Diagnostic Imaging Accreditation Ltd)

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

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:	
			<small>(or other official whose position should be stated)</small>
Name:	Richard Evans	Name:	Claire Donaldson (President)
Date:	16 February 2022	Date:	16 February 2022

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Checklist for auditor's report

(see notes 90 and 96)

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

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.**

AUDITORS' REPORT

(see Notes 61 to 63)

made in accordance with Articles 18-21 of Schedule 1 to the Industrial Relations (NI) Order 1992.

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

Opinion

We have audited the financial statements of the Society of Radiographers ('the parent company') and its subsidiaries ('the group') for the year ended 30 September 2021 which comprise the Consolidated statement of Comprehensive Income, the Society and Group Statement of Financial Position, the Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent company's affairs as at 30 September 2021 and of the group's income and expenditure, 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 Companies Act 2006 and the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the strategic report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Directors

As explained more fully in the directors' responsibilities statement set out on page 3, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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

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

We obtained an understanding of the legal and regulatory frameworks within which the group and the parent company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the parent company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the parent company and the group for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), taxation legislation, and employment legislation.

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

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

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

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for

no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



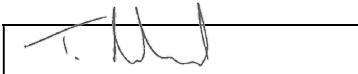
Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

25/02/2022

AUDITOR'S REPORT continued

Signature(s):



Name(s):

Tim Redwood

Profession(s) or Calling(s):

Auditor

Address(es):

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

Date:

25th February 2022

Contact name and telephone number:

Tim Redwood
0207 842 7100

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

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

- 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	Tim Redwood
Address	Crowe U.K. LLP 55 Ludgate Hill London EC4M 7JW
Date	25th February 2022
Contact name and telephone number	Tim Redwood 0207 842 7100

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	



Document

Double-click on icon to open guidance