

Form AR27

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for an Employers' Association

Name of Employers' Association:

Year ended:

List No:

Head or Main Office:

Postcode

Website address (if available)

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)
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General Secretary:

Contact name for queries regarding

Telephone Number:

E-mail:

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 Office as below or by telephone to: 0330 1093602

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

For Employers' Associations based in England and Wales: returns@certoffice.org

For Employers' Associations based in Scotland: ymw@tcyoung.co.uk

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Return of Members

(see note 9)

Number of members at the end of the year				
Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (Including Channel Islands)	Totals
16	2			18

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

Revenue Account / General Fund

(see notes 11 to 16)

Previous Year		£	£
	Income		
	From Members Subscriptions, levies, etc		
	Investment income Interest and dividends (gross)		
	Bank interest (gross)		
	Other (specify)		
	Total Investment Income		
	Other Income Rents received		
	Insurance commission		
	Consultancy fees	40,655	40,655
	Publications/Seminars	12,750	12,750
	Miscellaneous receipts (specify)		
	DLUC Grant	603,597	603,597
	WLGGA Grant	108,000	108,000
	Royalties	5,111	5,111
	Total of other income		770,113
	Total income		770,113
	Interfund Transfers IN		
	Expenditure		
	Administrative expenses Remuneration and expenses of staff	753,741	753,741
	Occupancy costs		
	Printing, Stationery, Post	60	60
	Telephones		
	Legal and Professional fees	9,170	9,170
	Miscellaneous (specify)		
	Computer Costs	42	42
	Books, Journals, Newspapers	306	306
	Total of Admin expenses		763,319
	Other Charges Bank charges		
	Depreciation		
	Sums written off	32	32
	Affiliation fees		
	Donations		
	Conference and meeting fees	5,227	5,227
	Expenses		
	Miscellaneous (specify)		
	Audit Fees	1,535	1,535
	Total of other charges		6,794
	Taxation		
	Total expenditure		770,113
	Interfund Transfers OUT		
	Surplus/Deficit for year		
	Amount of fund at beginning of year		-229,952
	Amount of fund at end of year		-229,952

Accounts other than Revenue Account/General Fund
(see notes 17 to 18)

Account 2		Fund Account	
Name of account: Improvement and Development Agency		£	£
Income			
From members			
Investment income			
Other Income (specify)			
Government grants	34,015,403		
Subscriptions	1,472,000		
Services recharged	4,610,000		
Other income	4,283,484		
Actuarial gain/(loss) recognised in respect of the pension fund	26,193,000		
	70,573,887		70,573,887
	Total Income		70,573,887
Interfund Transfers IN			
Expenditure			
Administrative expenses	45,444,887		45,444,887
Other expenditure (specify)			
	Total Expenditure		45,444,887
Interfund Transfers OUT			
	Surplus (Deficit) for the year		25,129,000
	Amount of fund at beginning of year		-44,448,048
	Amount of fund at the end of year (as Balance Sheet)		-19,319,048

Account 3		Fund Account	
Name of account:		£	£
Income			
From members			
Investment income			
Other income (specify)			
	Total Income		
Interfund Transfers IN			
Expenditure			
Administrative expenses			
Other expenditure (specify)			
	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)		

Accounts other than Revenue Account/General Fund
(see notes 17 to 18)

Account 4		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
	Interfund Transfers IN		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	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)		

Account 5		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
	Interfund Transfers IN		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	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)		

Accounts other than Revenue Account/General Fund
(see notes 17 to 18)

Account 6		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
	Interfund Transfers IN		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	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)		

Account 7		Fund Account	
Name of account:		£	£
Income	From members		
	Investment income		
	Other income (specify)		
	Total Income		
	Interfund Transfers IN		
Expenditure	Administrative expenses		
	Other expenditure (specify)		
	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)		

Balance Sheet as at [31 March 2022]

(see notes 19 and 20)

Previous Year		£	£
	Fixed Assets (as at Page 8)		
	Investments (as per analysis on page 9)		
	Quoted (Market value £) as at Page 9		
	Unquoted (Market value £) as at Page 9		7,908,000
	Total Investments	7,908,000	7,908,000
	Other Assets		
	Sundry debtors	8,722,000	8,722,000
	Cash at bank and in hand	9,000	9,000
	Stocks of goods		
	Others (specify)		
	Intangible Assets	1,000	
	Loans to Group Companies	16,000,000	
	Total of other assets	24,732,000	24,732,000
	Total Assets		32,640,000
-229,952	Revenue Account/ General Fund	-229,952	
-44,448,048	Improvement and Development Agency	-19,319,048	
	Revaluation Reserve		
	Liabilities		
	Short Term Creditors	-9,953,000	
	Long Term Creditors	-70,000	
	Pension fund deficit	-41,916,000	
	Restructuring Provision	-250,000	
	Total Liabilities		-52,189,000
	Total Assets		32,640,000

Fixed Assets account

(see note 21)

	Land and Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total £
Cost or Valuation				
At start of period				
Additions during period				
Less: Disposals				
Less: Depreciation				
Total to end of period				
Book Amount at end of period				
Freehold				
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired)				
Total of Fixed Assets				

Analysis of Investments

(see note 22)

Quoted		Other Funds
	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities (to be specified)	
	Total Quoted (as Balance Sheet)	
	Market Value of Quoted Investments	
Unquoted	British Government Securities	
	British Municipal and County Securities	
	Mortgages	
	Other unquoted investments (to be specified)	
	Short Term Surplus Cash Balances	7,908,000
	Total Unquoted (as Balance Sheet)	7,908,000
	Market Value of Unquoted Investments	

* Market value of investments to be stated where these are different from the figures quoted in the balance sheet

Analysis of investment income (Controlling interests)

(see note 23)

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

Yes		No	
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If Yes name the relevant companies:

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

Incorporated Employers' Associations

Are the shares which are controlled by the association registered in the association's name

Yes		No	
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If NO, please state the names of the persons in whom the shares controlled by the association are registered.

Company name	Names of shareholders

Unincorporated Employers' Associations

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

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

Company name	Names of shareholders

Summary Sheet

(see notes 24 to 33)

	All Funds	Total Funds
		£
Income		
From Members		
From Investments		
Other Income (including increases by revaluation of assets)	71,344,000	71,344,000
Total Income	71,344,000	71,344,000
Expenditure (including decreases by revaluation of assets)		
Total Expenditure	46,215,000	46,215,000
Funds at beginning of year (including reserves)	-44,678,000	-44,678,000
Funds at end of year (including reserves)	-19,549,000	-19,549,000
ASSETS		
Fixed Assets		
Investment Assets		7,908,000
Other Assets		24,732,000
Total Assets		32,640,000
Liabilities		
Total Liabilities		52,189,000
Net Assets (Total Assets less Total Liabilities)		-19,549,000

Summary Sheet

(see notes 24 to 33)

	All 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)		

Notes to the accounts

(see note 34)

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

A large, empty rectangular box with a thin black border, intended for the user to enter or attach notes to the accounts. The box is currently blank.

Accounting policies

(see notes 35 & 36)

Signatures to the annual return

(see notes 37 and 38)

Including the accounts and balance sheet contained in the return.

Please copy and paste your electronic signature here

Secretary's Signature:	<i>Naomi Cooke</i>	Chairman's Signature:	<i>Sarah Pickup</i>
			(or other official whose position should be stated)
Name:	Naomi Cooke	Name:	Sarah Pickup Deputy Chief Executive
Date:	05-Sep-22	Date:	05-Sep-22

Checklist

(see note 39)

(please enter 'X' as appropriate)

Is the return of officers attached? (see Page 2)	Yes		No	
Has the list of officers been completed? (see Page 2A)	Yes		No	
Has the return been signed? (see Note 37)	Yes		No	
Has the auditor's report been completed? (see Note 41)	Yes		No	
Is the rule book enclosed? (see Note 39)	Yes		No	
Has the summary sheet been completed? (see Notes 6 and 24 to 33)	Yes		No	

Checklist for auditor's report

(see notes 41 to 44)

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 relate? (See section 36(1) and (2) of the 1992 Act and notes 43 and 44)

Please explain in your report overleaf or attached.

Yes - see 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 43)

Please explain in your report overleaf or attached.

Yes - see attached

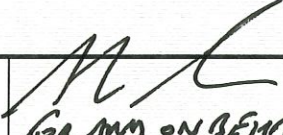
3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

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

Auditor's report (continued)

PLEASE SEE ATTACHED

Signature(s) of auditor or auditors:	 FOR AND ON BEHALF OF	PICK LITTLEDMAN LLP
Name(s):	ALASTAIR DUKE	
Profession(s) or Calling(s):	ICAEW	
Address(es)	15 WESTFERRY CIRCUS LONDON E14 4HD	
Date:	8 September 2022	
Contact name for enquiries and telephone number:	ALASTAIR DUKE 020 7516 2200	

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

Independent Auditors' Report to the Members of the Improvement and Development Agency on the Financial Information contained in the Annual Return

We have audited the financial information in the attached annual return which shows a £nil surplus/deficit for the year ended 31 March 2022, which has been prepared under the accounting policies set out therein.

This report is made solely to the Organisation's members, as a body. Our audit work has been undertaken so that we might state to the members those matters we are required to state to them in an auditors' 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 Organisation and the Organisation's member as a body, for our audit, for this report, or for the opinions we have formed.

Respective responsibilities of the treasurer and auditors

The treasurer is required to prepare the financial information in the annual return for each financial year which gives a true and fair view of the state of affairs of the Organisation and the surplus or deficit of the Organisation for the period. In preparing that information, the treasurer is required to:

- Select suitable accounting policies and apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Consider whether applicable accounting standards have been followed, subject to material departures disclosed and explained in the financial information; and
- Prepare the financial information on a going concern basis unless it is inappropriate to assume the Organisation will continue in existence

It is our responsibility to form an independent opinion, based on the audit, on the financial information in the annual return and report our opinion to you.

Basis of audit opinion

We conducted our audit in accordance with United Kingdom auditing standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the officers in the preparation of the financial statements and of whether the accounting policies are appropriate to the Organisation's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion, we also evaluation the over adequacy of the presentation of information in the annual return.

Opinion

In our opinion, the financial information in the return gives a true and fair view of the result of the Organisation for the year ended 31 March 2022 and have been prepared with the requirements of the sections 28,32 and 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.



Alastair Duke FCA
Senior Statutory Auditor

For and on behalf of PKF Littlejohn LLP
Statutory Auditors
15 Westferry Circus
London E14 4HD

8 September 2022