

of this but an example could be that data tells us that the children in our school will attain better than their white peers but are still twice as likely to be over qualified for their jobs, live in poverty, etc. Like many children they need more than attainment from their education system.

Equity is complicated and there are so many othered groups. Each of the protected characteristics is individually important and has individual history of why they are othered. At our school we aim to be literate in understanding all marginalised groups individually as opposed to learning about equity as a non-specific concept.

I was at a meeting with colleagues from the third sector talking about specific provision for young people from visible minority ethnic groups and support with mental health and trauma. Some of this trauma stems from racism. What I heard from these colleagues was a hopelessness, 'we've been talking

for twenty years and heads nod, promises are made and nothing gets done. We are exhausted and it's getting worse.'

The Monday after the abuse started, we created a safe space for parents. Loads of them turned up to tell their story. We heard the same story over and over, one of exclusion, suspicion and silencing that they had all experienced growing up. While there were stories of overt racism in shops, transport and in the everyday things that I, as a white person, take for granted. All of the parents talked about the silencing they had experienced at school. 'You'll just have to put up with it' coming from teachers and parents. A lack of representation, visibility and no understanding, or worse, direct criticism of cultural beliefs and norms. They wished someone had stood up for them. I've been teaching since 1993 and I have to accept that I was and am complicit in a system that has silenced children...silenced them.

I have been thinking about what we have lost in that silence, who have we lost. In that void there are untold stories, unearthed talents, untapped genius and unsaved lives. What have we missed.

So today I am urging action, the aim is that no one should be involved in education whether it is teaching, leading, supporting, policy making or inspection unless they are culturally competent and racial literate.

I urge you, colleagues to pass this motion and work together to end the silencing of children and families who have so much to give.

Thank you.

Learn more, be part of the solution: <https://blogs.glowscotland.org.uk/glowblogs/promotingraceequalityandantiracisteducation/home/professional-learning/> or use this short bitly link bit.ly/3EAeYGt

AHDS Accounts

Statement to members issued in connection with the Union's Annual Return for Year Ended 30 June 2022 as required by Section 32A of Trade Union and Labour Relations (Consolidation) Act 1992



Summary financial information extracted from the full accounts. Full accounts will be provided to any member on request to the General Secretary.

RIGHTS OF MEMBERS

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

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the

union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he may apply for material assistance from the Commissioner for the Rights of Trade Union Members

and should, in any case, consider obtaining independent legal advice.

Copy of independent auditor's report to the members extracted from full financial statements:

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ASSOCIATION OF HEAD TEACHERS AND DEPUTES IN SCOTLAND

OPINION

We have audited the financial statements of the Association of Head

General Secretary Employment Costs & Executive Honoraria 2021/22	
General Secretary	
Salary	79,774
Social Security	10,013
Pension & Life assurance	18,795
President	
Honorarium	5,201
Vice President	
Honorarium	1,735
Area Officers	
Salaries	79,705
National Executive members	
Honoraria	13,873
Other salary costs	48,457
	257,553

Summary income & expenditure account for the year ended 30 June 2022		
	2021/22(£)	2020/21(£)
Subscription income	535,126	529,421
Other income	15,316	13,243
Total income	550,442	542,664
Total expenditure	(453,892)	(484,554)
Unrealised Investment Loss	(35,550)	-
Corporation tax	(68)	(149)
Surplus for year	60,932	57,961

Summary balance sheet at 30 June 2022		
	2021/22(£)	2020/21(£)
Fixed assets	472,325	6,087
Current assets	243,466	651,365
Current liabilities	(28,467)	(31,060)
Net Assets	687,324	626,392

All staff and members of the Executive are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Association.

Teachers and Deputes in Scotland for the year ended 30 June 2022, which comprise the Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Association's affairs at 30 June 2022, of its surplus for the year then ended and of the matters to which they relate;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of sections 28 to 36 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the members of the executive's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the members of the executive have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Association's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations

(Consolidation) Act 1992 requires us to report to you if, in our opinion:

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

RESPONSIBILITIES OF THE EXECUTIVE AND COUNCIL

As described in the Statement of Executive and Council's Responsibilities, the Executive and Council 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 its members 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, its members 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 its members intend to cease operations, or have no realistic alternative but to do so.

BROWN, SCOTT & MAIN

Chartered Accountants and Statutory Auditor, Kirkcaldy.
31 August 2021