

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	The Society of Radiographers		
Year ended:	30th September 2023		
List no:	520		
Head or Main Office address:	207 Providence Square		
	Mill Street		
	London		
Postcode	SE1 2EW		
Website address (if available)	www.sor.org		
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Richard Evans OBE		
Telephone Number:	020 7740 7200		
Contact name for queries regarding the completion of this return	Dilip Manek		
Telephone Number:	020 7740 7267		
E-mail:	dilipm@sor.org		

Please follow the guidance notes in the completion of this return

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

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

returns@certoffice.org

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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
	32,098	1,281	23	289	33,691
Total	32,098	1,281	23	289	A 33,691

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

31,797

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

415

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
Yorkshire and North Trent Representative	Helen Adamson	Atique Hussain	30 June 2023
Northern Ireland Representative	Gillian Hodges	n/a	30 June 2023
Midlands Representative	David Pilborough	Leah Marsden	30 June 2023
Scotland Representative	Claire Donaldson	Susann McCracken	06 July 2023

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:

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Journal and Website Income	224,334
Income from Regions and Countries	5,748
Sponsorship and Other Income	273,345
Pension Scheme Actuarial Gains	618,000
Investment Gains	81,733
Total other sources	1,203,160
Total of all other income	1,203,160

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	1,561,930
Employment Related Issues		Advisory Services	
Legal Fees	337,861		
Reps network	20,492		
Ballots and industrial action	244,211		
Other	17,622		
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
Communications		Salary Costs	1,035,677
Magazines and journals	643,990		
Website, CPD and other services	297,754		
		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		Indemnity insurance	591,931
		Benevolent Fund costs	3,600
carried forward	1,561,930	Total (should agree with figure in General Fund)	3,193,138

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		52,062
	Investment income (as at page 12)		
Other income (specify)			
		Total other income as specified	
		Total income	52,062
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period			
	Expenditure A (as at page i)		
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		
	Expenditure D (as at page iv)		
	Expenditure E (as at page v)		
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		5,227
		Total expenditure	5,227
		Surplus (deficit) for year	46,835
		Amount of political fund at beginning of year	267,323
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	314,158
		Number of members at end of year contributing to the political fund	22,056
		Number of members at end of the year not contributing to the political fund	11,635
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	2,190
Political fund account 2		To be completed by trade unions which act as components of a central trade union	
Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

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

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

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

Total expenditure

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

Total expenditure

(c) the total amount of all other money expended	£
Bank charges	5,227

Total expenditure 5,227

Total of all expenditures 5,227

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		2,052,519
Salaries and Wages included in above	1,210,482	
Auditors' fees		18,500
Legal and Professional fees		120,744
Occupancy costs		153,836
Stationery, printing, postage, telephone, etc.		52,271
Expenses of Executive Committee (Head Office)		89,808
Expenses of conferences		170,287
Other administrative expenses (specify)		
Regional Committees and National Councils		14,620
Staff travel, subsistence and training		120,623
Other overheads		531,784
Other Outgoings		
Depreciation and amortisation		129,819
Events and affiliations		116,793
Radiography workforce projects		213,697
Advisory groups		5,639
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Contribution to the College of Radiographers		1,875,000
Total		5,665,940
Charged to:	General Fund (Page 3)	5,665,940
Total		5,665,940

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)			73,383
Interest (gross) from:			
Government securities (Gilts)			7,221
Mortgages			
Local Authority Bonds			
Bank and Building Societies			5,509
Other investment income (specify)			
UK fixed interest			4,563
Overseas fixed interest			4,710
Property income			2,324
UK Unit Trust Income			20,511
Other			14
			118,235
		Total investment income	118,235
		Credited to:	
		General Fund (Page 3)	118,235
		Political Fund	
		Total Investment Funds	118,235

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
	Freehold £	Leasehold £				
Cost or Valuation						
At start of year			754,230			754,230
Additions			2,908			2,908
Disposals						
Revaluation/Transfers						
At end of year			757,138			757,138
Accumulated Depreciation						
At start of year			322,561			322,561
Charges for year			124,778			124,778
Disposals						
Revaluation/Transfers						
At end of year			447,339			447,339
Net book value at end of year						
Net book value at end of year			309,799			309,799
Net book value at end of previous year						
Net book value at end of previous year			431,669			431,669

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
UK equities	1,552,994	
Overseas equities	1,491,781	
Government Securities (Gilts)		
	482,311	
Other quoted securities (to be specified)		
UK and overseas fixed interest	299,980	
Property, infrastructure, actively managed funds	617,049	
Cash	265,295	
Total quoted (as Balance Sheet)	4,709,410	
Market Value of Quoted Investment		
Unquoted		
Equities		
College of Radiographers Ltd	2	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	2	
Market Value of Unquoted Investments		

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	8,128,440	52,062	8,180,502
From Investments	118,235		118,235
Other Income (including increases by revaluation of assets)	1,203,160		1,203,160
Total Income	9,449,835	52,062	9,501,897
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	8,859,078	5,227	8,864,305
Funds at beginning of year (including reserves)	5,748,388	267,323	6,015,711
Funds at end of year (including reserves)	6,339,145	314,158	6,653,303
Assets			
Fixed Assets			309,799
Investment Assets			4,709,412
Other Assets			2,372,445
		Total Assets	7,391,656
Liabilities		Total Liabilities	738,353
Net Assets (Total Assets less Total Liabilities)			6,653,303

Summary sheet

(see notes 62 to 73)

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

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="176"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
1-3 should total "Number of votes cast"	
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

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

Information on

Name of Organisation:		Society of Radiographers			
Did the union hold any ballots in respect of industrial action during the return period?		YES			
If yes, how many ballots were held?		176			
Ballot	Number of individuals 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	
1	64	37	27	10	
2	34	22	16	6	
3	73	33	26	7	
4	179	79	69	10	
5	3	0	0	0	
6	78	31	27	4	
7	271	104	86	16	
8	172	75	52	23	
9	4	2	2	0	
10	24	10	9	1	
11	63	24	14	10	
12	96	38	32	6	
13	76	23	19	4	
14	101	41	25	16	
15	115	42	15	27	
16	139	63	50	13	
17	227	103	72	30	
18	1	1	1	0	
19	15	5	2	3	
20	104	34	28	6	
21	80	32	18	14	
22	1	1	0	1	
23	96	43	37	6	
24	80	28	15	13	
25	6	3	3	0	
26	52	30	24	6	
27	1	0	0	0	
28	101	49	39	10	
29	5	1	0	1	
30	103	45	38	7	
31	51	22	12	10	
32	6	5	5	0	
33	187	104	74	30	
34	61	31	20	11	
35	205	100	73	26	

36	161	63	44	19
37	267	144	110	34
38	127	70	50	20
39	119	61	44	17
40	1	1	1	0
41	1	1	0	1
42	157	55	45	10
43	97	46	31	15
44	52	23	19	4
45	2	0	0	0
46	205	94	55	38
47	49	28	26	2
48	91	52	43	9
49	350	169	151	18
50	131	71	58	13
51	68	36	25	11
52	4	2	1	1
53	11	3	2	1
54	67	27	25	2
55	0	0	0	0
56	194	93	55	38
57	261	103	86	17
58	37	16	10	6
59	79	31	23	8
60	6	3	3	0
61	93	46	32	14
62	218	113	97	16
63	71	30	23	7
64	2	0	0	0
65	243	120	92	28
66	7	2	1	1
67	116	51	42	9
68	4	1	1	0
69	45	15	12	3
70	266	173	147	26
71	20	4	2	2
72	161	76	68	8
73	202	103	63	40
74	355	169	139	30
75	110	47	39	8
76	258	123	97	26
77	87	40	37	3
78	3	1	0	1
79	1	0	0	0
80	74	37	25	12
81	1	0	0	0
82	3	2	2	0
83	10	5	2	3
84	1	1	1	0
85	221	118	74	43

86	158	77	57	20
87	104	40	29	11
88	70	30	22	8
89	81	24	16	8
90	176	100	62	38
91	130	46	22	24
92	185	87	64	22
93	130	58	37	21
94	90	38	28	10
95	297	166	127	39
96	1	0	0	0
97	5	4	0	4
98	279	125	87	38
99	157	91	60	31
100	13	8	7	1
101	43	27	14	13
102	1	1	1	0
103	162	70	52	18
104	154	81	48	33
105	200	99	64	35
106	239	113	97	16
107	1	0	0	0
108	42	17	12	5
109	36	21	16	5
110	153	92	78	14
111	151	83	65	18
112	63	37	22	15
113	116	35	22	13
114	20	10	10	0
115	304	175	137	38
116	81	42	18	24
117	4	2	1	1
118	1	1	1	0
119	214	93	51	42
120	7	3	3	0
121	230	113	85	28
122	116	46	34	12
123	75	30	20	10
124	1	1	1	0
125	21	14	9	5
126	57	23	11	12
127	161	90	70	20
128	116	85	75	10
130	78	38	36	2
131	2	2	2	0
132	88	40	28	11
133	10	4	1	3
134	69	24	21	3
135	247	114	89	25
136	183	98	80	17

137	111	53	39	14
138	77	30	21	9
139	502	257	164	93
140	223	110	85	25
141	223	112	83	28
142	61	24	17	7
143	61	33	24	9
144	87	46	34	12
145	195	113	94	19
146	19	9	8	1
147	138	51	38	13
148	171	99	65	34
149	40	22	16	6
150	110	77	60	17
151	220	108	70	38
152	275	146	127	18
153	2	0	0	0
154	271	142	109	33
155	252	144	117	27
156	181	90	54	36
157	258	123	77	46
158	342	169	106	63
159	269	111	67	44
160	177	86	68	18
161	256	99	67	32
162	190	111	84	27
163	293	170	140	30
164	444	173	136	37
165	79	30	27	3
166	114	56	53	3
167	98	64	55	9
168	94	57	30	27
169	1	0	0	0
170	35	18	17	1
171	99	39	36	3
172	212	110	72	37
173	103	45	30	15
174	51	30	24	6
175	164	89	54	35
176	9	3	3	0
177	978	537	481	56

Industrial Action Ballots

Reporting Period	1/10/22 - 30/9/23
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For each ballot held please complete the information below

Number of invalid or otherwise spoiled voting papers returned	Were the number of votes cast in the ballot at least 50% of the individuals who were entitled to vote in the ballot	Does 226(2B) of the 1992 Act apply to this ballot?	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
0	Yes	Yes	Yes
0	Yes	Yes	Yes
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
2	No	Yes	No
0	No	Yes	No
0	Yes	Yes	Yes
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
1	No	Yes	No
0	Yes	Yes	Yes
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	Yes	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	Yes	Yes	Yes
0	Yes	Yes	Yes
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	Yes	Yes	Yes
0	Yes	Yes	No
0	Yes	Yes	No
1	No	Yes	No

0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	Yes	Yes	No
0	No	Yes	No
1	No	Yes	No
0	No	Yes	No
0	No	Yes	No
0	Yes	Yes	Yes
0	No	Yes	No
0	Yes	Yes	No
0	No	Yes	No
0	Yes	Yes	No
0	Yes	Yes	Yes
0	Yes	Yes	No
0	Yes	Yes	Yes
0	No	Yes	No
0	Yes	Yes	No
0	No	Yes	No
0	No	Yes	Yes
0	Yes	Yes	Yes
0	Yes	Yes	Yes
0	Yes	Yes	Yes
0	Yes	Yes	No
0	No	Yes	No
0	Yes	Yes	Yes
0	Yes	Yes	Yes
0	Yes	Yes	No
0	Yes	Yes	No
0	Yes	Yes	Yes
0	Yes	Yes	Yes
0	Yes	Yes	Yes
0	No	Yes	No
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0	No	Yes	No
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0	Yes	Yes	Yes
0	No	Yes	Yes
0	Yes	Yes	Yes
1	No	Yes	No
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0	No	Yes	No
0	No	Yes	No
1	Yes	Yes	Yes

0	No	Yes	No
0	No	Yes	No
0	Yes	Yes	No
0	No	Yes	No
1	Yes	Yes	No
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0	Yes	Yes	Yes
0	No	Yes	Yes
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1	Yes	Yes	Yes
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0	Yes	Yes	Yes
0	Yes	Yes	No
0	No	Yes	No
0	Yes	Yes	Yes
0	No	Yes	No
1	Yes	Yes	No
0	No	Yes	No
0	Yes	Yes	Yes
0	Yes	Yes	No
0	No	Yes	No
0	Yes	No	

(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

Yes

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

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 copy and paste your electronic signature here

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Richard Evans	Name:	Ross McGhee
Date:		Date:	

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Checklist for auditor's report

(see notes 90 and 96)

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

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

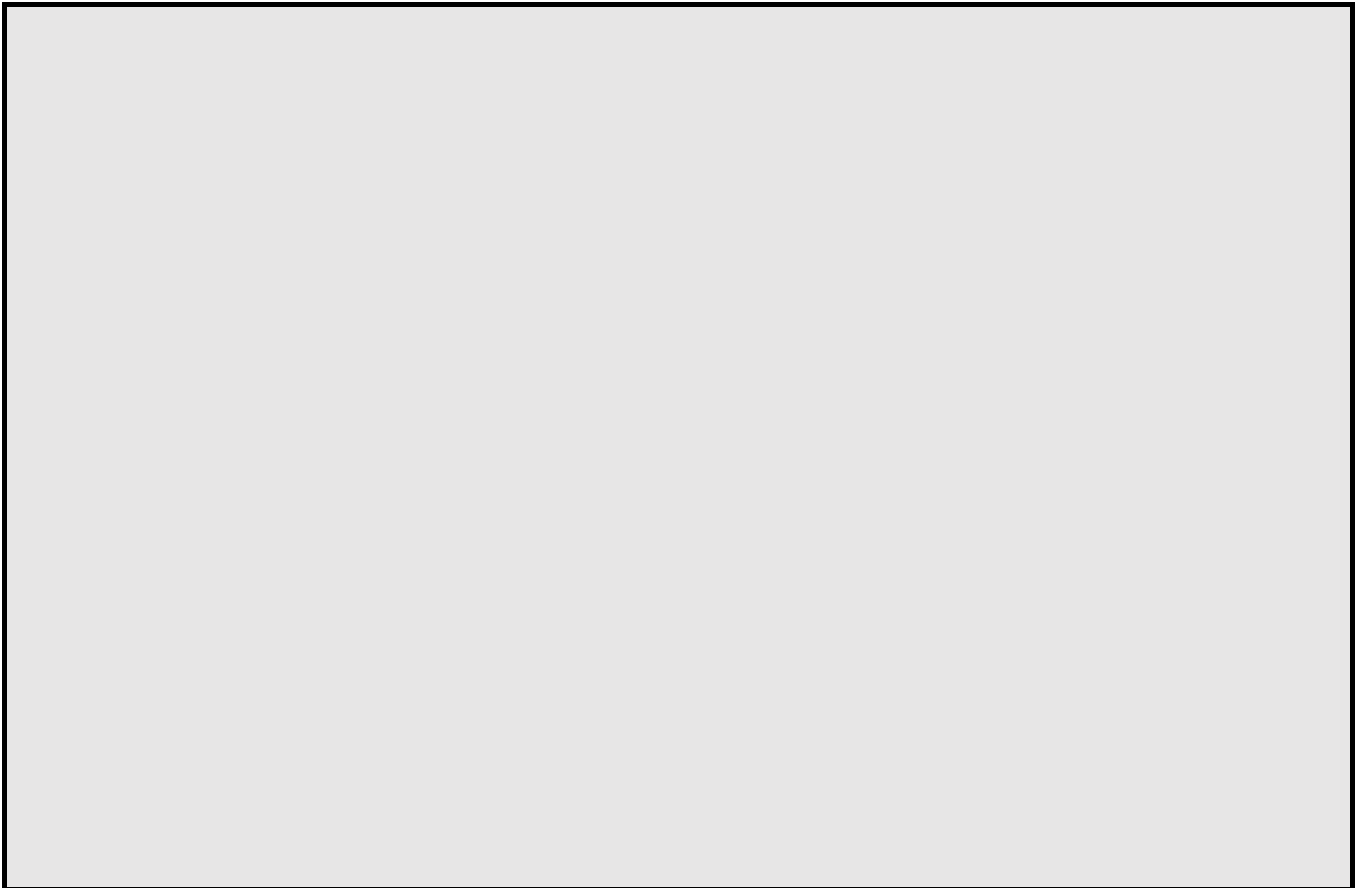
Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)



Signature(s) of auditor or auditors:

Vincent Marke



Name(s):

Vincent Marke



Profession(s) or Calling(s):

Auditor



Address(es):

Crowe U.K LLP



55 Ludgate Hill

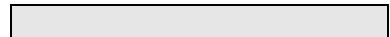


London



Postcode

EC4M 7JW



Date

22.02.2024



Contact name for inquiries and telephone number:

Vincent Marke
0207 842 7100



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

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes

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

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	<i>Vincent Marke</i>
Name	Vincent Marke
Address	Crowe U.K LLP 55 Ludgate Hill London EC4M 7JW
Date	22.04.2024
Contact name and telephone number	Vincent Marke 0207 842 7100

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	

THE SOCIETY OF RADIOGRAPHERS

Company number 169483

DIRECTORS' REPORT AND CONSOLIDATED ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Registered Office

207 Providence Square
Mill Street
London SE1 2EW

Company Secretary

Richard Evans OBE
207 Providence Square
Mill Street
London SE1 2EW

Auditor

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

Bankers

Unity Trust Bank plc
Four Brindley Place
Birmingham
B1 2JB

Solicitors

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol BS1 4QA

Investment Manager

Rathbone Investment Management Limited
Port of Liverpool Building
Pier Head
Liverpool L3 1NW

**THE SOCIETY OF RADIOGRAPHERS
REPORT AND FINANCIAL STATEMENTS
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**THE SOCIETY OF RADIOGRAPHERS
REPORT OF THE COUNCIL
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

MEMBERS OF THE UK COUNCIL (DIRECTORS OF THE SOCIETY OF RADIOGRAPHERS)

For the period of this Annual Report and until 13th February 2024.

Elected Officers

President	To 05.07.23 From 05.07.23	Ross McGhee David Pilborough
President Elect	To 05.07.23 From 05.07.23	David Pilborough Thomas Welton
Vice President	To 05.07.23 From 05.07.23	Thomas Welton Katie Thompson
Immediate Past President	To 05.07.23 From 05.07.23	Claire Donaldson Ross McGhee

Regional Representatives

Scotland	Claire Donaldson (to 06.07.23) Susann McCracken (from 07.07.23) Ross McGhee Sharon Stewart
Yorkshire & North Trent	Helen Adamson (to 30.06.23) Atique Hussain (from 01.07.23)
Northern	Sarah Burn (to 25.01.24)
North West	Thomas Welton
Northern Ireland	Gill Hodges (to 30.06.23) Laura McGirr (from 25.01.24)
Wales	Mark Sherratt Christopher Kalinka
Midlands	David Pilborough (to 30.06.23) Leah Marsden (from 01.07.23)
Eastern	Rachel Nolan
London	Vassilios Nevrides
South East	Robin Bickerton
South West	Katie Thompson

SENIOR OFFICERS OF THE SOCIETY OF RADIOGRAPHERS

Chief Executive Officer	Richard Evans OBE
Executive Director of Professional Policy	Charlotte Beardmore CBE
Executive Director of Industrial Strategy & Member Relations	Dean Rogers
Executive Director of Finance and Operations	Dilip Manek

The Senior Officers listed above are not members of the Board of Directors of the Society of Radiographers

THE COLLEGE OF RADIOGRAPHERS BOARD OF TRUSTEES (CBOT)

Dr Philip Cosson	Resigned 16.06.23
Robert Emery	
Martin Hughes	Appointed 14.09.23
Dr Marcus Jackson (Chair from 07.12.22)	
Dr Emma-Louise Jones	Appointed 14.09.23
Christopher Kalinka	
Sandra Mathers (Chair to 07.12.22)	Resigned 07.12.22
Ross McGhee	Resigned 01.07.23
Joseph Omorodion	Appointed 14.09.23
David Pilborough	
Karen Smith	Resigned 16.06.23
Dr Nicholas Spencer	
Gareth Thomas	Appointed 14.09.23
Katie Thompson	Appointed 05.07.23
Alison Vinall	Resigned 16.06.23
Susan Webb	
Thomas Welton	
Ian Wolstencroft	Resigned 16.06.23

The Council members and College Trustees are indemnified by a directors and officers insurance.

**THE SOCIETY OF RADIOGRAPHERS
REPORT OF THE COUNCIL
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

ELECTION OF PRESIDENTIAL OFFICERS

In July 2023 David Pilborough was appointed President; Thomas Welton was appointed President-Elect and Katie Thompson was elected Vice-President for the coming year. Ross McGhee took on the role of Chair of Council and Immediate Past President. As is noted below, David Pilborough lost his seat as the elected Council member for the Midlands whilst serving as President Elect. Following legal advice, Council agreed to appoint David Pilborough as President and that he should attend meetings in a non-voting capacity.

BALLOTS FOR COUNCIL OFFICERS

Five members of the UK Council reached the end of their term of office in July 2023.

- David Pilborough, representative for the Midlands region did not retain his UK Council seat and was replaced by Leah Marsden in a contested election.
- Gill Hodges, Northern Ireland national representative retired after completing her full tenure. A second round of elections resulted in Laura McGirr being elected uncontested.
- Helen Adamson, representative for Yorkshire and North Trent region retired after completing her first term of office and was replaced by Atique Hussain, elected uncontested.
- Claire Donaldson, Scotland national representative retired after completing her full tenure and was replaced by Susann McCracken, elected uncontested.
- Katie Thompson, representative for the South West region, was re-elected uncontested.

DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the members of Council, as the directors of the Society, to prepare financial statements for each financial year. Under that law the members have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law Council must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Society and of the surplus or deficit of the company for that period. In preparing these financial statements, the members of the Council are required to:

- select suitable accounting policies and then apply them consistently;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Society will continue in business; and
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

Council is responsible for keeping adequate accounting records that are sufficient to show and explain the Society's transactions and disclose with reasonable accuracy at any time the financial position of the Society and enable them to ensure that the financial statements comply with the Companies Act 2006. Council is also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Directors at the date of this report is aware, there is no relevant audit information of which the company's auditor is unaware. Each Director has taken all the steps that they ought to have taken as a Director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

THE OBJECTS FOR WHICH THE SOCIETY IS ESTABLISHED ARE:

- To promote and develop for the public benefit the science and practice of radiography and radiotherapeutic technology and allied subjects;
- To promote, study and research work in radiography and radiotherapeutic technology and allied subjects and to publish the results of all such study and research;
- To further public education therein;
- To protect the honour and interests of persons engaged in the practice of radiography and radiotherapeutic technology and allied subjects including the regulation of relations between such persons and employers and employers' associations.
- To further the objects set out in section 72 of the trade Union and labour Relations (Consolidation) Act 1992 including any statutory modification or re-enactment thereof for the time being in force.
- To further all such objects which a trade union may lawfully pursue in accordance with statute.

**THE SOCIETY OF RADIOGRAPHERS
REPORT OF THE COUNCIL
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

STRATEGIC REPORT

SUMMARY OF THE GROUP BUSINESS

The Society of Radiographers (SoR) is a membership organisation and is the professional body and trades union for non-medical personnel within health-care diagnostic imaging and radiotherapy services in the UK. The board of Directors of the SoR is the UK Council, formed of 14 members that are elected to office.

The College of Radiographers (CoR) is a wholly owned charitable subsidiary of the SoR. The College oversees standards of radiography education and service provision; the development and promotion of research by radiographers and ensures that the views and interests of patients and the public are understood and have influence in the business of both the SoR and CoR. The Board of Trustees of the CoR includes members appointed from UK Council of SoR and externally appointed individuals.

PERFORMANCE OF THE SOCIETY AND COLLEGE IN 2022 - 2023

The Society Council and College Trustees oversaw work in line with the respective strategic objectives (2021-2024) agreed in 2020. It is noted that the Society Council and College Board are beginning a process of strategic planning for the next three years early in 2024 with a view to develop the strategic objectives for 2024-2027

For the SoR the strategic priorities are organised under the following headings:

- **Your profession, your union** (Member Engagement)
- **Wider participation, stronger representation** (Advocacy and Involvement)
- **Leading change in learning and development** (Learning and Development)
- **Recognition and respect for radiography** (Profile and Impact)
- **Serving all, representing all, welcoming all** (Equality, Diversity and Inclusion)
- **Effective, sustainable organisation** (Evidence and Governance)

Work under these headings is summarised below:

Your Profession, Your Union

Objectives in this area concern maintaining the SoR as the trades union and professional body of choice for the radiographic workforce; communicating effectively with and responding to members to encourage engaged and active participation and improving member appreciation of the role of the College of Radiographers.

Union activity in the year was dominated by balloting of members in England for industrial action over the UK Government pay award for 2023/24. For members in Northern Ireland, already fallen behind in salary increases due to the lack of a functioning Northern Ireland Assembly, there was also sufficient strength of feeling to go to ballot. As a result, for the first time in many years, SoR members in parts of the UK took strike action during the summer. Both disputes were still live at the year end.

On the professional side of membership activity, the innovative pilot of a leadership mentorship programme concluded successfully with a very positive evaluation by participants. The Programme has been formalised and will continue.

Essential training for managers is a programme delivered by professional and trades union officers. The first programme since before the Covid-19 pandemic was planned and fully booked by the year end.

We conducted a member survey to gauge opinions of the SoR, including the benefits of membership. The results are being fed into strategic planning for the coming period and informing our marketing of the benefits of membership.

Wider participation, stronger representation

Objectives in this area develop the theme of member participation, including in career promotion, leadership and promotion of the roles of accredited representatives. There is emphasis on developing engagement and participation in students and radiographers in the early phase of their careers and objectives to promote influence within the SoR up to UK Council level.

The Annual Delegates Conference returned to full strength and was successfully held in Leeds. There was very good engagement with and participation by delegates, which included a high proportion of those attending for the first time.

Work funded by and in collaboration with Health Education England (now NHS England) enabled additional careers promotion initiatives and capacity to produce a greater range of professional guidance and policy support in the year. These have relevance UK-wide.

Professional advisory groups are a popular way for members with expertise to contribute to the development of professional policy and guidance. Similarly, the Students' and New Professionals' Forum has continued to do excellent work to raise the profile of SoR.

**THE SOCIETY OF RADIOGRAPHERS
REPORT OF THE COUNCIL
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

PERFORMANCE OF THE SOCIETY AND COLLEGE IN 2022 – 2023 (continued)

The SoR network of accredited workplace representatives continues to be a significant strength in bringing the voice of the organisation to workplaces across the UK. New procedures for rep elections, code of conduct and training have been launched.

Leading change in learning and development

Objectives in this area concern SoR influence in education and service provision, the provision of a sustainable workforce in imaging and radiotherapy services and ensuring radiography is recognised as an attractive and secure career option.

The new Education and Career Framework was launched and widely promoted.

SoR officers' input was recognised by the Health and Care Professions Council as the revised Standards of Proficiency for radiography were launched in the year.

In service quality management, a new programme for supporting imaging departments to manage and measure their attainment against the Quality Standard for Imaging was announced. Work towards a launch in 2024 is under way.

The collaborative work with Health Education England (see above) resulted in a suite of outputs on workforce reform and development to meet future needs in the profession.

Recognition and respect for radiography

Strategic objectives within this priority area include development of the profile of the SoR, including in the media, as the authoritative voice in imaging and radiotherapy. Communication and content strategies will aim to ensure and measure effective sustainable communications. Through these we will raise the profile of radiography.

The regular member newsletter, Synergy was re-launched as a digital-only publication.

The SoR has contributed prominently to work to plan a sufficient workforce for the future of healthcare in the UK.

After two years pause, caused by the Covid-19 pandemic, it was good to celebrate the Radiography Awards once again, recognising accredited representatives, radiography Teams and practitioners nominated by their peers. Similarly, the ability of local radiographers and colleagues to promote the profession on World Radiography Day was realised with a great deal of activity and public impact across the UK.

Serving all, representing all, welcoming all

Objectives in this area concern all aspects of equality, diversity and inclusion (EDI) and specifically the UK Council's pledge in the wake of the George Floyd murder to become an anti-racist organisation. The objectives focus on predominantly internal work in the organisation but also indicate improved training for workplace representatives so that the experience of members in their workplaces will also be improved over the period of the strategy.

The focus of our work on Equality, Diversity, Inclusion and Belonging has been the Joint Equality Task Group which reports to UK Council and the College Board. This group grew during the year to enable representatives from all staff groups in the organisation and to recruit SoR members. Close links with the Equalise network were developed and proposals to progress the work jointly will be considered in the new reporting year. A great deal of work has been successfully completed, ensuring that the SoR meets its objective to become a fully inclusive organisation. This has included an extensive programme of staff training and support. We have benefited from expert support and guidance from an external consultant through the year. The Task group will transition to Joint committee status and oversee a more member focused agenda.

The SoR signed up to support the TUC Anti-Racism Charter.

Effective, Sustainable Organisation

The objectives under this heading recognise the essential requirement for the SoR as a membership body to continue to grow the numbers of people in membership. They also concern the need for efficient, accountable and effective structures, policies and systems. The organisation will develop a plan to become carbon neutral by 2030.

Membership growth has continued this year. The impacts of the high cost of living on members and prospective members were seen in the rate of overall growth being lower than usual and a higher than normal rate of individuals resigning their membership. The work referred to above to redefine and promote member benefits was informed by the membership survey undertaken in the year.

Work to implement our previously reported Governance Review progressed well in the year, with the Joint Task Group (serving both the SoR and CoR) completing almost all of its objectives. The group will transition into one of a new structure of standing committees to continue and develop organisational governance for the future.

Risk management processes have been reviewed and a new format of strategic level risk is being finalised.

**THE SOCIETY OF RADIOGRAPHERS
REPORT OF THE COUNCIL
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

PERFORMANCE OF THE SOCIETY AND COLLEGE IN 2022 – 2023 (continued)

The President and CEO are members of an NHS England environmental sustainability group working to develop best practice amongst allied health professions. The SoR developed its first Environmental Policy. For the CoR the strategic priorities are organised under the following headings:

- **Recognising the College of Radiographers** (College Identity)
- **Leading Research in Radiography** (Research)
- **Setting standards for safer services** (Education and Accreditation)
- **Amplifying the patient voice** (Patient Voice)
- **Securing the future** (Organisational Sustainability)
- **Learning Organisation** (Governance Review and Evidence)

Work under these headings, where this is distinct from progress already described in the SoR strategy, is summarised below.

Recognising the College of Radiographers

Objectives in this area concern increasing the understanding of the role of the CoR as charitable subsidiary to the SoR. This will be underpinned by the outcomes of the governance review (see below) which is being conducted across both SoR and CoR.

The College profile amongst members of the radiography profession has been raised in the launch of the newly digital Synergy newsletter. This featured the chair of the College trustees in an extended feature. Continuing regular Synergy coverage is in place.

The College's bursary scheme (Valerie Carr Bursary) completed its second round of evaluations of applications, enabling access to therapeutic radiography training for those unable to access traditional support.

Good work continued for the College Board alongside the SoR Council to better define working between the boards. A joint board training event was held in the spring of 2023. The most significant result of this was the move by the SoR Council to enable one of its seats on the College Board to be advertised as a patient trustee position. Both boards are committed to close joint working as the organisations come to consider new strategic plans in the next reporting year.

Leading Research in Radiography

Objectives under this heading look at the entire research strategy for the profession.

The prominence of the SoR peer reviewed journal *Radiography* in which much of the published content is supported by the CoR, was recognised with the award of its first Impact Factor. At 2.8, this is a very significant achievement.

The Fourth Edition of the CoR Education and Career Framework was published and widely promoted. This includes the expectation / requirement for research at all levels.

A series of webinars to promote existing and developing research in Artificial Intelligence in radiography was organised and achieved extraordinary prominence.

Through the year, the CoR programme of research awards up to Doctorate level continued to enable radiographer-led world-class research. Thanks is due to the support of our partners in the College Industry Partnership Scheme, CoRIPS.

Setting standards for safer services

Objectives in this area concern the leading role that the College wishes to take in setting standards for workforce development in the UK and that CoR standards are recognised and used for the development of the profession internationally.

Work to respond to the radiography workforce shortage is continuing as a high priority, bringing focus on education, training and development requirements fit for the future.

The Approvals and Accreditation Board of the CoR has been engaged in the busy process to review and oversee standards as new providers of radiography education emerge. We have strengthened our team of Professional Officers and volunteer assessors to support this area of work.

The CoR in collaboration with the Royal College of Radiologists developed proposals for change in the way that the jointly owned Quality Standard for Imaging is supported, implemented and achieved in radiology services across the UK. The full programme will be launched in the coming reporting year.

Amplifying the patient voice

Objectives within this priority concern the essential work of the College and Society to be able to hear and respond to the views of users of radiography services. This recognises the need for patients to be heard from all standpoints in order to inform leading policies on inclusion, cultural adaptation and social deprivation.

**THE SOCIETY OF RADIOGRAPHERS
REPORT OF THE COUNCIL
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

PERFORMANCE OF THE SOCIETY AND COLLEGE IN 2022 – 2023 (continued)

Agreement was achieved with UK Council of the SoR to enable a Patient Voice Trustee to be recruited for the College. CoR organised an excellent patient voice element to the programme at the UK Imaging and Oncology Congress.

The College programme for approval of all radiography education programmes includes a requirement for patient voice as an essential element in programme design and delivery.

The College Research Strategy requires all research funding applications to include a clear indication of how the work will impact on patient care.

Securing the Future

Objectives under this heading reflect the SoR priority on Effectiveness and Sustainability.

The work of the Joint Governance and Joint Equalities Task Groups has included strong representative support from College trustees. This has ensured that the immediate term recommendations from external reviews in these areas have implemented. Both task groups are preparing to pass their work to the newly agreed structure of standing committees, which will advise the boards and maintain the highest standards of work for the future.

Similarly, a joint Risk Management Group has worked this year to review and improve the risk management processes. This is reported further below.

CoR continues to work on reducing environmental and financial impact of operations. The board agreed a new allocation of meetings to be held as on-line only. A newly drafted environmental policy was discussed and will be formalised in the next reporting year. Work to plan for the College to progress to net zero carbon emissions is being discussed with external experts.

Learning Organisation

This priority area develops objectives concerning the outcomes of the governance review, specifically to ensure fitness for purpose of organisational policies and processes. Similarly, in the light of the EDI review, the College aims to ensure a more appropriate racial diversity in its Board of Trustees. There are objectives recognising the rapid changes affecting radiography education and professional practice.

CoR implemented revised appointment processes for a number of new trustee appointments in the year. Changes were in line with inclusivity guidance as part of the EDI review. Panels are now inclusive for racial diversity and receive support from the SoR / CoR Human Resources Business Partner. Recruitment and advertising is through a consultancy to ensure good quality and diverse candidates.

The Board appointed two Equality Observers, recruited from the membership of SoR. These observers will provide additional diversity at meetings and increase appreciation of the role of the College Board amongst SoR members.

INVESTMENT POLICY

Council has an established Investment Committee, set up jointly with the College, which reports to it twice each year on the performance and construction of the portfolios. The Committee's monitoring and review of the portfolios during the year includes formal meetings with the appointed investment manager to consider performance against agreed benchmarks and in the context of the overall strategy and economic outlook. In determining the investment strategy on behalf of Council, the Investment Committee considers the income requirements, the risk profile, ethical policy and the investment manager's view of market prospects. The ethical policy precludes investment in armaments and tobacco stocks. Investments include cash balances (including short-term bank deposits) as well as the portfolio of listed investments. The Investment Committee completed work to revise and update the Society and College's investment policy in line with current best practice and to ensure it aligns with the long term aims of the organisation.

RISK MANAGEMENT

The Society and College maintain a joint register of risks. This sets out the nature of the risk, the likelihood of an occurrence and overall impact should the risk occur. The areas of risk accountability are also logged. The risk register is available to Directors and Trustees to view throughout the year and is formally considered by each board at least once each year. Going forward, we will be implementing a new risk process that will be overseen by the new Risk Group focusing particularly on the development of the Corporate Risk Register.

The principal risk identified by the Society is the potential failure to attract and retain members in sufficient numbers to maintain and grow the activities of the organisation. The Society manages this risk by continuing to focus on member relations, growth and engagement strategy that coordinates a range of initiatives designed to sustain and build membership. We will continue to build on initiatives that include enhanced membership communication, paid marketing campaigns, referral programmes, new collaborations, targeted outreach events, diversification of membership tiers and renewal incentives. The Society also continues to use its influence, both locally and nationally, to help shape the future workforce in healthcare provision.

**THE SOCIETY OF RADIOGRAPHERS
REPORT OF THE COUNCIL
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

RISK MANAGEMENT (continued)

We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. We will continue to monitor this situation closely but believe the organisation is well placed to continue to operate effectively in the current environment.

MEMBERSHIP REVIEW

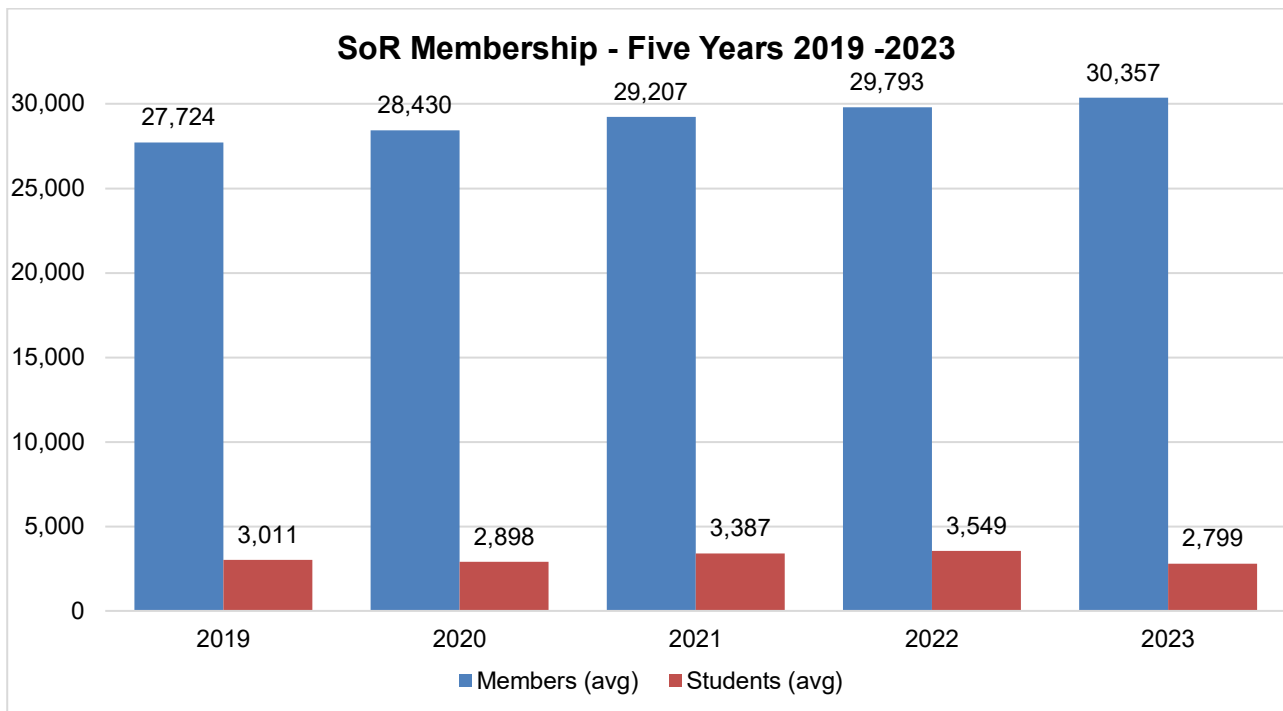
The commentary that follows further supports our Strategic objective, Effective Sustainable Organisation: Membership of SoR will continue to grow and SoR finances are managed well; assets are safeguarded and employed effectively.

Membership growth during the year to September was stronger than in the previous year, with an increase in members over the summer. Work continues to improve our overall student membership. Our membership income which constitutes 91% of our income has increased by £131k (1.6%) and is expected to continue to increase at a modest rate.

A combination of the ongoing issues with the NHS Pay Award and the increased pressures members were facing due to the cost of living crisis, UK Council decided to hold any subscription increase for any all-membership categories for 2022/2023. However, it should be noted that Council continues to be cognisant of increased pressures of the cost of living crisis and agreed to uplift the membership subscriptions by an average of 4% for 2023/2024 below the prevailing inflation rate of 6.4%.

It is envisaged that Membership Growth, Recruitment and Retention will be a key focus as part of the Strategic Planning later in the year. In particular, the Head of External Relations, MarComms & Digital will be leading on a growth and engagement strategy (informed by the recent Membership Research Survey) that coordinates a range of initiatives designed to sustain and build membership. Initiatives currently being scoped include paid marketing campaigns, referral programmes, new collaborations, targeted outreach events, diversification of membership tiers and renewal incentives.

As is the practice, the average membership data for the past five years is shown in the chart below. It is pleasing to note that there has been an increase in total average membership of 564 members over the last twelve months. However, there has been a decrease in average student membership of 750. Student recruitment will continue to be our focus in 2023/2024.



**THE SOCIETY OF RADIOGRAPHERS
REPORT OF THE COUNCIL
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

FINANCIAL RESULTS

In terms of the overall financial performance and position, the Society's consolidated financial statements show a surplus (before actuarial losses/gains) of £180,017 (2022: £109,268) with total funds at the end of the year of £13,538,718 (2022: £12,505,701).

The total income for the group decreased by 7.3% to £8,962,146 (2022: £9,663,665). However, membership income was £8,128,440 and had risen by £130,904 (1.6%) from 2022 (£7,997,536).

It should be noted that our other operating income as decreased from £1,612,679 to £781,644 mainly as a result of decrease in our one-off restricted income associated with the significant Valerie Carr Legacy (see note 22).

Total group expenditure was £9,257,060 (2022: £8,875,000). This is an increase of £382,060 or of 4.3% compared to last year.

Other operating charges have increased by £626,806 (16.3%) to £4,469,024 compared to £3,842,218 in 2022. Notable activities included members' insurance and legal costs, ballots, campaigns, industrial relations costs, website, CPD, other member services, ADC and regional committees and national council costs.

The group has substantial investment portfolios representing some 77.8% (£10,535,381) of its total net assets excluding pension liability. The portfolio has increased by £427,090 compared to last year when the portfolio stood at £10,108,291.

Income generated by these portfolios during the year was £263,857 (2022: £249,770) and net investment gains were £211,074 (2022: loss of £929,167). Income is managed on a total return basis within the portfolio. Over the longer term, performance continues to be strong, producing annualised returns of 3.9%, 4.5%, 2.7%, 5.0% and 7.0% over 1, 3, 5, 10 years and since inception.

The pension liability shown in the financial statements decreased from £1,289,000 at 30 September 2022 to £nil. Although the actuary assessed that the scheme's assets exceeded its liabilities at year end by £412,000, no net asset has been recognised due to the uncertainty of the recoverability of this amount. (see note 7).

Following the 2022 actuarial valuation, the Trustees in discussion with the actuary and employer agreed a new schedule of contribution of £259k per annum from July 2023 to November 2025. The overall employer contribution rate (including the recommended SCR of 15.5% of Contribution Salary) is broadly equivalent to 19% of Contribution Salary. This figure of 19% is close to the mid-point of the current salary-related contributions paid by the Employer of 23.2% of Contribution Salary and the recommended Future Service Contribution Rate (SCR) of 15.5% of Contribution Salary. The Trustees have chosen this Recovery Plan to remove the deficit over a reasonable period (3 years and 5 months after the valuation date) while at the same time recognising the strength of the employer's covenant and discussions with the Employer about cash flow requirements.

The group's Statement of Financial Position remains strong with total funds increasing by £1,033,017 to £13,538,718 (2022: £12,505,701). Tangible fixed assets decreased by (£98,092) to £1,007,807. Cash balances decreased by £750,921 to £2,380,461 (2022: £3,131,382).

The Society's General Fund, excluding the pension scheme reserve, stood at £6,339,145 (2022: £6,634,388). Unrestricted funds held by the College were £6,021,456 (2022: £6,049,416). The Society's Political Fund continued to grow with four quarterly collections of the levy taking place during the year. College Trustees are aware that the College's reserves are currently at the higher end of the required level. The Trustees will consider this as part of the wider strategic planning process which will start later in the year.

We have set out above a review of financial performance and the group's reserves position. We have a reasonable expectation that we have adequate resources to continue in operational existence for the foreseeable future. We believe that there are no material uncertainties that call into doubt the company's ability to continue. The accounts have therefore been prepared on the basis that the Society is a going concern.

THANKS

Council wishes to thank the President, the immediate Past-President, the President-Elect, and the Vice-President for their guidance and leadership during this session. Council also wishes to thank the CEO - Richard Evans, EDFO - Dilip Manek, the Executive Directors and all other staff of the organisation.

AUDITOR

Crowe U.K. LLP have expressed their willingness to continue as auditors for the next financial year.

This report was approved by Council on 13th February 2024, including in their capacity as company directors approving the Directors' and Strategic Reports contained therein.



Richard Evans OBE, Chief Executive Officer

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

Opinion

We have audited the financial statements of the Society of Radiographers ('the parent company') and its subsidiaries ('the group') for the year ended 30 September 2023 which comprise the Consolidated statement of Comprehensive Income, the Society and Group Statement of Financial Position, the Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent company's affairs as at 30 September 2023 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of Directors

As explained more fully in the directors' responsibilities statement set out on page 3, the directors are responsible for the

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

preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

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

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

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

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

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vincent Marke
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

29.02.2024

THE SOCIETY OF RADIOGRAPHERS
(Company Number 169483)
CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	2023	2022
		£	£
INCOME			
Membership income	2c	8,128,440	7,997,536
Political fund contributions	20	52,062	53,450
Other operating income	4	781,644	1,612,679
		8,962,146	9,663,665
EXPENDITURE			
Staff costs	5	4,788,036	5,032,782
Other operating charges	8	4,469,024	3,842,218
		9,257,060	8,875,000
OPERATING (DEFICIT) / SURPLUS		(294,914)	788,665
INCOME RECEIVABLE FROM INVESTMENTS, BANK ACCOUNTS AND DEPOSITS			
Income from investments		263,857	249,770
Investment gains / (losses)	12	211,074	(929,167)
		474,931	(679,397)
SURPLUS FOR THE FINANCIAL YEAR		180,017	109,268
Actuarial gains	7	853,000	1,372,000
TOTAL COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR		1,033,017	1,481,268
Surplus brought forward		12,505,701	11,024,433
SURPLUS CARRIED FORWARD		13,538,718	12,505,701

The notes on pages 16 to 26 form part of the financial statements.

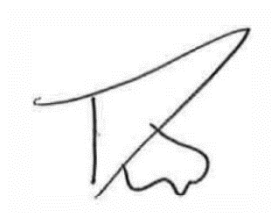
**THE SOCIETY OF RADIOGRAPHERS
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
AS AT 30 SEPTEMBER 2023**

	Notes	2023 £	2022 £
FIXED ASSETS			
Intangible fixed assets	11	282,081	397,914
Tangible fixed assets	9	1,007,807	1,105,899
Fixed asset investments	12	<u>10,535,381</u>	<u>10,108,291</u>
		<u>11,825,269</u>	<u>11,612,104</u>
CURRENT ASSETS			
Debtors	14	319,224	243,015
Cash at bank and in hand	15	<u>2,380,461</u>	<u>3,131,382</u>
		<u>2,699,685</u>	<u>3,374,397</u>
CREDITORS: amounts falling due within one year	16	<u>986,236</u>	<u>1,191,800</u>
NET CURRENT ASSETS		<u>1,713,449</u>	<u>2,182,597</u>
NET ASSETS excluding pension liability		<u>13,538,718</u>	<u>13,794,701</u>
Pension scheme liability	7	<u>-</u>	<u>(1,289,000)</u>
NET ASSETS including pension liability		<u>13,538,718</u>	<u>12,505,701</u>
RESERVES			
General Funds		6,339,145	6,634,388
Unrestricted Funds		6,021,456	6,049,416
Political Fund		314,158	267,323
Restricted Funds	2k	863,959	843,574
Pension Scheme Funding Reserve	7	<u>-</u>	<u>(1,289,000)</u>
TOTAL FUNDS	18	<u>13,538,718</u>	<u>12,505,701</u>

The financial statements were approved and authorised for issue by the Council on 13th February 2024



Chair of UK Council: Ross McGhee



President-Elect: Thomas Welton

The notes on pages 16 to 26 form part of the financial statements.

**THE SOCIETY OF RADIOGRAPHERS
COMPANY STATEMENT OF FINANCIAL POSITION
AS AT 30 SEPTEMBER 2023**

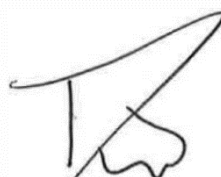
	Notes	2023 £	2022 £
FIXED ASSETS			
Intangible fixed assets	11	282,081	397,914
Tangible fixed assets	10	27,718	33,755
Investment in subsidiary company	13	2	2
Fixed asset investments	12	<u>4,709,410</u>	<u>4,530,777</u>
		<u>5,019,211</u>	<u>4,962,448</u>
CURRENT ASSETS			
Debtors	14	672,002	644,713
Cash at bank and in hand	15	<u>1,700,443</u>	<u>2,276,796</u>
		<u>2,372,445</u>	<u>2,921,509</u>
CREDITORS: amounts falling due within one year	16	<u>738,353</u>	<u>982,246</u>
NET CURRENT ASSETS		<u>1,634,092</u>	<u>1,939,263</u>
TOTAL NET ASSETS excluding pension liability		<u>6,653,303</u>	<u>6,901,711</u>
Pension scheme liability	7	<u>-</u>	<u>(886,000)</u>
TOTAL NET ASSETS including pension liability		<u>6,653,303</u>	<u>6,015,711</u>
RESERVES			
General Fund		6,339,145	6,634,388
Political Fund		314,158	267,323
Pension Scheme Funding Reserve	7	<u>-</u>	<u>(886,000)</u>
TOTAL FUNDS	18	<u>6,653,303</u>	<u>6,015,711</u>

As permitted under section 408 of the Companies Act 2006, the Society has not presented its own profit and loss account. The net result for the financial year dealt with by the financial statements of the parent company was a surplus of £19,592 (2022: a deficit of £244,258) and total comprehensive income of £637,592 (2022: £714,742)

The financial statements were approved and authorised for issue by the Council on 13th February 2024



Chair of UK Council: Ross McGhee



President-Elect: Thomas Welton

The notes on pages 16 to 26 form part of the financial statements.

**THE SOCIETY OF RADIOGRAPHERS
CONSOLIDATED CASH FLOW STATEMENT
FOR THE PERIOD ENDED 30 SEPTEMBER 2023**

	2023 £	2022 £
CASH FLOWS FROM OPERATING ACTIVITIES		
Operating surplus/(deficit) for the financial year	(294,914)	788,665
Adjustments for:		
Depreciation and amortisation charges	228,022	230,593
Loss on disposal of fixed assets	-	-
(Increase) / decrease in debtors	(76,208)	21,171
Increase / (decrease) in creditors	(205,565)	325,472
Movement in pension liability recognised in profit and loss	(436,000)	185,000
NET CASH (USED IN) / PROVIDED BY OPERATING ACTIVITIES	(784,665)	1,550,901
CASH FLOWS FROM INVESTING ACTIVITIES		
Dividends and interest from investments	263,857	249,770
Proceeds from the sale of plant and equipment	-	-
Purchase of tangible fixed assets	(14,097)	(13,600)
Purchase of intangible fixed assets	-	-
Purchase of investments	(2,408,728)	(3,746,165)
Proceeds from sale of investments	2,192,712	2,746,145
NET CASH PROVIDED BY / (USED IN) INVESTING ACTIVITIES	33,744	(763,850)
NET (DECREASE) / INCREASE IN CASH AND CASH EQUIVALENTS	(750,921)	787,051
Cash and cash equivalents at the beginning of financial year	3,131,382	2,344,331
CASH AND CASH EQUIVALENTS AT END OF FINANCIAL YEAR	2,380,461	3,131,382

The notes on pages 16 to 26 form part of the financial statements.

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

1. COMPANY INFORMATION

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

2. ACCOUNTING POLICIES

a) Basis of preparation

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

b) Basis of consolidation

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

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

c) Turnover - membership subscriptions

An annual subscription is paid by members each year to The Society of Radiographers, which provides the benefits arising from both The Society and The College of Radiographers and is accounted for on a receivable basis.

d) Fixed Assets, depreciation and amortisation

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

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

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

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

e) Expenditure

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

f) Pension costs

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

g) Fixed Asset Investments

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

h) Going Concern

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

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

2. ACCOUNTING POLICIES (CONTINUED)

i) Key judgements and estimates

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

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

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

Pension liabilities – The Society recognises its liability to its defined benefit pension scheme which involves a number of estimations as disclosed in note 7. Although the scheme is calculated to be in surplus at 30 September 2023, no asset has been recognised.

j) Financial instruments

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

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

At the statement of financial position financial assets at fair value through income or expenditure were £10,535,381 (2022: £10,108,291).

k) Fund accounting

The unrestricted and restricted funds shown in the financial statements are those of the College of Radiographers. Unrestricted funds are available for use at the discretion of the College Trustees in furtherance of the objects of the Charity. Restricted funds are limited in their use, either geographically or for a particular purpose, by conditions imposed by the donors. More detailed information is provided in note 22.

3. MEMBERS' GUARANTEE

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

4. OTHER OPERATING INCOME	2023	2022
	£	£
Journal and website income	224,334	254,272
National Councils and Regional Committees	5,748	1,946
Approval and endorsement income	182,860	147,907
Conference income	7,627	405
Grants and donations (including restricted income)	50	901,978
Project income	311,961	201,544
Sponsorship and commercial partnerships	30,100	28,245
Other income	18,964	76,382
	781,644	1,612,679

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

5.	EMPLOYEES	2023	2022
	The average number of employees in the year was 62 (2022: 59)		
	The average numbers in each category are as follows:-	No.	No.
	Senior officers	4	4
	Trade union staff	16	16
	Professional and educational staff	16	15.5
	Conferences and events staff	4	4
	Membership, marketing and communications staff	8	6.5
	Other administrative staff (Finance, IT, HR and Secretariat)	14	13
		<u>62</u>	<u>59</u>
		2023	2022
	Employment costs:	£	£
	Wages and salaries	3,655,148	3,368,999
	Pension fund administration, governance & life assurance	310,671	178,898
	Social security costs	425,161	410,339
	Pension Scheme current service cost	378,000	971,000
	Total cost of staff employed	<u>4,768,980</u>	<u>4,929,236</u>
	Temporary staff	19,056	103,546
	Total Staffing Cost	<u>4,788,036</u>	<u>5,032,782</u>

There were no termination payments made during the year (2022: £Nil).

The members of the Council are the directors of the Society and are not remunerated. The Society offers compensation to the employer of the elected president each year, in recognition of the time commitment required by the role.

Amounts agreed and charged to expenditure in respect of each President are as follows:

	2023	2022
	£	£
Ross McGhee (a total of £15,000 has been paid)	12,500	2,500
David Pilborough (a total of £15,000 has been paid, with £12,500 to be charged to expenditure in 2024)	2,500	-

No amounts were outstanding at year end in respect of the above (2022: £Nil).

The Society agreed to pay Claire Donaldson's employer £18,000 for their year as President in 2021-22. This amount remains outstanding at year end, pending receipt of an invoice from the employer. (2022: £18,000).

The key management personnel of the Society are the members of the Council and the senior officers shown on page 2 of the Report of The Council. Some of these individuals are also senior officers of the College of Radiographers and therefore the cost of their employment is shared between the two entities. The aggregate remuneration in respect of key management personnel during the year was £568,548 (2022: £564,160). These figures include employer's National Insurance contributions.

6.	SURPLUS FOR THE YEAR	2023	2022
	The surplus for the year is stated after:	£	£
	Auditor's remuneration		
	- for audit	34,500	29,500
	- for tax advisory services and training	19,440	9,900
	Depreciation and amortisation	228,022	230,593

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

7. ACCOUNTING FOR RETIREMENT BENEFITS

The Society of Radiographers operates a defined benefit pension scheme in the UK which also includes employees of the College of Radiographers. This is a separate trustee administered fund holding the pension scheme assets to meet long term pension liabilities. A full actuarial valuation was carried out at 30 June 2022 and updated to 30 September 2023 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below.

The actuarial valuation at 30 June 2022 showed a deficit of £2,419,000. In determining the contributions to be paid in setting the recovery plan, the trustees considered the position at 30 April 2023, which was estimated by the actuary to be a deficit of £728,000. The Society agreed a recovery plan with the trustees that would aim to eliminate the deficit by 30 November 2025, with annual contributions payable in respect of the deficit increasing from £150,000 in the first year after the valuation date, to £259,000 in the second and third years, and £107,917 in the fourth year. In addition, and in accordance with the actuarial valuation, the Society agreed with the trustees to pay 15.5% (previously 23.2%) of pensionable earnings in respect of the cost of accruing benefits and will meet expenses of the scheme and levies to the Pension Protection Fund. Member contributions are payable in addition at the rate of 9.0% of contribution salary. A contingent asset guarantee is also in place as set out in note 12.

The value of the liabilities for active members has been calculated by allocating the individual member liabilities from the 30 June 2022 valuation to either the Society or College and applying the relative proportions to the defined benefit obligation. Where the member has a joint contract of employment, the value of the liability has been allocated equally between the Society and College.

The value of the liabilities for deferred and pensioner members, and the value of the scheme assets, has then been apportioned using the same proportions as the active membership. This approach is consistent with the approach taken in previous years.

The current service cost is allocated in the same proportion as the total employer contributions made during the year. Employer contributions are allocated between the Society and College in the same proportion as salaries.

Amounts recognised in the Statement of Financial Position

	30 September 2023 £'000	30 September 2022 £'000
Fair value of scheme assets	11,094	11,184
Present value of defined benefit obligation	(10,682)	(12,473)
De-recognition of pension asset	(412)	-
Deficit in scheme	-	(1,289)

Due to the uncertainty associated with the recoverability of any surplus arising on the pension scheme, an adjustment of £412,000 has prudently been entered against the FRS102 surplus provided by the actuary for the fund, to reduce the asset position to a £nil asset amount.

The above figures are estimated to be split between the Society and College as follows:

	30 September 2023		30 September 2022	
	Society £'000s	College £'000s	Society £'000s	College £'000s
Fair value of scheme assets	8,491	2,603	7,688	3,496
Present value of defined benefit obligation	(8,175)	(2,507)	(8,574)	(3,899)
De-recognition of pension asset	(316)	(96)	-	-
Deficit in scheme	-	-	(886)	(403)

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

7. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

Change in defined benefit obligation

	2023	2022
	£'000	£'000
Defined benefit obligation at end of prior year	12,473	19,222
Change arising from employee service in period (Current Service Cost)	378	971
Interest expense	619	404
Benefits payments from plan assets	(441)	(304)
Participant (employee) contributions	290	268
Effect of changes in assumptions	(2,092)	(8,268)
Effect of experience adjustments	(545)	180
Defined benefit obligation at end of year	10,682	12,473

Change in fair value of plan assets

	2023	2022
	£'000	£'000
Fair value of scheme assets at end of prior year	11,184	16,746
Interest income	582	352
Employer contributions	851	838
Participant (employee) contributions	290	268
Benefits payments from plan assets	(441)	(304)
Return on plan assets (excluding interest income)	(1,372)	(6,716)
Fair value of scheme assets at end of period	11,094	11,184

Cost relating to defined benefit plan

	2023	2022
	£'000	£'000
Change arising from employee service in period (Current Service Cost)	378	971
Interest expense on defined benefit obligation	619	404
Interest (income) on plan assets	(582)	(352)
Total net interest cost	37	52
Cost relating to defined benefit plan included in P&L	415	1,023
Effect of changes in assumptions	(2,092)	(8,268)
Effect of experience adjustments	(545)	180
Return on plan assets (excluding interest income)	1,372	6,716
Total remeasurements included in other comprehensive income (gain) / loss	(1,265)	(1,372)
De-recognition of pension asset	412	-
Total cost relating to defined benefit plan recognised in Statement of Comprehensive Income	(438)	(349)

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

7. ACCOUNTING FOR RETIREMENT BENEFITS (CONTINUED)

Plan assets

	2023	2022
	£'000s	£'000s
Cash and cash equivalents	1,674	1,713
Equity instruments	4,719	4,744
Debt instruments	921	926
Other	3,780	3,801
Total assets	11,094	11,184

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

Assumptions

	2023	2022
	% per annum	% per annum
Discount rate	5.65	5.05
Salary increase rate	3.65	3.85
Inflation (RPI)	3.30	3.60
Inflation (CPI)	2.90	3.10
Allowance for revaluation of deferred pensions of CPI or 5% p.a. if less	2.90	3.10
Allowance for pension in payment increases of CPI or 5% p.a. if less	2.70	3.00
Allowance for commutation of pension for cash at retirement	50% of post A Day	50% of post A Day

The mortality assumptions adopted at 30 September 2023 imply the following life expectancies:

	Life expectancy at age 65
	Years
Male retiring in 2023	20.8
Female retiring in 2023	22.8
Male retiring in 2043	22.0
Female in 2043	24.3

8. OTHER OPERATING CHARGES COMPRISE

	2023	2022
	£	£
Support to the benevolent fund	3,600	3,600
Political Fund expenditure	5,227	5,464
Magazine and journal costs	643,990	728,282
Members' insurance and legal costs	929,793	693,741
Website, CPD and other member services	323,393	242,767
Accredited representatives' network	20,492	6,805
ADC, regional committees and national councils	184,908	114,035
TUC Affiliation and conference	114,735	98,689
Ballots, campaigns and other industrial relations costs	261,833	11,846
Professional standards and accreditations	141,630	136,359
Research	97,347	122,144
Conferences, seminars and e-learning	8,707	35,880
Promoting and representing the profession	432,948	416,969
Professional fees	186,955	195,708
Travel, accommodation and subsistence	130,585	74,002
Overheads and other administration costs	982,881	955,927
	4,469,024	3,842,218

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

9. TANGIBLE FIXED ASSETS - GROUP	Long Leasehold Property £	Office Fixtures & Equipment £	Computer Equipment £	Total £
Cost				
At 1 October 2022	1,314,565	793,519	226,416	2,334,500
Additions	-	1,938	12,159	14,097
Disposals	-	-	-	-
At 30 September 2023	1,314,565	795,457	238,575	2,348,597
Depreciation				
At 1 October 2022	591,553	432,275	204,773	1,228,601
Charge for the year	26,291	74,274	11,624	112,189
Disposals	-	-	-	-
At 30 September 2023	617,844	506,549	216,397	1,340,790
Net book value at 30 September 2023	696,721	288,908	22,178	1,007,807
<i>at 30 September 2022</i>	723,012	361,244	21,643	1,105,899

There were no capital commitments for tangible fixed assets at year-end (2022: None)

10. TANGIBLE FIXED ASSETS - COMPANY	Office Equipment £	Computer Equipment £	Total £
Cost			
At 1 October 2022	80,462	17,499	97,961
Additions	-	2,908	2,908
Disposals	-	-	-
At 30 September 2023	80,462	20,407	100,869
Depreciation			
At 1 October 2022	48,016	16,190	64,206
Charge for the year	8,046	899	8,945
Disposals	-	-	-
At 30 September 2023	56,062	17,089	73,151
Net book value at 30 September 2023	24,400	3,318	27,718
<i>Net book value at 30 September 2022</i>	32,446	1,309	33,755

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

11. INTANGIBLE FIXED ASSETS – GROUP AND COMPANY	Group	Company
	Software and Website Development £	Software and Website Development £
Cost		
At 1 October 2022	697,787	656,269
Additions	-	-
Disposals	(41,518)	-
At 30 September 2023	656,269	656,269
Amortisation		
At 1 October 2022	299,873	258,355
Charge for the year	115,833	115,833
Disposals	(41,518)	-
At 30 September 2023	374,188	374,188
Net book value at 30 September 2023	282,081	282,081
<i>Net book value at 30 September 2022</i>	<i>397,914</i>	<i>397,914</i>

There were no capital amounts contracted for but not provided in the financial statements at the end of the year (2022: None)

12. FIXED ASSET INVESTMENTS	Group 2023 £	Group 2022 £	Company 2023 £	Company 2022 £
Market value of listed investments at 1 October	10,108,291	10,037,438	4,530,777	4,882,926
Additions at cost	2,408,728	3,746,165	1,071,602	1,428,486
Disposal proceeds	(2,192,712)	(2,746,145)	(974,702)	(1,335,582)
Investment gains / (losses)	211,074	(929,167)	81,733	(445,053)
Market value of listed investments at 30 September	10,535,381	10,108,291	4,709,410	4,530,777

The group's portfolio of securities represented by the listed investments above is managed on behalf of the Society by Rathbones Investment Management Limited. The portfolio of the Society is divided into two accounts. A floating charge applies to the second of these accounts to give effect to a contingent asset guarantee of £1,500,000 granted to the Trustees of the pension scheme by the Society as sponsoring employer. The market value of the account to which this charge applies was £1,934,499 at the end of the year (2022: £1,944,826). Full details of the instrument setting out the specific circumstances in which the floating charge would crystallise into a fixed charge in favour of the pension scheme Trustees have been filed with the Registrar of Companies.

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

13. SUBSIDIARY UNDERTAKING

The Society owns all of the issued share capital of The College of Radiographers, a registered charity and company (number 1287383). The registered address of the College is the same as that of the Society. The results of the College are shown below. Amounts owing to the Society by the College at year end are shown in note 14. The College's principal activities include the accreditation and provision of education and training for the radiographic workforce, and the support and publication of radiography research.

	2023	2022
	£	£
For the year to 30 th September		
Total Income	2,439,509	3,482,544
Net movement in funds	395,425	766,526
	<hr/>	<hr/>
As at 30 th September		
Fixed Assets (including investments)	6,806,060	6,649,658
Current Assets	753,516	914,465
Creditors including pension scheme liability	(674,159)	(1,074,131)
Net Assets	6,885,417	6,489,992
	<hr/>	<hr/>

14. DEBTORS	Group	Group	Company	Company
	2023	2022	2023	2022
	£	£	£	£
Amounts owed by subsidiary undertaking	-	-	426,275	461,577
Other debtors and prepayments	319,224	243,015	245,727	183,136
	<hr/> 319,224	<hr/> 243,015	<hr/> 672,002	<hr/> 644,713

15. CASH AT BANK	Group	Group	Company	Company
	2023	2022	2023	2022
	£	£	£	£
Head Office cash at bank	2,033,003	2,828,968	1,352,985	1,974,382
Countries/ Regions cash at bank	33,299	35,091	33,299	35,091
Political Fund cash at bank	314,159	267,323	314,159	267,323
	<hr/> 2,380,461	<hr/> 3,131,382	<hr/> 1,700,443	<hr/> 2,276,796

16. CREDITORS	Group	Group	Company	Company
	2023	2022	2023	2022
	£	£	£	£
Taxation and Social Security	124,075	157,538	124,075	157,537
Deferred income (including subscriptions received in advance)	142,740	351,538	18,704	292,335
Trade Creditors	274,358	241,232	253,580	209,877
Accruals	445,063	441,492	341,994	322,497
	<hr/> 986,236	<hr/> 1,191,800	<hr/> 738,353	<hr/> 982,246

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

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

17. DEFERRED INCOME	Group	Company
	£	£
At 1 October 2022	351,538	292,335
Deferred income released in year	(347,232)	(290,183)
Income deferred in year	138,434	16,552
At 30 September 2023	142,740	18,704

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

18. RECONCILIATION OF MOVEMENT IN TOTAL RESERVES

	1 October 2022 £	Movement in period £	Revaluations and gains £	30 September 2023 £
General Funds	6,634,388	(376,976)	81,733	6,339,145
Unrestricted Funds	6,049,416	(124,688)	96,728	6,021,456
Political Funds	267,323	46,835	-	314,158
Restricted Funds	843,574	(12,228)	32,613	863,959
Pension Scheme Funding Reserve	(1,289,000)	436,000	853,000	-
	<u>12,505,701</u>	<u>(31,057)</u>	<u>1,064,074</u>	<u>13,538,718</u>

19. RELATED PARTY TRANSACTIONS

The directors of the Society have the power to appoint Trustees of the Society of Radiographers Benevolent Fund, a charity registered in England and Wales under no. 326398. The Benevolent Fund is therefore a related party. During the year ending 30 September 2023;

The Society incurred expenditure of £3,600 in respect of administration services provided to the Benevolent Fund by Auriga Services Ltd and Hope 4 U Ltd (2022: £3,600). The fund also receives administrative support from employees of the Society.

Richard Evans (CEO of the Society) and Robin Bickerton (UK Council Member) are trustees of the British Society for the History of Radiology (BSHR), a charity registered in England under number 1012505. The Society made a donation of £500 to the BSHR during the year (2022: £Nil). No amounts were outstanding at year end.

Except for the above and the transactions with ROC disclosed in note 21, there were no other related party transactions during the year to 30 September 2023.

20. POLITICAL FUND

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

**THE SOCIETY OF RADIOGRAPHERS
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2023**

21. INVESTMENT IN JOINT VENTURES

Radiology and Oncology Congresses

The College of Radiographers, of which the Society owns all of the issued share capital, is a member of Radiology and Oncology Congresses (ROC), a charitable company limited by guarantee (company number 4075344). The other members are The British Institute of Radiology and the Institute of Physics in Engineering and Medicine. Richard Evans, the CEO of the Society and College and Thomas Welton, a director of the Society and a trustee of the College, are directors of ROC. Claire Donaldson was a director of the Society and a director of ROC until July 2023. The main objective of ROC is to organise the annual, UK Imaging and Oncology Congress (UKIO).

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

	2023	2022
	£	£
For the year to 30 September		
Total Income	914,200	833,430
Total Expenditure	(795,732)	(654,083)
Surplus for Year	118,468	179,347
As at 30 September		
Fixed Assets	-	-
Current Assets	720,836	707,826
Creditors	(83,221)	(188,679)
Net Assets	637,615	519,147

Due to provisions in the articles of ROC, the College has no direct entitlement in relation to winding up and as such has not accounted for its share of the assets and liabilities of the joint venture.

During the year, the Society paid ROC Events Ltd (a subsidiary of ROC, and of which Richard Evans is also a director) £3,975 in respect of exhibition services and delegate registration fees for UKIO (2022: £7,057). No amounts were outstanding at 30 September 2023 (2022: Nil). The College also paid ROC Events Ltd £625 in respect of UKIO delegate registration fees, no amounts were outstanding at year end (2022: Nil).

Imaging Quality Improvement Ltd (formerly Diagnostic Imaging Accreditation Ltd)

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

22. RESTRICTED FUNDS

	At 1 October 2022	Income	Expenditure	Investment gains/(losses)	At 30 September 2023
	£	£	£	£	£
Prostate Cancer Fund	1,758	-	-	-	1,758
Christopher and Valerie Carr Fund	841,816	19,274	(31,502)	32,613	862,201
Total	843,574	19,274	(31,502)	32,613	863,959

Prostate Cancer Fund: In 2015, The College received a grant from Prostate Cancer UK to support research into the role of specialist urology radiographers in the treatment of prostate cancer patients.

Christopher and Valerie Carr Fund: This fund was established by way of a trust deed, under which the residual estate of Mrs. Valerie Carr is to be held by the College of Radiographers as a restricted fund, for the following charitable object;

- to promote and develop for the public benefit the science and practice of radiography and radiotherapeutic technology by furthering the education and training of therapeutic radiographers resident in England and Wales.

The College has established a bursary scheme for this purpose. The Valerie Carr Award will support applicants by providing funding for tuition fees for pre-registration therapeutic radiography degree courses.

The Society of Radiographers

Statement to members for the period ended 30th September 2023

as required by section 32a of Trade Union and Labour Relations (Consolidation) Act 1992

Income and Expenditure

The total income of the union for the period was £8,962,146. This amount included payments of £8,128,440 in respect of membership income of the union. The union's total expenditure for the period was £9,257,060.

Political Fund

In respect of the union's political fund, its total income was £52,062 and total expenditure was £5,227.

General Secretary Salary and Other benefits

The Chief Executive Officer of the union was paid £126,252 in respect of salary, plus pension contributions of £25,749. 50% of this salary was recharged to the College of Radiographers. No salary was paid to any member of the Society Council, including the President. The following benefits were received: President Elect £392 and the Immediate Past President £544.

Irregularity statement

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 the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.

Auditor's report

Opinion

We have audited the financial statements of the Society of Radiographers ('the parent company') and its subsidiaries ('the group') for the year ended 30 September 2023 which comprise the Consolidated statement of Comprehensive Income, the Society and Group Statement of Financial Position, the Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent company's affairs as at 30 September 2023 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

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

Responsibilities of Directors

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

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

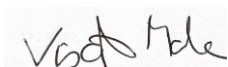
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors' and other management and inspection of regulatory and legal correspondence, if any.

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

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

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Vincent Marke
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

London

29.02.2024