

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	ASSOCIATION OF SCHOOL AND COLLEGE LEADERS		
Year ended:	31 December 2021		
List no:	564T		
Head or Main Office address:	2ND FLOOR		
	PEAT HOUSE		
	1 WATERLOO WAY		
	LEICESTER		
Postcode	LE1 6LP		
Website address (if available)	<a href="http://www.ascl.org.uk">www.ascl.org.uk</a>		
Has the address changed during the year to which the return relates?	Yes	<input checked="" type="checkbox"/>	No <input type="checkbox"/> ('X' in appropriate box)
General Secretary:	GEOFF BARTON		
Telephone Number:	0116 2991122		
Contact name for queries regarding the completion of this return	STEVE KIND FCCA		
Telephone Number:	0116 2991122		
E-mail:	steve.kind@ascl.org.uk		

**Please follow the guidance notes in the completion of this return**

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

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

For Unions based in England and Wales: [returns@certoffice.org](mailto:returns@certoffice.org)

For Unions based in Scotland: [ymw@tctyoung.co.uk](mailto:ymw@tctyoung.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
	21,379	182		76	21,637
<b>Total</b>	21,379	182		76	A 21,637

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

21,637

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

## Change of Officers

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

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
PRESIDENT	Richard Sheriff	Pepe Di'lasio	01 September 2021
VICE PRESIDENT	Pepe Di'lasio	Evelyn Forde	01 September 2021
IMMEDIATE PAST PRESIDENT	Rachael Warwick	Rachael Warwick	01 September 2021

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

## 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 and date elected
PEPE DI'LASIO	PRESIDENT    1.09.2021
EVELYN FORDE	VICE PRESIDENT    01.09.2021
RACHAEL WARWICK	IMMEDIATE PAST PRESIDENT    01.09.2020
STEPHEN BRIERLEY	HON SECRETARY    01.09.2020
ARWEL JONES	HON TREASURER    01.09.2020
JOHN CAMP	MEMBERSHIP OFFICER    17.04.2017

# General Fund

(see notes 13 to 18)

		£	£
<b>Income</b>			
<b>From Members:</b> Contributions and Subscriptions			5,666,054
<b>From Members:</b> Other income from members (specify)			
<b>Total other income from members</b>			
<b>Total of all income from members</b>			5,666,054
<b>Investment income (as at page 12)</b>			53,562
<b>Other Income</b>			
Income from Federations and other bodies (as at page 4)			
Income from any other sources (as at page 4)		2,250,268	
Total of other income (as at page 4)			2,250,268
	<b>Total income</b>		7,969,884
	<b>Interfund Transfers IN</b>		
<b>Expenditure</b>			
Benefits to members (as at page 5)			2,502,014
Administrative expenses (as at page 10)			3,669,502
<b>Federation and other bodies</b> (specify)			
<b>Total expenditure Federation and other bodies</b>			
<b>Taxation</b>			
	<b>Total expenditure</b>		6,171,516
	<b>Interfund Transfers OUT</b>		
	Surplus (deficit) for year		1,798,368
	Amount of general fund at beginning of year		5,289,530
	Amount of general fund at end of year		7,087,898

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

(see notes 19 and 20)

Description	£
<b>Federation and other bodies</b>	
<b>Total federation and other bodies</b>	
<b>Any Other Sources</b>	
conferencing and partnerships	336,454
communications	55,514
annual conference	295,640
fees and shared services	194,927
management charge	64,860
other income	35,900
surplus on disposal of fixed assets	265,853
unrealised gains on investments in year	1,001,120
<b>Total other sources</b>	<b>2,250,268</b>
<b>Total of all other income</b>	<b>2,250,268</b>

## Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		<b>brought forward</b>	160,850
		Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
		conferences and seminars	192,719
Communications			
publications and postage	90,619		
leader magazine	58,558		
mailings to members	11,673		
		Negotiated Discount Services	
		member support staff salary costs	2,013,169
		member support staff travel exps	14,577
Dispute Benefits			
		Other Benefits and Grants (specify)	
		local reps training and expenses	6,120
		legal support for members	114,579
<b>carried forward</b>	160,850	<b>Total (should agree with figure in General Fund)</b>	2,502,014

(See notes 21 and 23)

<b>Fund 2</b>		<b>Fund Account</b>	
<b>Name:</b>		<b>£</b>	<b>£</b>
<b>Income</b>	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
	Interfund Transfers IN		
<b>Expenditure</b>	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

<b>Fund 3</b>		<b>Fund Account</b>	
<b>Name:</b>		<b>£</b>	<b>£</b>
<b>Income</b>	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
	Interfund Transfers IN		
<b>Expenditure</b>	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		



(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

## Political fund account

(see notes 24 to 33)

£

£

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

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

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

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

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

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

## Political fund account expenditure (b)

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

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

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

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

## Political fund account expenditure (c)

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

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

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office			
Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
<b>Total</b>			

## Political fund account expenditure (d)

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

Total expenditure

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

Total expenditure

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

Total expenditure

**Total of all expenditures**

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

(see notes 34 and 35)

	£
<b>Administrative Expenses</b>	
Remuneration and expenses of staff	2,282,225
Salaries and Wages included in above	2,254,760
Auditors' fees	13,960
Legal and Professional fees	124,177
Occupancy costs	81,790
Stationery, printing, postage, telephone, etc.	118,370
Expenses of Executive Committee (Head Office)	
Expenses of conferences	256,254
Other administrative expenses (specify)	
refer to note 5 of annual report and accounts	647,346
<b>Other Outgoings</b>	
depreciation	128,196
Outgoings on land and buildings (specify)	
maintenance	17,184
Other outgoings (specify)	
<b>Total</b>	3,669,502
Charged to:	
General Fund (Page 3)	3,669,502
<b>Total</b>	3,669,502

### 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	149,796	19,454	20,112		189,362	

# 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)			53,495
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			67
Other investment income (specify)			
			53,562
		Total investment income	53,562
		Credited to:	
		General Fund (Page 3)	53,562
		Political Fund	
		Total Investment Funds	53,562

# Balance sheet as at

(see notes 49 to 52)

Previous Year		£	£
1,218,088	Fixed Assets (at page 14)		568,292
	Investments (as per analysis on page 15)		
4,465,936	Quoted (Market value £ ( 6,966,314 )		6,966,314
25,000	Unquoted		25,000
	<b>Total Investments</b>		6,991,314
	<b>Other Assets</b>		
	Loans to other trade unions		
255,694	Sundry debtors		454,126
70,147	Cash at bank and in hand		189,880
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	<b>Total of other assets</b>		644,006
	<b>Total assets</b>		8,203,612
5,289,530	General fund (page 3)		7,087,898
	Political Fund Account		
	<b>Liabilities</b>		
	Amount held on behalf of central trade union political fund		
£85,600	Pension re FRS102		23,840
£144,190	Tax payable		162,358
£459,948	Sundry creditors and accruals		870,983
£55,597	Pension		58,533
	<b>Total liabilities</b>		1,115,714
	<b>Total assets</b>		8,203,612

## Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
<b>Cost or Valuation</b>						
At start of year	1,420,470		1,444,855			2,865,325
Additions		379,508	84,038			463,546
Disposals	-1,420,470		-916,126			-2,336,596
Revaluation/Transfers						
At end of year		379,508	612,767			992,275
<b>Accumulated Depreciation</b>						
At start of year	437,406		1,209,831			1,647,237
Charges for year	14,444		113,752			128,196
Disposals	-451,850		-899,600			-1,351,450
Revaluation/Transfers						
At end of year			423,983			423,983
<b>Net book value at end of year</b>		379,508	188,784			568,292
<b>Net book value at end of previous year</b>	983,064		235,024			1,218,088



## Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)	4,978,063	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Cash and fixed interest securities	1,988,251	
Total quoted (as Balance Sheet)	6,966,314	
Market Value of Quoted Investment	6,966,314	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Investment in ASCL PD Ltd	25,000	
Total unquoted (as Balance Sheet)	25,000	
Market Value of Unquoted Investments		

# Analysis of investment income (controlling interests)

(see notes 60 and 61)

<p><b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b></p>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
---	---	-----------------------------

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
ASCL PD LTD	02484662

<p><b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b></p>	Yes <input checked="" type="checkbox"/>	No <input 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 £
<b>Income</b>			
From Members	5,666,054		5,666,054
From Investments	53,562		53,562
Other Income (including increases by revaluation of assets)	2,250,268		2,250,268
<b>Total Income</b>	7,969,884		7,969,884
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	6,171,516		6,171,516
<b>Funds at beginning of year</b> (including reserves)	5,289,530		5,289,530
<b>Funds at end of year</b> (including reserves)	7,087,898		7,087,898
<b>Assets</b>			
Fixed Assets			568,292
Investment Assets			6,991,314
Other Assets			644,006
		<b>Total Assets</b>	8,203,612
<b>Liabilities</b>		<b>Total Liabilities</b>	1,115,714
<b>Net Assets (Total Assets less Total Liabilities)</b>			7,087,898

# Summary sheet

(see notes 62 to 73)

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

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

(see notes 74 to 80)

<p><b>Did the union hold any ballots in respect of industrial action during the return period?</b> <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>If Yes How many ballots were held: <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>For each ballot held please complete the information below:</p>	
<p><b>Ballot 1</b></p>	
<p>Number of individual who were entitled to vote in the ballot</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p><b>Number of votes cast in the ballot</b></p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Number of Individuals answering "Yes" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> <sup>1</sup>
<p>Number of individuals answering "No" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> <sup>2</sup>
<p>Number of invalid or otherwise spoiled voting papers returned</p>	<input style="width: 80%; height: 15px;" type="text"/> <sup>3</sup>
<p><b>1-3 should total "Number of votes cast"</b></p>	
<p>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</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>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</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p><b>Ballot 2</b></p>	
<p>Number of individual who were entitled to vote in the ballot</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p><b>Number of votes cast in the ballot</b></p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Number of Individuals answering "Yes" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> <sup>1</sup>
<p>Number of individuals answering "No" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> <sup>2</sup>
<p>Number of invalid or otherwise spoiled voting papers returned</p>	<input style="width: 80%; height: 15px;" type="text"/> <sup>3</sup>
<p><b>1-3 should total "Number of votes cast"</b></p>	
<p>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</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>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</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p><b>Ballot 3</b></p>	
<p>Number of individual who were entitled to vote in the ballot</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p><b>Number of votes cast in the ballot</b></p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Number of Individuals answering "Yes" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> <sup>1</sup>
<p>Number of individuals answering "No" to the question</p>	<input style="width: 80%; height: 15px;" type="text"/> <sup>2</sup>
<p>Number of invalid or otherwise spoiled voting papers returned</p>	<input style="width: 80%; height: 15px;" type="text"/> <sup>3</sup>
<p><b>1-3 should total "Number of votes cast"</b></p>	
<p>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</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?</p>	<input style="width: 80%; height: 15px;" type="text"/>
<p>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</p>	<input style="width: 80%; height: 15px;" type="text"/>

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

**Ballot 4**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

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

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

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

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

**Ballot 5**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

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

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

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

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

**Ballot 6**

Number of individual who were entitled to vote in the ballot

**Number of votes cast in the ballot**

Number of Individuals answering "Yes" to the question  1

Number of individuals answering "No" to the question  2

Number of invalid or otherwise spoiled voting papers returned  3

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

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

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

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

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

(see note 81)

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

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

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

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

**Industrial Action 1**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 2**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 3**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**use a continuation page if necessary**

**Industrial Action 4**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 5**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 6**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 7**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 8**

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

A  B  C  D  E  F  G

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

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



## Notes to the accounts

(see notes 82 and 83)

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

Please refer to pages 8 to 20 of the 2021 Annual Report and Accounts

# Accounting policies



(see notes 84 and 85)

Please refer to Note 1 on pages 8-9 of the 2021 Annual Report and Accounts

## Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's signature:	
			(or other official whose position should be stated)
Name:	Geoff Barton	Name:	Steve Kind FCCA
Date:	24 May 2022	Date:	24 May 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	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	<input checked="" type="checkbox"/>	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<input checked="" type="checkbox"/>	No	
A member statement is: (see Note 80)	Enclosed	<input checked="" type="checkbox"/>	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<input checked="" type="checkbox"/>	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	<input checked="" type="checkbox"/>	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 refer to pages 3 to 5 of the annual report and accounts

Signature(s) of auditor or auditors:

*S. Atkins*

Name(s):

SIMON ATKINS FCA

Profession(s) or Calling(s):

STATUTORY AUDITOR

Address(es):

COOPER PARRY GROUP

SKY VIEW, ARGOSY ROAD

EAST MIDLANDS AIRPORT

CASTLE DONINGTON

Postcode

DE74 2SA

Date

25 MAY 2022

Contact name for inquiries and telephone number:

0121 4564456

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

**ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

**FINANCIAL STATEMENTS**

**31 DECEMBER 2021**

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## GENERAL INFORMATION

### Officers

Pepe Di'lasio, President  
Evelyn Forde, Vice President (appointed 1 September 2021)  
Rachael Warwick, Immediate Past President  
Arwel Jones, Honorary Treasurer  
John Camp, Membership Officer  
Stephen Brierley, Honorary Secretary  
Geoff Barton, General Secretary

### Trustees

Ian Bauckham, CBE (resigned 8 February 2022)  
Allan Foulds  
Jane Lees, CBE  
Dame Joan McVittie  
Sir Michael Griffiths

### Bankers

National Westminster Bank Plc  
1 Granby Street  
Leicester  
LE1 6EJ

### Auditors

Cooper Parry Group Ltd  
Chartered Accountants and Statutory Auditor  
Sky View  
Argosy Road  
East Midlands Airport  
Castle Donnington  
DE74 2SA

### Investment Managers

Veritas Asset Management (UK) Ltd  
Riverside House  
2a Southwark Bridge Road  
London  
SE1 9HA

### Registered Office

2<sup>nd</sup> Floor, Peat House  
1, Waterloo Way  
Leicester  
LE1 6LP

### Solicitors

Browne Jacobson  
Mowbray House  
Castle Meadow Road  
Nottingham  
NG2 1BJ

Penningtons Manches  
125 Wood Street  
London  
EC2V 7AW

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

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Income and Expenditure Account	6
Balance Sheet	7
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# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## REPORT OF THE OFFICERS YEAR ENDED 31 DECEMBER 2021

The Association of School and College Leaders is a professional association and a registered trade union serving the leaders of secondary schools and colleges.

### Statement of Officers' Responsibilities

The constitution requires the officers to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association of School and College Leaders and of the income and expenditure of the Association for that period. The financial statements have been prepared in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". In preparing those financial statements, the officers are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue.

The Officers are responsible for keeping proper accounting records that are sufficient to show and explain the Association's transactions and disclose with reasonable accuracy at any time the financial position of the Association of School and College Leaders and to enable them to ensure that the financial statements comply with accounting standards. They are also responsible for safeguarding the assets of the Association of School and College Leaders and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and the maintenance of appropriate internal controls.

The Officers are responsible for the maintenance and integrity of the corporate and financial information included on the Association of School and College Leaders' website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

So far as each of the officers are aware at the time the report is approved:

- there is no relevant audit information of which the auditors are unaware; and
- the officers have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

### Honorary Treasurer's Report

Support for our members remains the keystone of the Association. The budget has again enabled a very broad range of activities, advice, guidance and direct member support to be undertaken. In addition, we continue to influence and shape national education policies for the benefit of members and provide high quality CPD through national and regional information conferences across the UK.

The 2021 year saw an important milestone in the history of the Association with a decision made to sell our freehold property at Regent Road, Leicester – our HQ since 1988 – and relocate to leased premises in the city centre of Leicester. The Trustees entered into an initial five-year lease in the summer of 2021 and a subsequent total refurbishment of our new 5,200 sq.ft office which was completed in November 2021 has now presented the Association with impressive new, modern and flexible office space in an accessible location.



# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## REPORT OF THE OFFICERS (continued)

The 2021 year was another one of financial consolidation with the Association reporting its highest ever overall financial outturn of £1,798k (2020: £769k). This consisted of an operating surplus of £531k (2020: £352k) supplemented by a surplus on disposal of fixed assets of £266k (2020: £Nil) and an impressive unrealised net gain on our investments of £1,001k (2020: £417k). Record high total assets carried forward amounted to £7,087,898 (2020: £5,289,530) which incorporates the provision of a pensions' creditor in accordance with the accounting requirements of FRS 102.

The demands placed upon our resources across the growing membership continue to increase, particularly in the area of our member support and hotline services. During the 2021 year, we invested additional resource into our hotline, employer engagement, public relations and marketing services in order to meet high levels of demand in a year that once again was both materially impacted by Covid-19 and an extremely challenging one for all of our members.

Total expenditure on direct support for members during the year (including legal fees, solicitors, regional and field officers and hotline) was £2.8m which was 45% (2020: 42%) of our total expenditure. This figure excludes annual conference costs and the work of the Policy team in representing the membership at government level together with the guidance and publications issued as part of the overall membership service.

Overall, total membership increased by 5% during 2021 to 21,637 (2020: 20,704) which again represented tremendous growth across the majority of member categories, with another high in-year recruitment of 2,301 new members attained. The early trend for 2022 has again been encouraging with total membership having increased by a further 1.8% year to date to a record high of 22,016 as at 31 March 2022.

The Association continues to strive to give a first-class service to its members whilst embracing on-going technological improvements to enhance both efficiencies and performance.

### **Covid-19**

During the 2021 year, the Association was again impacted by the global pandemic. Whilst some income flows were again adversely affected, particularly the staging of events, considerable cost savings were realised as a direct result of substantially reduced travelling related costs and staging fees for various events.

The robust business continuity plans have again worked effectively for the Association and members' needs continue to be well served. The move to new HQ premises in late 2021 was relatively seamless and we continue to explore all options in improving our services to members and all third parties.

At the date of signing these financial statements, the officers have considered the effect of the pandemic on the Association with the information available to it, and do not believe that the pandemic will affect the Association's ability to continue to trade for the foreseeable future. See note 1.2 for further details.

### **Auditors**

Cooper Parry Group Ltd have indicated their willingness to continue in office.

This report was approved by the ASCL Council on 17 June 2022 and signed on its behalf by:

.....

**G Barton**  
**General Secretary**

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF THE ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

### Opinion

We have audited the financial statements of Association of School and College Leaders (the 'Association') for the year ended 31 December 2021 which comprise of the Income and Expenditure Account, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 Association's affairs as at 31 December 2021, and of its surplus, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (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 Association 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 Officers' 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 Association's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

### Other information

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

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

## **ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

### **INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF THE ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

We have nothing to report in this regard.

#### **Matters on which we are required to report by exception**

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the Association's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Officers' remuneration specified by law are not made; or
- a satisfactory system of control over transactions has not been maintained throughout the year; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of Officers**

As explained more fully in the Officers' responsibilities statement set out on page 1, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Officers are responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Officers either intend to liquidate the Association 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.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

Our assessment focussed on key laws and regulations the Association has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included, but were not limited to, compliance with the Trade Union and Labour Relations (Consolidation) Act 1992, taxation legislation, data protection, anti-bribery and employment legislation.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## INDEPENDENT AUDITOR'S REPORT TO MEMBERS OF THE ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Association and how the Association is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Association's control environment and how the Association has applied relevant control procedures, through discussions with Officers and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the Association's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### Use of our report

This report is made solely to the Association's members, as a body, in accordance with 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 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 Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Cooper Parry Group Limited**  
Chartered Accountants  
Statutory Auditor

Sky View  
Argosy Road  
Castle Donnington  
DE74 2SA

Date:

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	2021 £	2020 £
<b>Income</b>			
Subscriptions		5,666,054	5,208,762
Conferencing and partnerships	3	336,454	287,194
Communications	3	55,514	52,666
Annual Conference		295,640	484,734
Investment income	3	53,562	40,119
Rent received		-	7,500
Fees and shared services		194,927	192,125
Management charge		64,860	77,146
Other income		35,900	20,640
		<hr/>	<hr/>
<b>Total incoming resources</b>		6,702,911	6,370,886
		<hr/>	<hr/>
<b>Expenditure</b>			
Staff costs	4	4,267,929	4,119,732
HQ and central services	5	273,306	192,738
Equipment, supplies and materials	5	286,196	212,876
Other central expenses	5	417,682	298,024
Support for members	5	488,845	405,644
National meetings	5	215,408	232,319
Annual conference costs		63,535	399,448
Depreciation	6	128,196	133,910
ASCL FE costs		30,419	24,386
		<hr/>	<hr/>
<b>Total resources expended</b>		6,171,516	6,019,077
		<hr/>	<hr/>
<b>Net incoming resources before other recognised gains and losses</b>		531,395	351,809
<b>Other recognised gains</b>			
Realised and unrealised gains on investments	7	1,001,120	416,822
Surplus on disposal of fixed assets		265,853	-
		<hr/>	<hr/>
<b>Net movement on funds</b>		1,798,368	768,631
<b>Reconciliation of funds:</b>			
<b>Funds brought forward at 1 January 2021</b>		5,289,530	4,520,899
		<hr/>	<hr/>
<b>Funds carried forward at 31 December 2021</b>		7,087,898	5,289,530
		<hr/> <hr/>	<hr/> <hr/>

Incoming resources and resources expended relate to continuing operations.

There were no other gains and losses for the year other than those recognised above.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## BALANCE SHEET AS AT 31 DECEMBER 2021

	Note	31 December 2021		31 December 2020	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	6		568,292		1,218,088
Investments at market value	7		6,966,314		4,465,936
Investment in subsidiary	8		25,000		25,000
			<hr/>		<hr/>
			7,559,606		5,709,024
<b>Current assets</b>					
Cash at bank and in hand		189,880		70,147	
Debtors	9		454,126		255,694
			<hr/>		<hr/>
			644,006		325,841
			<hr/>		<hr/>
<b>Creditors: amounts falling due within one year</b>					
Creditors	10	(1,091,874)		(649,966)	
			<hr/>		<hr/>
<b>Net current liabilities</b>					
			(447,868)		(324,125)
<b>Creditors: due after more than one year</b>					
	10		-		(9,769)
<b>Provision for liabilities and charges</b>					
	11		(23,840)		(85,600)
			<hr/>		<hr/>
<b>Total assets</b>					
			7,087,898		5,289,530
			<hr/> <hr/>		<hr/> <hr/>
<b>Funds employed</b>					
Fixed asset fund			568,292		1,218,088
General fund			3,543,446		1,657,042
ASCL reserve fund			3,000,000		2,500,000
Pension reserve			(23,840)		(85,600)
			<hr/>		<hr/>
<b>Total funds</b>					
	12		7,087,898		5,289,530
			<hr/> <hr/>		<hr/> <hr/>

Approved by Council on 17 June 2022 and signed on their behalf by:

..... **HONORARY TREASURER**

..... **GENERAL SECRETARY**

The attached notes form an integral part of these financial statements.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

### 1. Accounting policies

#### 1.1 General information

The Association of School and College Leaders is a professional association and a registered trade union and is domiciled in the United Kingdom. The address of the registered office is shown on the general information page.

The financial statements are prepared in sterling (£). The financial statements are for a period of 52 weeks ended 31 December 2021 (2020: 52 weeks ended 31 December 2020).

#### 1.2 Coronavirus and going concern

In March 2020, there was an outbreak of Coronavirus which developed into a global pandemic. Whilst there continues to be a level of uncertainty about the extent and the timeframe of the virus on the global economy, officers believe that the Association will continue to trade effectively for a period of at least 12 months from the date of signing these accounts.

The financial forecasts prepared by the officers' show that the Association will be able to operate within the facilities available to it.

On that basis, the officers have prepared these financial statements on a going concern basis.

#### 1.3 Accounting policies

The following accounting policies have been applied in dealing with items which are considered material in relation to the financial statements.

##### **Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention as modified for the revaluation of certain fixed assets and investments and in accordance with Financial Reporting Standard 102 (FRS 102), the Financial Reporting Standard applicable in the UK and the Republic of Ireland (including section 1a of FRS 102) and the Trade Union and Labour Relations (Consolidation) Act 1992.

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in the process of applying the Association's accounting policies. The areas involving a higher degree of judgment or complexity or areas where assumptions and estimates are significant to the financial statements are disclosed in note 2.

##### **a) Revenue**

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Association and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding value added tax.

##### **b) Fixed assets**

Depreciation was charged on the freehold buildings in order to write off their valuation over their expected useful lives. The rate used is 2% on valuation. No depreciation is provided on land.

Depreciation on other tangible fixed assets is charged so as to write off their full cost less estimated residual value over their expected useful lives at the following rates:

Improvements to leasehold property	- 20% of cost per annum
Office furniture and equipment	- 20% of cost per annum
Computer equipment	- 33.3% of cost per annum

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

### Accounting policies (continued)

c) **Investments**

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains/(losses) on investments' in the Income and Expenditure Account if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

Current asset investments are short term highly liquid investments and are held at fair value. These include cash on deposit and cash equivalents with a maturity of less than one year.

d) **Finance leases**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance leases are depreciated over the shorter of the lease term and their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Association, obligations under such agreements are included in creditors net of the finance charge allocated to future periods which is charged to the Income and Expenditure account over the term of the lease.

e) **Pension costs and liabilities**

The amount charged to the Income and Expenditure Account as part of staff costs in respect the Association's pensions arrangements represents the employer's contributions due for the year. Please see note 20 for details of The Pensions Trust's Growth Plan.

f) **Debtors**

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

g) **Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

h) **Financial instruments**

The Association enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

i) **Creditors**

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

## 2. Judgements in applying accounting policies and key sources of estimation uncertainty

The Association makes estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the Association's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.



# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

### **Judgements in applying accounting policies and key sources of estimation uncertainty (continued)**

The estimates and assumptions that have a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

In preparing these financial statements, the officers have made the following judgements:

- Impairment of other assets – The Association reviews the carrying value of all other assets for indications of impairment at each period end. If indicators of impairment exist, the carrying value of the asset is subject to further testing to determine whether its carrying value exceeds its recoverable amount. This process will usually involve the estimation of future cash flows which are likely to be generated by the asset.
- A provision is recognised when the Association has a present legal or constructive obligation as a result of past event for which it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. If the effect is material, provisions are determined by discounting the expected future cash flow at a rate that reflects the time value of money and the risks specific to the liability.

Whether a present obligation is probable or not requires judgment. The nature and type of risks for these provisions differ and management's judgement is applied regarding the nature and extent of obligations in deciding if an outflow of resources is probable or not.

The following are the Association's key sources of estimation uncertainty:

Recoverability of trade debtors. Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, making a judgment to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the income and expenditure account.

Depreciation and residual values. The Officers have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings and have concluded that asset lives and residual values are appropriate.

The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projects disposal values.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

		2021 £	2020 £
<b>3</b>	<b>Income</b>		
	<b><i>Conferencing and Partnership income</i></b>		
	Conferences and seminars	118,589	50,414
	Partnership income	217,865	236,780
		336,454	287,194
		336,454	287,194
	<b><i>Communications</i></b>		
	Leader	22,180	25,140
	Website charges	33,334	23,326
	Mailings		4,200
		55,514	52,666
		55,514	52,666
	<b><i>Investment income</i></b>		
	Dividends from investments	53,495	39,785
	Bank interest	67	334
		53,562	40,119
		53,562	40,119

		2021 Number	2020 Number
<b>4</b>	<b>Staff Costs</b>		
	The average monthly number of persons employed during the year was as follows:		
	Member Support	38	37
	Policy and Specialists	14	15
	General Secretariat and Public Relations	8	7
	Operations, Membership and Marketing	18	18
		78	77
		78	77

The full time equivalent (FTE) number of staff for the year was 66 (2020: 64).

	2021 £	2020 £
Staff costs for the above persons:		
Wages and salaries	3,448,624	3,336,627
Social security costs	383,904	358,852
Other pension costs	435,401	424,253
	4,267,929	4,119,732
	4,267,929	4,119,732

Key management personnel comprise members of the Leadership Group of ASCL. During the year, a total of £757,237 related to the above total staff costs was paid to these individuals (2020: £717,716) including on-costs.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

5	Expenditure	2021 £	2020 £
	<b><i>Headquarters and central services</i></b>		
	Bank charges	18,491	17,559
	Rates, light, heating and cleaning	41,588	48,035
	Building maintenance	17,184	17,085
	Staff training and development	26,002	3,898
	HQ travel expenses	20,362	15,867
	Insurance	38,590	37,664
	Staff related and recruitment costs	59,805	41,188
	Business continuity costs	11,082	11,442
	HQ rental, service charge and sundry expenses	40,202	-
		273,306	192,738
		273,306	192,738
	<b><i>Equipment, supplies and materials</i></b>		
	Hire and maintenance of equipment	132,782	76,731
	Postage, telephone and mobile connectivity	95,187	101,012
	Website and IT purchases	35,044	14,775
	General printing, stationery and books	23,183	20,358
		286,196	212,876
		286,196	212,876
	<b><i>Other central expenses</i></b>		
	Audit, legal and professional fees	158,408	78,918
	Investment fund management fees	57,238	44,398
	Database support and training	43,066	47,436
	Donation to ASCL Benevolent Fund	17,581	16,046
	Affiliation fees and subscriptions	6,731	13,302
	Media and communications	16,705	15,640
	Policy strategy and manifesto costs	19,167	13,994
	Member recruitment and advertising	61,923	64,089
	Exhibition costs	9,350	1,052
	Party political conferences	21,616	-
	Hospitality and sundry expenses	5,897	3,149
		417,682	298,024
		417,682	298,024
	<b><i>Support for members</i></b>		
	Conferences and seminars – direct costs	192,719	84,003
	Legal support for members	114,579	132,105
	Publications and postage	90,619	76,280
	Leader magazine	58,558	60,551
	Mailings to members	11,673	9,662
	Member support travel and expenses	14,577	29,920
	Local Representatives training and expenses	6,120	13,123
		488,845	405,644
		488,845	405,644

## ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

### NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

5	Expenditure: continued	2021 £	2020 £
	<b><i>National meetings and working groups</i></b>		
	Presidential support	136,902	130,770
	Council meetings (accommodation and travel)	30,506	32,514
	Panels and working groups	3,117	1,573
	Subscriptions – ICP and ESHA	10,676	10,500
	Travel expenses	9,223	13,030
	Specialists travel expenses	7,103	22,822
	National and district elections	17,881	21,110
		215,408	232,319
		215,408	232,319

#### 6 Fixed Assets

	Freehold land & buildings £	Computer equipment £	Office furniture & equipment £	Improvements to leasehold property £	Total £
<b>Cost or Valuation</b>					
At 1 January 2021	1,420,470	1,199,430	245,425	-	2,865,325
Additions	-	84,038	-	379,508	463,546
Disposals	(1,420,470)	(670,701)	(245,425)	-	(2,336,596)
	-	612,767	-	379,508	992,275
At 31 December 2021	-	612,767	-	379,508	992,275
	-	423,983	-	-	423,983
<b>Depreciation</b>					
At 1 January 2021	437,406	985,326	224,505	-	1,647,237
Charge for the year	14,444	109,358	4,394	-	128,196
Disposals	(451,850)	(670,701)	(228,899)	-	(1,351,450)
	-	423,983	-	-	423,983
At 31 December 2021	-	423,983	-	-	423,983
<b>Net book value</b>					
At 31 December 2021	-	188,784	-	379,508	568,292
	-	188,784	-	379,508	568,292
At 31 December 2020	983,064	214,104	20,920	-	1,218,088

On 17 September 2021, the Association sold its freehold building at Regent Road Leicester for a consideration of £1.25m and transferred its operations to a new leasehold base at Peat House, Waterloo Way, Leicester. The initial length of the lease is five years to August 2026 and all related costs will be amortised over this period – see note 19.

During the year, the Association decided to write down the historical cost and accumulated depreciation of IT equipment by the sum of £670,701. This has no impact on the carrying value of fixed assets. Included within fixed assets are assets held under operating leases with a net book value as at 31 December 2021 of £Nil (2020: £16,251). Depreciation of £16,251 (2020: £26,050) was charged on these assets during the year.

## ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

### NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

7 Investments	2021 £	2020 £
Market value at 1 January 2021	4,465,936	4,043,728
Additions	2,437,329	1,377,050
Disposal proceeds	(1,084,541)	(1,278,842)
Movement in cash	146,470	(92,822)
Net investment gain	1,001,120	416,822
	_____	_____
Market value at 31 December 2021	6,966,314	4,465,936
	_____	_____

	2021 £	Market Value 2020 £	2021 £	Cost 2020 £
Other listed investments	4,978,063	3,060,610	2,872,843	1,794,905
Cash and fixed interest securities	1,988,251	1,405,327	1,988,251	1,405,327
	_____	_____	_____	_____
	6,966,314	4,465,936	4,861,094	3,200,232
	_____	_____	_____	_____

The fair value of listed investments is determined by reference to the quoted price for identical assets in an active market at the balance sheet date.

All investments are carried at their fair value. Investments in equities and fixed interest securities are all traded in quoted public markets, primarily the London Stock Exchange. Holdings in common investment funds, unit trusts and open-ended investment companies are at the bid price. The basis of fair value for quoted investments is equivalent to the market value, using the bid price. Asset sale and purchases are recognised at the date of trade at cost (that is their transaction value).

The main risk to the Association from financial instruments lies in the combination of uncertain investment markets and volatility in yield. Liquidity risk is anticipated to be low as all assets are traded. The Association's investments are mainly traded in markets with good liquidity and high trading volumes. The Association has no material investment holdings in markets subject to exchange controls or trading restrictions.

The Association manages these investment risks by retaining expert advisors and operating an investment policy that provides for a high degree of diversification of holdings within investment classes that are quoted on recognised stock exchanges.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

### 8 Investment in subsidiary

The Association's investment at the balance sheet date in the share capital of unlisted companies is as follows:

<b>Subsidiary Undertaking:</b>	ASCL Professional Development Limited
<b>Nature of business:</b>	Provider of professional development for ASCL members and other members of school and college leadership teams
<b>Class of shares held:</b>	25,000 Ordinary shares
<b>% held:</b>	100%

Net assets as at 31 December 2021: £93,392 (2020: £155,627)

Result after tax for the year ended 31 December 2021: £62,235 loss (2020: £101,429 loss)

	2021 £	2020 £
<b>9 Debtors</b>		
Trade debtors	121,385	35,404
Sundry debtors and prepayments	258,717	192,199
Accrued income	16,300	14,941
Amount due from subsidiary undertaking	56,014	-
Amount due from ASCL Benevolent Fund	1,710	949
Amount due from ASCL Educational Development Trust	-	12,201
	<hr/>	<hr/>
	454,126	255,694
	<hr/> <hr/>	<hr/> <hr/>

	2021 £	2020 £
<b>10 Creditors – due within one year</b>		
PAYE and NIC	141,924	112,341
SWPF and other pensions	58,533	55,597
Other sundry creditors, accruals and deferred income	709,619	288,440
Amount due to subsidiary undertaking	-	3,973
Subscriptions in advance	48,290	50,159
Subscriptions for lifetime members	59,708	61,279
Partnership commission in advance	43,699	26,828
Finance lease	9,770	19,539
VAT payable	20,434	31,849
Corporation tax	(103)	(39)
	<hr/>	<hr/>
	1,091,874	649,966
	<hr/> <hr/>	<hr/> <hr/>

### Creditors – due after one year

Finance leases	-	9,769
	<hr/> <hr/>	<hr/> <hr/>

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

<b>11</b>	<b>Provision for liabilities and charges</b>	<b>2021</b>	<b>2020</b>
		£	£
	<b>Pension fund liability</b>		
	As at 1 January 2021	85,600	103,000
	Movement in year through income and expenditure account	(61,760)	(17,400)
		<hr/>	<hr/>
	As at 31 December 2021	<u>23,840</u>	<u>85,600</u>

In accordance with Financial Reporting Standard 102, the Association has recognised a provision for the future deficit contribution payments it is required to make under the terms of its membership of The Pensions Trust Growth Plan pension plan. Movements in the provision are recognised in the Income and Expenditure Account. (See note 20 for further detail of the Growth Plan).

### 12 Analysis of funds

	At 1.1.2021	Income	Expenditure	Transfers	Investment/ Fixed asset gain	At 31.12.2021
	£	£	£	£	£	£
Fixed Asset Fund	1,218,088	-	-	(915,649)	265,853	568,292
General Fund	1,657,042	6,702,911	(6,171,516)	353,889	1,001,120	3,543,446
Pension Liability Fund	(85,600)	-	-	61,760	-	(23,840)
ASCL Reserve Fund	2,500,000	-	-	500,000	-	3,000,000
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	<b>5,289,530</b>	<b>6,702,911</b>	<b>(6,171,516)</b>	<b>-</b>	<b>1,266,973</b>	<b>7,087,898</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

#### **Fixed Asset Fund**

The purpose of this fund is to fund the future depreciation of fixed assets.

#### **General Fund**

The fund represents the accumulated un-earmarked reserves of the Association.

#### **Pension Liability Fund**

This fund matches the provisions in respect of deficit contribution payments due from the Association to the Pension Fund.

#### **ASCL Reserve Fund**

The purpose of this fund is to cover any extraordinary costs (including legal defence) that may arise in future years. The Officers have established a policy whereby the Fund should be maintained at a level of £3.0m with any shortfall or excess being transferred from or to the General Fund.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

### 13 Taxation

The Association is exempt from corporation tax on income which is not trading income.

### 14 Contingent liabilities

At 31 December 2021 there were no contingent liabilities.

### 15 Regional funds

These accounts exclude any funds relating to regions of the Association. The known value of funds of these regions at 31 December 2021 are £22,656 (2020: £22,834).

### 16 Subsidiary undertaking

The Association has a 100% shareholding in ASCL Professional Development Limited, which is a private limited company registered in England.

### 17 Related party transactions

During the year, The Association paid for expenses on behalf of ASCL Professional Development Limited totalling £510,815 (2020: £458,503).

In addition, during the year net purchases of £115,465 (2020: £68,937) were made from ASCL Professional Development Limited.

The net balance due to the Association from ASCL Professional Development Limited as at the year ended 31 December 2021 was £56,014 (2020: £3,973 owed by the Association).

A number of the Association's officers are Trustees of the ASCL Benevolent Fund, from whom £1,710 (2020: £949) was due at the year end.

A number of the Association's officers are also Trustees of The ASCL Educational Development Trust, from whom £Nil (2020: £12,201) was due at the year end.

### 18 Capital Commitments

The Association had capital commitments totalling £Nil as at 31 December 2021 (2020: £Nil).



# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

### 19 Operating Leases

	2021	2020
	£	£
On leased buildings:		
Due within one year	60,870	-
Due after more than one year	223,190	-
	-----	-----
	284,060	-
	-----	-----

### 20. Pensions Trust Growth Plan

The Association participates in the scheme, a multi-employer scheme which provides benefits to some 950 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Association to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore the Association is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

### 20 Pensions Trust Growth Plan (continued)

A full actuarial valuation for the scheme was carried out at 30 September 2020. This valuation showed assets of £800m, liabilities of £832m and a deficit of £32m. To eliminate this funding shortfall, the Scheme Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

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From 1 April 2022 to 31 January 2025:	£3,312,000 per annum (payable monthly)
---------------------------------------	---

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Unless a concession has been agreed with the Trustees, the term to 2025 applies.

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	Year Ended 31 December 2021 £000s	Year Ended 31 December 2020 £000s
Present value of provision	24	86

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Recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and 2 scheme liabilities.

Where the scheme is in deficit and where the Association has agreed to a deficit funding arrangement the Association recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE ACCOUNTS YEAR ENDED 31 DECEMBER 2021

### 20 Pensions Trust Growth Plan (continued)

#### Reconciliation of Opening and Closing Provisions

	Year Ended 31 December 2021 £000s	Year Ended 31 December 2020 £000s
Provision at start of period	86	103
Unwinding of the discount factor (interest expense)	-	1
Deficit contribution paid	(20)	(19)
Re-measurements - impact of any change in assumptions	-	1
Re-measurements - amendments to the contribution schedule	(42)	-
Provision at end of period	24	86
Late adjustment per Pension Provider	-	-
Closing provision at end of period	<b>24</b>	<b>86</b>

#### Income and Expenditure Impact

	Year Ended 31 December 2021 £000	Year Ended 31 December 2020 £000s
Interest expense	-	1
Re-measurements – impact of any change in assumptions	-	1
Re-measurements – amendments to the contribution schedule	(42)	-
Contributions paid in respect of future service	-	-
Costs recognised in income and expenditure account	-	-

#### Assumptions

	31 December 2021 % per annum	31 December 2020 % per annum
Rate of discount	1.18	0.27

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

Employer contributions for the year payable into the Growth Plan amounted to £225,578 (2020: £229,162).

## Membership audit certificate

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

(See notes 97 to 103)

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

**YES**

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

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

## Membership audit certificate

### Section one

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

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

**Yes**


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

**Yes**

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

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

## Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London, N8 ONW
Date	16-Mar-22
Contact name and telephone number	Simon Hearn, Managing Director, 02083 658909

# 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	