Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	North of England	Zoological So	ciety Staff	Association	
Year ended:	31 December 202	22		- 1	
List no:	791T	(1) (1) (2) (2) (3) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4			en e
Head or Main Office address:	Chester Zoo			1 H. A. 1 H. A	
	Upton-by-Chester				- 1 Maria
	Chester		4.5±.7	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
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Postcoo	de CH2 1LH				
Website address (if available)					
Has the address changed during the year to which the return relates?	Yes	No	X	('X' in appropri	ate box)
General Secretary:	Celia Long			ত এটা ছেল্ডেইটি চিটা টিল্লেঞ্চিক্টিটিটি	. 14 M. 22 J.
Telephone Number:	01244 650272	94594131 1 44394.4			
Contact name for queries regarding the completion of this return	Celia Long	A Control of the Cont			
Telephone Number:	01244 650272	12.392	HARAT HARAT		
E-mail:	c.long@chesterzo	oo.org		2 mai m	
Please follow the guidance notes in Any difficulties or problems in the complet Officer as below or by telephone to: 0330 1	ion of this return shou		o the Certifi	cation	
You should send the annual return to the fo	ollowing email address	s stating the nar	ne of the ur	nion in subject:	
For Unions based in England and Wales:	returns@certoffice.o	<u>rg</u>			
For Unions based in Scotland:	ymw@tcyoung.co.uk				

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Return of Members

	<u> </u>	(see n	otes 10 and 1	1)					
		Number of	members at	the end of	the	/ear			
	Great Britain	Northern Ireland	Irish Republic	(includ	Abroad ing slands)	То	tals	
Male	372		1 H A	100 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				372	
Female	442							44:	
Other							:		
Total	814					- 1	Α	814	
neld:		Change	of Offic	cers			overed by t	his returr	
Position	n Held c	Name of Officer easing to hold Office	1	ame of r Appointed	1	D	ate of change		
2nd vice chair	Har	nnah Thomas				17	October 2	.022	
			1		4				
	A Company of the Comp								
If yes,	state the name o	f that other union:	Yes		N		V H TO LONG THE PARTY OF THE PA		
	ration of trade un		Yes		N	0 *			
IT ye	es, state the num	ber of affiliated union	<u> </u>				Toward WAY		
		and name	S;						

See attached

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.

 N:	ame of Office			Pos	ition held	
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Current Staff reps and officers

CELIA LONG - RETAIL AND SMT - CHAIR

ANDY ADDERTON - FACILITIES & DEVELOPMENT - VICE CHAIR

RACHEL WARREN- OPERATIONS/HEALTH & SAFETY/M&A/CASH OFFICE SUE ANDRESEN - OPERATIONS/HEALTH & SAFETY/M&A/CASH OFFICE ED BOYD - CE&E

CHRIS YARWOOD - MAMMALS

RYAN BROWN - SECURITY

GARETH EVANS - BIRDS/REGISTRAR/COLLECTIONS ADMIN

EMMA HUGHES - FINANCE/IT/MARKETING/PA/PEOPLE TEAM

DONNA BUTLER - F&B

JO CARROLL - F&B

BECKY EDGE - HORTICULTURE & BOTANY

CLAIRE RAISIN - SCIENCE/FIELD PROGRAMMES

DEBBIE NICHOLSON - ADMISSIONS/GUEST EXPERIANCE

DAVID GIFFORD - LV&I/ANIMAL HEALTH/APL

VACANT - 2ND VICE CHAIR

General Fund

(see notes 13 to 18)

ncome	£	£
From Members: Contributions and Subscriptions		e Legit
From Members: Other income from members (specify)		# # # # # # # # # # # # # # # # # # #
Total other income from members		
Total of all income from members		
Investment income (as at page 12)		3 3 3
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	7,800	
Total of other income (as at page 4)		7,80
Total income		7,83
Interfund Transfers IN Expenditure	<u> </u>	
Benefits to members (as at page 5)		
Administrative expenses (as at page 10)		1,64
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
Total expenditure Interfund Transfers OUT		1,64
Surplus (deficit) for year		6,18
Amount of general fund at beginning of year		28,978
Amount of general fund at end of year	[35,165

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

		Des	scription				£	
Federation a	and other bodie	es						
		2 m W He v H 17 m 17 m	To	tal federation	and other bodies	•		
Any Other So	ources							
North of	f England Zoolo	gical Society						7,800
を受けています。 のでは、				T	otal other sources			
				Т	otal other sources			7,800

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

								£
Representa						brough	t forward	
Employmen	it Related Issu	ues			Advisory Services		<u> </u>	
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Representat					Other Cash Paym	ents		
Non Employ	ment Related	Issues						
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San Francisco						September 1997	44.48	
No. T					Negotiated Discou	nt Services		
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	AGNUTATI					4.42.94		
ispute Ben	efits							
	10110 10245 (2.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3 2.3		1. 194000.44					
					Other Benefits and	Grants (sp	ecify)	
					y water	, , , , , , , , , , , , , , , , , , ,		
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		1 (24 m = 12) 2 (24 m = 12) 2 (24 m = 12) 2 (24 m = 12)						
		carried forw	vard		Total (should	agree with	figure in	
					•		ral Fund)	

Fund	2					Fu	nd Accoun
Name:	100				£		£
Income							
	From members					25 F	
	Investment income (as a	t page 12)					
	Other income (specify)					ľ	
				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		Ger The April 11 V	
				Total other inco	me as specifi	ed	
					Total Incor		
				Inter	fund Transfers	IN	
Expenditure							
	Benefits to members			ſ			
	Administrative expenses	and other expe	nditure (as at	page 10)			
	•	•	(otal Expenditu	ıre	
					nd Transfers O		
						<u> </u>	
				Surplus (De	ficit) for the ye	ar	
			A	mount of fund at b	eginning of ye	ar 📑 🗀	
		Amou	int of fund at	the end of year (as	Balance She	et)	······································
						·	
					ng at end of ye		

Fund	3						Fu	nd Account
Name:		2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -				£		£
Income								
	From mem	bers						100
	Investmen	t income (as at	page 12)				1.5	
	Other inco	me (specify)						
		Total other income as specified Total Income Interfund Transfers IN Senefits to members Administrative expenses and other expenditure (as at page 10)						
						Total Income		
					Inte	rfund Transfers IN		
Expenditure								
	Benefits to	members						
	Administra	tive expenses a	nd other expen	diture (as at	page 10)			
					٦	Total Expenditure		
					Interfu	ind Transfers OUT	(60) . A (1.)	
					Surplus (De	eficit) for the year		
				Δ	mount of fund at I	beginning of year	ere i Visit of	
			Amour	nt of fund a	t the end of year (a	s Balance Sheet)		
	· · ·		N	lumber of m	nembers contribut	ing at end of year		

Fund	4					Fund Ac	coun
Name:					£	£	
Income							
	From members						
	Investment income (as a	at page 12)				1	
	Other income (specify)						
			* 0.555	Total other inc	ome as specified		
					Total Income		
				Inte	rfund Transfers IN		
Expenditure							
	Benefits to members						y :
	Administrative expenses	s and other expe	enditure (as at	page 10)			
				T	otal Expenditure		
				Interfu	nd Transfers OUT		
				Surplus (Da	ficit) for the year		
			1	Surpius (De mount of fund at b			
		Amo		t the end of year (a			Arrive
		Amo	unt or lunu a	cule ella ol year (a	s balance Sheet)		
			Number of n	nembers contributi	ng at end of year		

Fund	5		Fund Acco	unt
Name:		£	£	
Income				
	From members		n de la companya de l	
	Investment income (as at page 12)			
	Other income (specify)			
	Total other inc	ome as specified		
		Total Income		
	Inte	erfund Transfers IN		
Expenditure			<u> </u>	
	Benefits to members			
	Administrative expenses and other expenditure (as at page 10)			
	٦	Total Expenditure		
	Interfu	ind Transfers OUT		
	Surplus (De	eficit) for the year		
	Amount of fund at I	beginning of year		
	Amount of fund at the end of year (a	s Balance Sheet)		
	Number of members contributi	ing at end of year		

Fund	6	Fund A	Account
Name:	£	£	
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specifie	d l	····
	Total Incom-	е	
	Interfund Transfers II	1	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure	9	
	Interfund Transfers OU	Г	ugi en
	Surplus (Deficit) for the yea		····
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)[
	Number of members contributing at end of yea	r in	
	isambor of moniboro contributing at one of year	<u>' l'a de la composição d</u>	2 W

Fund	7					Fui	nd Account
Name:					£		£
Income							
	From members						ALA STATE
	Investment income (as at	page 12)					
	Other income (specify)						
	A VERNING OF A STATE O		12 1, 160° mp	Total other ind	ome as specified		
					Total Income	,	
				Inte	erfund Transfers IN		
Expenditure							
	Benefits to members						1,85%
	Administrative expenses	and other expe	nditure (as at	page 10)			·
				•	Total Expenditure		
				Interf	und Transfers OUT	.i : . 5.2	
				Surplus (D	eficit) for the year		
				mount of fund at	beginning of year		
		Amo	unt of fund a	t the end of year (a	as Balance Sheet)		
			Number of n	nembers contribut	ing at end of year	ez i i. Nes	

Fund	8					Fund	Account
Name:	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	- 6.00 - 10.00 - 10.00 - 10.00 - 10.00	98277		£	······	£
Income							
	From members						
	Investment income (as at	page 12)					
	Other income (specify)						
				· · · · · · · · · · · · · · · · · · ·			
		The WAVE A	30, 1	Total other	income as specified		
					Total Income		
				ļ	nterfund Transfers IN	t ty	
Expenditure							
	Benefits to members						
	Administrative expenses	and other expe	enditure (as at	: page 10)			
					Total Expenditure		
				Inte	erfund Transfers OUT	:	
				Surplus	(Deficit) for the year		
				Amount of fund	at beginning of year		
		Amo			r (as Balance Sheet)		
			Number of n	nembers contrib	outing at end of year		

Fund	19					Fund	d Account
Name:		2	ž,		£		£
Income							
	From members					#11	
	Investment income (as a	at page 12)				· .	
	Other income (specify)						
		i i i i i i i i i i i i i i i i i i i					
						. 7	
				Total other in	come as specifi	ied	
					Total Inco		-
				Int	erfund Transfers	IN	eren Ali
Expenditure						<u> </u>	
-	Benefits to members						- 14
	Administrative expenses	s and other expe	nditure (as at	page 10)			
	•	•	• •	1 0 /	Total Expenditu	ıre	····
				Interf	und Transfers O		
				Surplus (D	eficit) for the ye	ear	
			,	Amount of fund at	-	 	raa XII Pr
		Amo		t the end of year (
				, , (L	
			Number of n	nembers contribu	ting at end of ve	ar	

Political fund account

			(see n	otes 24 to 33)	£		£
Political fu	nd account 1	To be co	mpleted by trac	de unions whic	ch maintain their	own political fund		
		Incom	e M	lembers contrib	outions and levies			
			Investment inc	come (as at pag	je 12)		Harama (N.)	4.
	Other income (specify)	- 11 - 12 - 12 - 12 - 12 - 12 - 12 - 12	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	plantagen production and expectation of the			
	12 (12 (12 (12 (12 (12 (12 (12 (12 (12 (A STANDARD CONTRACTOR OF THE STANDARD CONTRACTOR						
					Total ot	her income as specified		
						Total income		
					onsolidation) Act 0 during the peri	t 1992 on purposes set od	out in sec	:tion (72) (1)
			Expenditure A	A (as at page i)				
			Expenditure E	B (as at page ii))			
			Expenditure (C (as at page iii)			
			Expenditure [D (as at page iv	·)			
			Expenditure 8	E (as at page v))			
			Expenditure f	F (as at page vi)			
			Non-political	expenditure (a	as at page vii)			
			•	·	, ,	Total expenditure		
					:	Surplus (deficit) for year		
				An	nount of political fu	and at beginning of year	jan er er	-75 c
			Amou	unt of political f	und at the end of y	vear (as <u>Balance Sheet)</u>		
						iting to the political fund		7 pm.
		N			•	iting to the political fund		- <u>- 21</u> 12 +
Num	nber of members at				•	ribute to the political fund		The state of the s
Political fu	nd account 2	To be complete	d by trade union	no which cot o		f a central trade union	<u>L </u>	<u></u>
- Ontical lui						a central trade union		
Income	Contributions an	d levies collected fi	rom members on	behalf of central	l political fund			
	Funds received t	back from central p	olitical fund					
	Other income (sp	pecify)						
						Total other income	as specified	
						Т	otal income	
Expenditure							•	
	Expenditure und	er section 82 of the	Trade Union and	l Labour Relatio	ns			
	(Consolidation) A	Act 1992 (specify)						
	Admini	stration expenses i	n connection with	political objects	(specify)			
	Non-politica	al expenditure						
						Total expenditure		
						Surplus (deficit) for year		
			Amount he	ld on behalf of t	rade union political	fund at beginning of year		
					•	emitted to central political		
			,	Amount held on		olitical fund at end of year		
			Numbe	er of members at	end of year contrib	outing to the political fund		
			Number of mer	mbers at end of	the year not contrib	outing to the political fund		
Number of me	embers at end of ye	ear who have comp				ribute 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.

Name of poli	tical party in re	lation to which	money was	expended	Total amour	nt spent during	the period £
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				41.4		- <u> </u>	N _E m
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			1.19	Total		1 TET 1997 A.	<u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>

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

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 ar	nd Date of election	'n		Name of political party/organisation		Name of candidate organisation or po (see 33(iii))		£
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				*		*: <u> </u>	Total	·

Political fund account expenditure (d)

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

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

		Expenditu	ure on the mair	ntaince of any	holder of p	olitica	al office		
Vame	of office holder	-			,, <u>,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>			£	
, 174 75									
EL TO								X 27	
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	(4) (4) (4) (4) (4) (4) (4) (4) (4) (4)		1 V 200 1						
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	e official Light and the fit execute the							1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
							* #### * ##############################		
	-				Total				

Political fund account expenditure (e)

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

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

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

Name of political pa	rty					£	
			44.00	- 1945 - 1941	n i	(1) Sec. (2) (1) (1) (1) (1) (1) (1) (1) (1) (1) (1	10 (4) (4) (4) (4) (4) (4) (4) (4) (4) (4)
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					- 1 T		
				Total			

Political fund account expenditure (f)

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

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

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

Vame	of organisation	or political pai	ty	100		£	
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				- 1000 A			
				Total			

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

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		ing and and an analysis of the second				
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the	total amount of al	l other money ex	xpended	To	otal expenditure	£
the	total amount of al	l other money ex	xpended	Tc	otal expenditure	£

P9vii

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

(see notes 34 and 35)

Administrative Evenese		£
Administrative Expenses		2000 1 .
Remuneration and expenses of staff		
Salaries and Wages included in above	44	
Auditors' fees		1,641
Legal and Professional fees		
Occupancy costs		
Stationery, printing, postage, telephone, etc.		against a
Expenses of Executive Committee (Head Office)		
Expenses of conferences		******
Other administrative expenses (specify)		
Bank charges		5
Other Outgoings		
が発化した。		1444
- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1		
・ 1		
Outgoings on land and buildings (specify)		
	eres en	1880
Other outgoings (specify)		
tretert		
	Total	1,646
Charged to:	General Fund (Page 3)	1,646
		1 () () () () () () () () () (
		The second secon
	Total	1,646

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 Bene	Other Benefits		
				Description	Value		
	£	£	£		£	£	
			445	na. Augin. Man san san			
						+ 1	
						4.424.4	
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Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings Dividends (gross) from: Equities (e.g. shares) Interest (gross) from: Government securities (Gilts) Mortgages Local Authority Bonds Bank and Building Societies			3
Other investment income (specify)			3
	Total i	nvestment income	3
Credited to:	Gen	eral Fund (Page 3)	33
		Political Fund	
	Total	Investment Funds	33

Balance sheet as at

31 December 2022

(see notes 49 to 52)

ıs Year						£		£
	Fixed Assets (a	t page 14)						
	Investments (a		on page 15)		-			
		d (Market valu		· · ·				
	Unquoted		Carlo Company					
	Onquotec	<u> </u>		Total Inve	etmente		 	· · · · · · · · · · · · · · · · · · ·
i Est	Other Assets			TOtal lilve			<u> </u>	
		other trade uni	ione				T .	11111111111
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	Others (s	specify)						
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				Total of other	assets			36,5
		,				Total assets		36,5
978	3			General fund	(page 3)			35,1
		 						
			· · · · · · · · · · · · · · · · · · ·					
				Political Fund	Account			
				Political Fund	Account			. 2444
			250 (250) - 250 (250) - 250 (250)		Account			
			一 2年、調整を1 44 年 2 年 3 年 3 年 3 年 3 年 3 年 3 年 3 年 3 年 3		Account		- - -	1 (2 (4 / 2) 1 (2 (4 / 2) 1 (4 / 3) 1 (4 / 3) 2 (4 / 3)
			- 12 - 12 - 12 - 12 - 12 - 12 - 12 - 12		Account			
					Account			
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	Liabilities				Account			
	Liabilities Amount held or	n behalf of cent	ral trade union		Account			Service Servic
	Liabilities				Account			Service Servic
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union		Account			13 13 13 14 14 14 14 14 14 14 14 14 14 14 14 14
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				13
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				13
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				13
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				1,3 1,3 1,2 1,2 1,3 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				13
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				13
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				13
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund			・ 「	13
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				1,3 1,3 1,2 1,2 1,3 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				1,3 1,3 1,2 1,2 1,3 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				13
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				1,3 1,3 1,2 1,2 1,3 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund				1,3 1,3 1,2 1,2 1,3 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4
	Liabilities Amount held or Accruals	n behalf of cent	ral trade union	political fund		otal liabilities		1,3 1,3 1,2 1,2 1,3 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4 1,4

Fixed assets account

(see notes 53 to 57)

	Land and Freehold £	Buildings Leasehold £	Furniture and Equipment £	Motor Vehicles £	Not used for union business	Total £
Cost or Valuation						
At start of year					9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Additions	v.conffi Ni					
Disposals						
Revaluation/Transfers	The second secon					
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year	A CONTROL OF THE CONT					
Disposals						
Revaluation/Transfers						
At end of year						
				·	<u> </u>	
Net book value at						A. F.
end of year						
Net book value at end of previous year	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	## ## ## ## ## ## ## ## ## ## ## ## ##				

Analysis of investments (see notes 58 and 59)

Quoted		(see notes 58 and 59)	All Funds Except Political Funds £	Political Fund
	Equities (e.g. Shares) Government Securities (Gilts			
	Other quoted securities (to b			
	Total quoted (as Balance Sho Market Value of Quoted Inve			
Unquoted	Equities Government Securities (Gilts			
	Mortgages Bank and Building Societies			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	Other unquoted investments	(to be specified)		
	Total unquoted (as Balance S Market Value of Unquoted In			

Analysis of investment income (controlling interests)

(see notes 60 and 61)

			t part of the ι d company?	ınion, have	,	Yes	No X			
If YES name	e the relevan	t companies	:		L					
Company n	ame				Company registration number (if not register in England & Wales, state where registered					
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	en e					art un		and state		
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registered in the state controlled be	ares which a in the names of the names of the union a ame	s of the union f the personate re registered	on's trustees s in whom the	on ?	Names of s	shareholder	S Propher Toronton			
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Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members			
From Investments	33		33
Other Income (including increases by revaluation of assets)	7,800		7,800
Total Income	7,833		7,833
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	1,646		1,646
Funds at beginning of year (including reserves) Funds at end of year (including reserves)	28,978 35,165		28,978 35,165
Assets			
	Fixed Assets		
	Fixed Assets Investment Assets		
			36,529
	Investment Assets	Total Assets	36,529 36,529
Liabilities	Investment Assets	Total Assets Total Liabilities	

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80) Did the union hold any ballots in respect of industrial action during the return period? No If Yes How many ballots were held: For each ballot held please complete the information below: Ballot 1 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 Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 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 2 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 Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 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 3 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 Number of individuals answering "No" to the question Number of invalid or otherwise spoiled voting papers returned 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 & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4	3 50
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	
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 individuals who were entitled to vote in the ballot	e number of
Does section 226(2B) of the 1992 Act apply in relation to this t	pallot (see notes 76-80)?
If yes, were the number of individuals answering "Yes" to the cindividuals who were entitled to vote in the ballot	question (or each question) at least 40% of the number of
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 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 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 individuals who were entitled to vote in the ballot	
Does section 226(2B) of the 1992 Act apply in relation to this b	pallot (see notes 76-80)?
If yes, were the number of individuals answering "Yes" to the q individuals who were entitled to vote in the ballot	uestion (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 guestion	
Number of individuals answering "No" to the question	2
Number of invalid or otherwise spoiled voting papers returned	
Trumber of invalid of otherwise spolled voting papers returned	L
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the individuals who were entitled to vote in the ballot	e number of
Does section 226(2B) of the 1992 Act apply in relation to this b	pallot (see notes 76-80)?
If yes, were the number of individuals answering "Yes" to the q individuals who were entitled to vote in the ballot	uestion (or each question) at least 40% of the number of

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

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet
(see note 81)

A: terms and conditions of employment, or the physical conditions in which any workers require to work;

*Categories of Nature of Trade Dispute

4. Nature of industrial action.

	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 consulation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of theright of a trade union to represent workers in such negotiation or consulation or in the carrying out of such procedures						
-							
	Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO						
	· No						
	If YES, for each industrial action taken please complete the information below: Industrial Action 1						
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:						
Α	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						
	please tick the nature of the trade dispute for which industrial action was taken using the categories* below:						
Α	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:						
Α	B C D E F G						
	Dates of the industrial action taken: Number of days of industrial action:						
	o. Humber of days of industrial action.						

use a continuation page if necessary

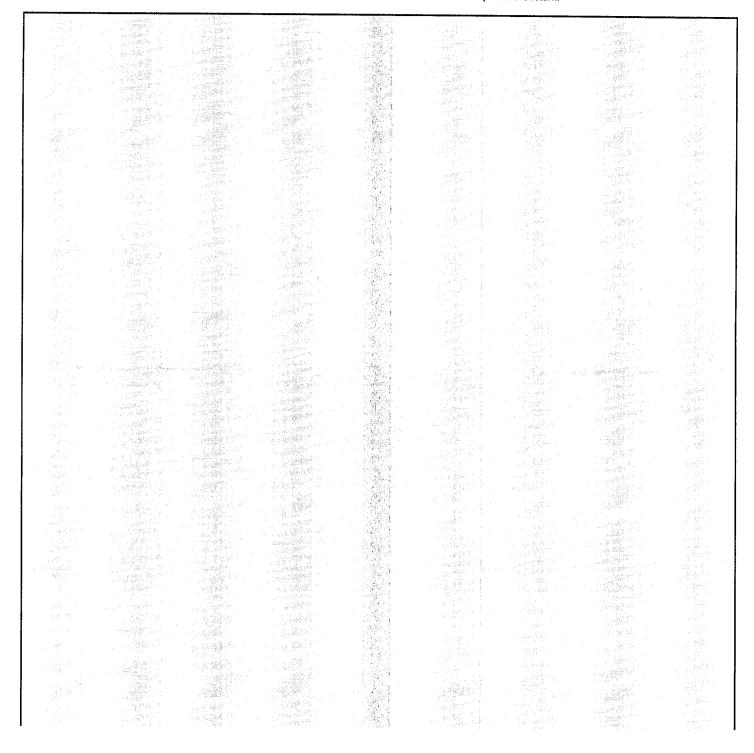
	Industrial Action 4					
	1. please tick the nature of the trade dispute for which ind	ustrial action	was tak	en using the	categories* below	I.
А	4 D C D	E		F	G	
	2. Dates of the industrial action taken:		to		, 15,000 m , 6=1" , 15,000 m , 15,000 m]
	3. Number of days of industrial action:		4	<u> </u>	uin I	_
	Nature of industrial action.	ja yang				
	Industrial Action 5			<u>.</u>		
	1. please tick the nature of the trade dispute for which ind	ustrial action v	was take	en usina the	categories* below	ı [.]
Α				F	G]
, ,			L			_
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	Industrial Action 6					
	1. please tick the nature of the trade dispute for which inde	ustrial action v	was take	en using the	categories* below	r:
Α	A B C D	E		F	G]
				' L		_
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	Number of days of industrial action:			ı		
	4. Nature of industrial action.	. jejf4≒se				
	Industrial Action 7					
	1. please tick the nature of the trade dispute for which indi	ustrial action v	was take	en using the	categories* below	<i>r</i> :
Α	A B C D	E		F	G	۱
				· L		
	Dates of the industrial action taken:	1000 (100) (1000 (1000 (1000 (1000 (1000 (1000 (1000 (1000 (100) (1000 (1000 (100) (1000 (1000 (100) (1000 (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000 (100) (1000) (1000 (100) (1000 (100) (1000	to	43 mentendir. 4 Mentendir.		
	Number of days of industrial action:					
	4. Nature of industrial action.	1	-			
	Industrial Action 8					
	please tick the nature of the trade dispute for which indu	ustrial action v	vas take	en usina the	categories* below	·
۸				<u> </u>		1
Α	B C D	E		F _	G	J
	2. Dates of the industrial action taken:		to]
	3. Number of days of industrial action:		ı I		internal control of the control of t	J
	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

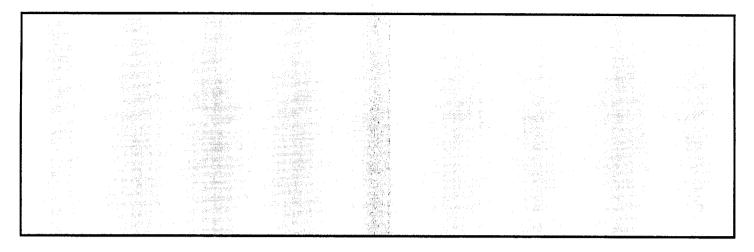
(see notes 82 and 83)

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



Accounting policies

(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please send the return with the original signatures. Copies will not be accepted.

Secretary's Signature:	7.7 x 1		Bloo.
	(90, 50)	-	(or other official whose position should be stated)
Name:	ANDY ADSERTON.	Name:	CELIA LONG
Date:	31/05/23	Date:	3,105/23

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	✓	No	1
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	~	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	~	No	
Has the audtor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	V	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	/	No	
A member statement is: (see Note 80)	Enclosed		To follow	V
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	~	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	✓	No	2.0 _9

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.

Yes - See attached Auditor's Report

- 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

Yes - see attached Auditor's Report.

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)

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Signature(s) of auditor or auditors:		.32 -	
Name(s):	Rober Ellis		
Profession(s) or Calling(s):	CHARTERIA A CCOUNTING		
Address(es):	ELLYY (0 114/120 NORTHAKTE STREET CHESTER : CHESHIRE		
Postcode	CHIZHT		
Date	31 MAY 2023		
Contact name for inquiries and telephone number:	ROBERT ELLIS 01244 343504		

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

Independent auditors' report to the members of North of England Zoological Society Staff Association

Opinion

We have audited the accounts of North of England Zoological Society Staff Association for the year ended 31 December 2022 which comprise the income and expenditure account and the balance sheet. These accounts have been prepared under the historical cost convention and in accordance with the accruals concept.

In our opinion the accounts:

- give a true and fair view of the state of the Association's affairs as at 31 December 2022 and of its surplus for the year then ended; and
- have been prepared in accordance with the requirements of sections 28, 32 and 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 Auditors' 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 accounts 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 officers' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the officers have not disclosed in the accounts 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 accounts are authorised for issue.

Other information

The officers are responsible for the other information. The other information comprises the information other than the accounts and our Report of the Auditors thereon.

Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 accounts 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. We have nothing to report in this regard.

Independent auditors' report to the members of North of England Zoological Society Staff Association (continued)

Opinion on other matters prescribed by the Trade Union and Labour Relations (Consolidation) Act 1992

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:

- the Association has not kept proper accounting records in accordance with the requirements of section 28; or
- the Association has not maintained a satisfactory system of control over its transactions in accordance with the requirements of section 28; or
- the accounts to which the report relates do not agree with the accounting records.

Responsibilities of officers

The officers of the Association are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the officers determine necessary to enable the preparation of accounts 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.

Auditors' responsibilities for the audit of the accounts

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement 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 accounts.

We identify and assess the risks of material misstatement in the accounts, whether due to fraud or error, and then design and perform audit procedures in response to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the sector in which the Association operates and the control environment
- results of our enquiries of management about their own identification and assessment of the risks of irregularities
- any matters we identified having obtained and reviewed documentation of policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether the officers of the Association were aware of any instances of non-compliance
 - detecting and responding to the risks of fraud and whether management have knowledge of any actual, suspected or alleged fraud
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the accounts and any potential indicators of fraud.

Independent auditors' report to the members of North of England Zoological Society Staff Association (continued)

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified that the greatest potential for fraud is in the completeness of revenue. In common with all audits under ISA (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory frameworks in which the Association operates, in particular, of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the accounts. The key laws and regulations we considered in this context included the Trade Union and Labour Relations (Consolidation) Act 1992.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the accounts but compliance with which may be fundamental to the Association's ability to operate or to avoid a material penalty.

As a result of performing the above, we identified completeness of revenue recognition as a key audit matter related to the potential risk of fraud. We reviewed receipts from the sponsoring employer across the year and obtained confirmation from the sponsoring employer of amounts due.

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the disclosures in the accounts and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the accounts;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of the Association's activity.

We also communicated to all engagement team members the relevant laws and regulations and potential fraud risks that we had identified, and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

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 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 Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Independent auditors' report to the members of North of England Zoological Society Staff Association (continued)

Robert Ellis

Robert Ellis FCA (Senior Statutory Auditor)
For and on behalf of
Ellis & Co (Accountants & Business Advisers) Limited
Chartered Accountants and
Statutory Auditors

Date: 31 May 2023 114-120 Northgate Street Chester CH1 2HT

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?

X95 /NO

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

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

Membership audit certificate Section one

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

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

Yes / No

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

Yes / No

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

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- 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)

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· -			
Signature of assurer			
Name			*
Address			A Company of the Comp
Date		· 集團權序。1700年7月,2007年18日 - 北京都港灣(1871年)。2007年1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Contact name and telephone number			

Membership audit certificate

Section two

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

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

Yes / No-

If "No" Please explain below:

Signature	Rober Ellis	
Name	CAMPLES ROBERT ELLIS.	The second secon
Office held	STATUTORY AUDITOR	
Date	31 MAY 2613	