

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	ACCORD		
Year ended:	31 December 2023		
List no:	588T		
Head or Main Office address:	ACCORD		
	SIMMONS HOUSE		
	46 OLD BATH ROAD		
	CHARVIL, READING		
	BERKSHIRE		
Postcode	RG10 9QR		
Website address (if available)	www.accord-myunion.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:	GED NICHOLS		
Telephone Number:	01189 341808		
Contact name for queries regarding the completion of this return	PAULA TEGG		
Telephone Number:	01189 341808		
E-mail:	paula.tegg@accordhq.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
	21,022	1,230		43	22,295
Total	21,022	1,230		43	A 22,295

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

22,295

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

33

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
Trustee	Jim Searle	Dave Arthur	31 August 2023
President	Neil Magill	Carol Knowles	19 April 2024

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

Please complete list of all officers in post at the end of the year to which this return relates.

Name of Officer	Position held and date elected
Neil Magill	President at year end - 20 May 2022
Carol Knowles	President at signing date - 19 August 2024
Richard Joyce	Vice President - 20 May 2022
Allison Howie	Vice President - 20 May 2022
Ged Nichols	General Secretary - 31 July 2022
Joan Bland	Trustee - 11 June 2012
Rodney Grainger	Trustee - 18 May 2004
Christopher Goldthorpe	Trustee - 1 October 2021
Dave Arthur	Trustee - 31 August 2023
Stuart Cairney	Principal Executive Council Member - 24 April 2020
Craig Thomas	Principal Executive Council Member - 24 April 2020
Sarah Cockburn	Principal Executive Council Member - 24 April 2020
Donna McGeary	Principal Executive Council Member - 24 April 2020
Dianne Cousins	Principal Executive Council Member - 24 April 2020
Nicola Hunter	Principal Executive Council Member - 24 April 2020
Angie James	Principal Executive Council Member - 24 April 2020
Sheeba Hamid	Principal Executive Council Member - 24 April 2020
Carol Knowles	Principal Executive Council Member - 20 May 2022
Aarren Mowie	Principal Executive Council Member - 20 May 2022
Lisa Sullivan	Principal Executive Council Member - 20 May 2022
Nickul Hathi	Principal Executive Council Member - 20 May 2022
Charli-Jo Webb	Principal Executive Council Member - 20 May 2022

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		2,341,285
From Members: Other income from members (specify)		
SUBSCRIPTION DRAW INCOME		191,595
Total other income from members		191,595
Total of all income from members		2,532,880
Investment income (as at page 12)		28,308
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	476,448	
Total of other income (as at page 4)		476,448
Total income		3,037,636
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		170,348
Administrative expenses (as at page 10)		2,265,098
Federation and other bodies (specify)		
N/A		
Total expenditure Federation and other bodies		
Taxation		
Total expenditure		2,435,446
Interfund Transfers OUT		
Surplus (deficit) for year		602,190
Amount of general fund at beginning of year		7,203,247
Amount of general fund at end of year		7,805,437

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	
OTHER INCOME 533 UNREALISED GAIN ON FAIR VALUE MOVEMENTS OF INVESTMENTS 362,946 UNREALISED GAIN ON FAIR VALUE MOVEMENTS OF INVESTMENT PROPERTY 66,500 SURPLUS ON SALE OF TANGIBLE ASSET 46,469	
Total other sources	476,448
Total of all other income	476,448

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

		brought forward	£
Representation – Employment Related Issues		Advisory Services	
		LEGAL ADVICE LINE	18,720
		TAX & PENSIONS LINE	62,400
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		DEATH BENEFIT	4,800
		MEMORIAL FUNDS	2,945
		BUPA EXCESS CASHBACK SCHEME	79,144
		BENEVOLENT FUND	2,339
carried forward		Total (should agree with figure in General Fund)	170,348

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	N/A	£	£
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 3		Fund Account	
Name:	N/A	£	£
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	
		Investment income (as at page 12)	
Other income (specify)	N/A		
		Total other income as specified	
		Total income	
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)		
		Total expenditure	
		Surplus (deficit) for year	
		Amount of political fund at beginning of year	
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	
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)	N/A		
		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	

Political fund account expenditure (e)

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

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

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

Name of political party	£
N/A	
Total	

Political fund account expenditure (f)

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

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

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

Name of organisation or political party	£
N/A	
Total	

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	£
N/A	

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	£
N/A	

Total expenditure

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

Total expenditure

Total of all expenditures

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		1,281,445
Salaries and Wages included in above	1,087,083	
Auditors' fees		26,535
Legal and Professional fees		111,703
Occupancy costs		13,516
Stationery, printing, postage, telephone, etc.		38,044
Expenses of Executive Committee (Head Office)		
Expenses of conferences		
Other administrative expenses (specify)		
MOTOR EXPENSES		60,530
BALLOT EXPENSES		5,352
CAMPAIGNS & PUBLISHING		100,656
CHARITY DONATIONS		10,760
BANK CHARGES		14,702
SUNDRY		3,893
INSURANCE		23,080
MEMBERS MEETINGS & TRAVEL EXPENSES		65,767
ENTERTAINMENT		3,563
CERTIFICATION OFFICER LEVY		6,528
Other Outgoings		
AFFILIATION FEES		123,116
MAINTENANCE, REPAIRS & IT SUPPORT		181,524
DEPRECIATION & AMORTISATION		73,855
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
SUBSCRIPTION DRAW PRIZES & DONATIONS		120,529
Total		2,265,098
Charged to:	General Fund (Page 3)	2,265,098
	N/A	
	N/A	
	N/A	
	N/A	
	N/A	
	N/A	
	N/A	
	N/A	
	Total	2,265,098

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary £	Employers N.I. contributions £	Benefits			Total £
			Pension Contributions £	Other Benefits		
				Description	Value £	
GENERAL SECRETARY	162,413	20,530	3,950	CAR & FUEL	10,249	198,509
				MEDICAL	1,367	

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			4,200
Dividends (gross) from:			
Equities (e.g. shares)			13,048
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			11,060
Other investment income (specify)			
			28,308
		Total investment income	28,308
Credited to:			
		General Fund (Page 3)	28,308
		N/A	
		N/A	
		N/A	
		N/A	
		N/A	
		N/A	
		N/A	
		N/A	
		Political Fund	
		Total Investment Funds	28,308

Balance sheet as at

31 December 2023

(see notes 49 to 52)

Previous Year		£	£
237,931	Fixed Assets (at page 14)		267,671
6,278,111	Investments (as per analysis on page 15)		
6,278,111	Quoted (Market value £ (6,647,228)		6,647,228
	Unquoted		
	Total Investments		6,647,228
	Other Assets		
	Loans to other trade unions		
161,739	Sundry debtors		170,935
465,866	Cash at bank and in hand		721,788
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
151,440	Membership database & website (intangible fixed asset)		126,251
	Total of other assets		1,018,974
779,045		Total assets	7,933,873
7,295,090			
7,203,247	General fund (page 3)		7,805,437
	N/A		
	N/A		
	N/A		
	N/A		
	N/A		
	N/A		
	N/A		
	N/A		
	N/A		
	N/A		
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund		
£30,019	Sundry creditors		49,164
£56,172	Accrued expenses		63,909
£5,652	Other liabilities		15,363
	Corporation tax payable		
	Total liabilities		128,436
£91,843		Total assets	7,933,873
£7,295,090			

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	325,860		254,197	103,982		684,039
Additions			11,905			11,905
Disposals				-103,982		-103,982
Revaluation/Transfers	66,500					66,500
At end of year	392,360		266,102			658,462
Accumulated Depreciation						
At start of year	183,255		162,775	100,078		446,108
Charges for year	3,813		40,948	3,904		48,665
Disposals				-103,982		-103,982
Revaluation/Transfers						
At end of year	187,068		203,723			390,791
Net book value at end of year	205,292		62,379			267,671
Net book value at end of previous year	142,605		91,422	3,904		237,931

Analysis of investment income (controlling interests)

(see notes 60 and 61)

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

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
------------------------------	----------------------------------------

If YES name the relevant companies:

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

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

Yes <input type="checkbox"/>	No <input type="checkbox"/>
------------------------------	-----------------------------

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

Company name	Names of shareholders
N/A	

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	2,532,880		2,532,880
From Investments	28,308		28,308
Other Income (including increases by revaluation of assets)	476,448		476,448
Total Income	3,037,636		3,037,636
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	2,435,446		2,435,446
Funds at beginning of year (including reserves)	7,203,247		7,203,247
Funds at end of year (including reserves)	7,805,437		7,805,437
Assets			
Fixed Assets			267,671
Investment Assets			6,647,228
Other Assets			1,018,974
		Total Assets	7,933,873
Liabilities		Total Liabilities	128,436
Net Assets (Total Assets less Total Liabilities)			7,805,437

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? No	
If Yes How many ballots were held: n/a	
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: 100px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 100px;" type="text"/>
Number of individuals answering "Yes" to the question	<input style="width: 100px;" type="text"/> 1
Number of individuals answering "No" to the question	<input style="width: 100px;" type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 100px;" 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: 100px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 100px;" 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: 100px;" type="text"/>	
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 100px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 100px;" type="text"/>
Number of individuals answering "Yes" to the question	<input style="width: 100px;" type="text"/> 1
Number of individuals answering "No" to the question	<input style="width: 100px;" type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 100px;" 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: 100px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 100px;" 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: 100px;" type="text"/>	
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 100px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 100px;" type="text"/>
Number of individuals answering "Yes" to the question	<input style="width: 100px;" type="text"/> 1
Number of individuals answering "No" to the question	<input style="width: 100px;" type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 100px;" 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: 100px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 100px;" 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: 100px;" type="text"/>	

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

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of Individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

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

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

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

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

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

***Categories of Nature of Trade Dispute**

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

B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;

C: allocation of work or the duties of employment between workers or groups of workers;

D: matters of discipline;

E: a worker's membership or non-membership of a trade union;

F: facilities for officials of trade unions;

G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

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

No

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: [redacted] to [redacted]

3. Number of days of industrial action: [redacted]

4. Nature of industrial action. [redacted]

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: [redacted] to [redacted]

3. Number of days of industrial action: [redacted]

4. Nature of industrial action. [redacted]

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: [redacted] to [redacted]

3. Number of days of industrial action: [redacted]

4. Nature of industrial action. [redacted]

use a continuation page if necessary

Industrial Action 4

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Notes to the accounts

(see notes 82 and 83)

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

See appendix AR21 A



Accounting policies

(see notes 84 and 85)

See appendix AR21 A

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:	GED NICHOLS	Name:	CAROL KNOWLES - PRESIDENT
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	<input checked="" type="checkbox"/>	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	<input checked="" type="checkbox"/>	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	<input checked="" type="checkbox"/>	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	<input checked="" type="checkbox"/>	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	<input checked="" type="checkbox"/>	No	
A member statement is: (see Note 80)	Enclosed	<input checked="" type="checkbox"/>	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	<input checked="" type="checkbox"/>	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	<input checked="" type="checkbox"/>	No	

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

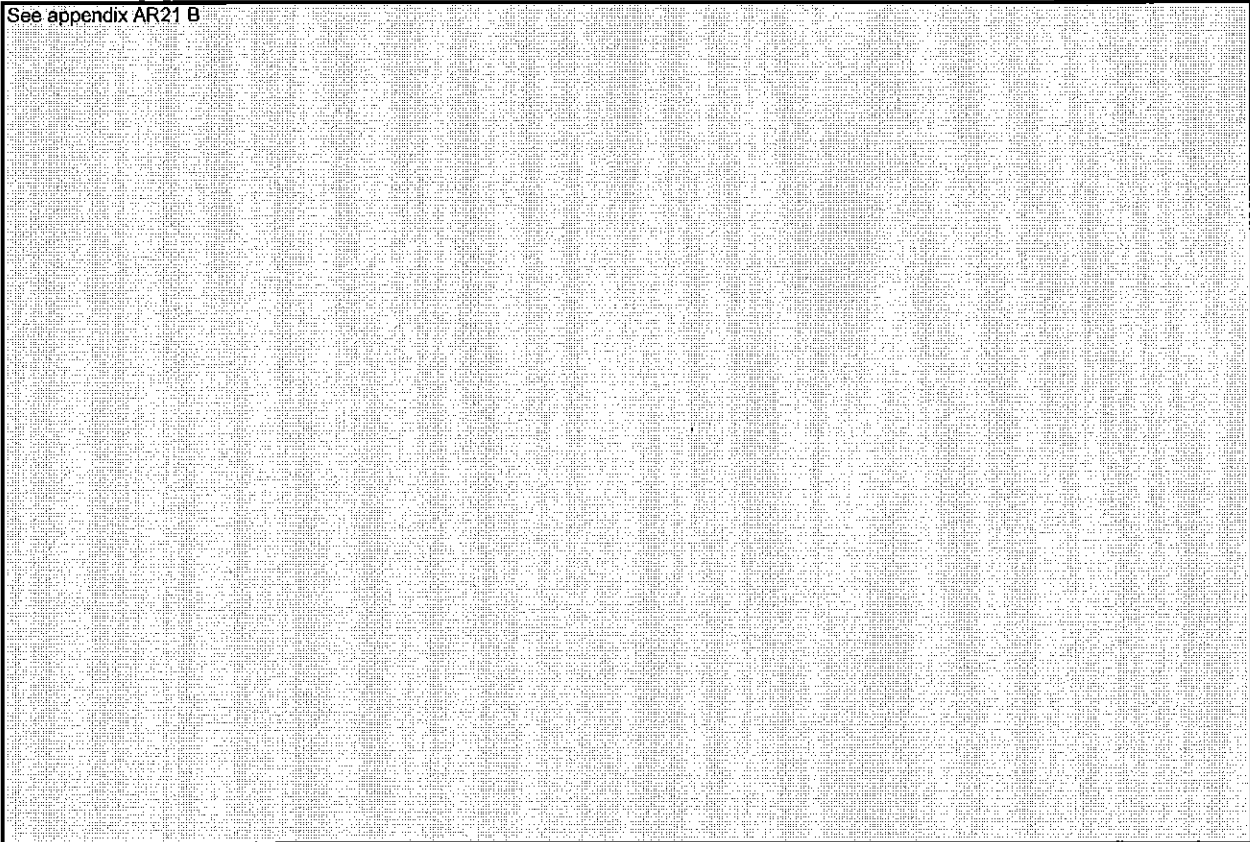
3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

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

Auditor's report (continued)

See appendix AR21 B



Signature(s) of auditor or auditors:	<i>WMT.</i>	
Name(s):	WMT	
Profession(s) or Calling(s):	Chartered Accountants and Statutory Auditors	
Address(es):	2nd Floor	
	4 Beaconsfield Road	
	St Albans	
	Hertfordshire	
	Postcode AL1 3RD	
Date	<i>28 May 2024</i>	
Contact name for inquiries and telephone number:	Elizabeth Wicks 01727 615956	

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

ACCORD

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

ACCORD

UNION INFORMATION

COMPANY SECRETARY

G Nichols

BUSINESS ADDRESS

Simmons House
46 Old Bath Road
Charvil
Reading
Berkshire
RG10 9QR

INDEPENDENT AUDITORS

WMT
Chartered Accountants and Statutory Auditors
2nd Floor
4 Beaconsfield Road
St Albans
Hertfordshire
AL1 3RD

ACCORD

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Balance sheet	8 - 9
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ACCORD

COUNCIL'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

The Council presents its report and the financial statements for the year ended 31 December 2023.

STATEMENT OF PRINCIPAL EXECUTIVE COUNCIL'S RESPONSIBILITIES

The Principal Executive Council is required under the constitution to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Union and its excess of income over expenditure for that period. The Principal Executive Council have elected to prepare the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. Under the Union constitution the Council must not approve the financial statements unless satisfied that they give a true and fair view of the state of affairs of the Union and of the surplus or deficit of the Union for that period. In preparing these financial statements, the Council is required to:

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

The Principal Executive Council is responsible for keeping adequate accounting records that are sufficient to show and explain the Union's transactions and disclose with reasonable accuracy at any time the financial position of the Union and enable them to ensure that the financial statements comply with the Trade Union and Labour Relations (Consolidation) Act 1992. They are also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

The Council at the time when this report is approved has confirmed that:

- so far as the Council is aware, there is no relevant audit information of which the Union's auditors are unaware, and
- the Council has taken all the steps that ought to have been taken as a Council in order to be aware of any relevant audit information and to establish that the Union's auditors are aware of that information.

This report was approved by the Council and signed on its behalf.

Neil Magill
President of the Principal Executive Council

Date: 12 May 2024

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD

OPINION

We have audited the financial statements of Accord (the 'Union') for the year ended 31 December 2023, which comprise the Statement of comprehensive income, the Balance sheet, the Statement of changes in equity and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

We have audited the financial statements of Accord (the 'Union') for the year ended 31 December 2023, which comprise and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2023 and of its surplus or deficit 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 sections 28 to 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Council'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 Union'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 Council with respect to going concern are described in the relevant sections of this report.

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD (CONTINUED)

OTHER INFORMATION

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' report thereon. The Council is responsible for the other information contained within the Annual Report. 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 course of 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.

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

- the information given in the Council's report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Council's report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the Council's report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Council's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Council was not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic report.

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD (CONTINUED)

RESPONSIBILITIES OF PRINCIPAL EXECUTIVE COUNCIL

As explained more fully in the Council's responsibilities statement set out on page 1, the Council is 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 Council determines 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 Council is responsible for assessing the Union'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 Council either intends to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD (CONTINUED)

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions with and enquiries of management and those charged with governance were held with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements. During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Tax and Pensions legislation.
- Those laws and regulations for which non-compliance may be fundamental to the operating aspects of the union and therefore may have a material effect on the financial statements include trade union legislation, and data protection laws.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of Council minutes; testing the appropriateness of journal entries; and the performance of analytical review to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the Union's internal control.

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD (CONTINUED)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council.
- Conclude on the appropriateness of the Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

USE OF OUR REPORT

This report is made solely to the Union's members, as a body, in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members, as a body, for our audit work, for this report, or for the opinions we have formed.

WMT.

Elizabeth Wicks (Senior statutory auditor)
for and on behalf of

WMT
Chartered Accountants and Statutory Auditors
2nd Floor
4 Beaconsfield Road
St Albans
Hertfordshire
AL1 3RD

Date: 21 May 2024

ACCORD

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 £	2022 £
Turnover	4	2,370,126	2,220,663
Gross profit		2,370,126	2,220,663
Administrative expenses		(2,268,448)	(2,198,843)
Other operating income	5	71,066	76,840
Fair value movements		429,446	(601,141)
Operating profit/(loss)		602,190	(502,481)
Profit/(loss) for the financial year		602,190	(502,481)
Other comprehensive income for the year			
Total comprehensive income for the year		602,190	(502,481)

The notes on pages 11 to 23 form part of these financial statements.

There were no recognised gains and losses for 2023 or 2022 other than those included in the statement of comprehensive income (including the income and expenditure account).

**ACCORD
REGISTERED NUMBER:**

**BALANCE SHEET
AS AT 31 DECEMBER 2023**

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	9	126,251	151,440
Tangible assets	10	267,671	237,931
Investments	11	6,647,228	6,278,114
		<u>7,041,150</u>	<u>6,667,485</u>
Current assets			
Debtors: amounts falling due after more than one year	12	133,040	143,217
Debtors: amounts falling due within one year	12	37,895	18,522
Cash at bank and in hand	13	721,788	465,866
		<u>892,723</u>	<u>627,605</u>
Creditors: amounts falling due within one year	14	(128,436)	(91,843)
Net current assets		<u>764,287</u>	<u>535,762</u>
Total assets less current liabilities		<u>7,805,437</u>	<u>7,203,247</u>
Net assets		<u><u>7,805,437</u></u>	<u><u>7,203,247</u></u>
Capital and reserves			
Revaluation reserve		1,631,748	1,202,302
Investment property reserve		71,500	71,500
Profit and loss account		6,102,189	5,929,445
		<u>7,805,437</u>	<u>7,203,247</u>

ACCORD
REGISTERED NUMBER:

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2023

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the provisions of FRS 102 Section 1A - small entities.

The financial statements were approved and authorised for issue by the Principle Executive Council and were signed on its behalf by:

Ged Nichols
General Secretary

Neil Magill
President of the Principal Executive Council

Date: 12 May 2024

The notes on pages 11 to 23 form part of these financial statements.

ACCORD

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Accumulated funds - fair value reserve £	Accumulated funds - revaluation reserve £	Accumulated funds - general £	Total equity £
At 1 January 2022	1,803,443	71,500	5,830,785	7,705,728
Comprehensive income for the year				
Surplus for the year	-	-	(502,481)	(502,481)
Total comprehensive income for the year	-	-	(502,481)	(502,481)
Transfer to/from profit and loss account	(601,141)	-	601,141	-
Total transactions with owners	(601,141)	-	601,141	-
At 1 January 2023	1,202,302	71,500	5,929,445	7,203,247
Comprehensive income for the year				
Surplus for the year	-	-	602,190	602,190
Total comprehensive income for the year	-	-	602,190	602,190
Transfer to/from profit and loss account	429,446	-	(429,446)	-
Total transactions with owners	429,446	-	(429,446)	-
At 31 December 2023	1,631,748	71,500	6,102,189	7,805,437

The notes on pages 11 to 23 form part of these financial statements.

ACCORD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1. CONSTITUTION

The Union was formed on 1 August 1977. Membership is open to all employees of Lloyds Banking Group plc, which is to include any subsidiary or merged organization and any limited company or firm owned by or under the control of Lloyds Banking Group plc, or other such employers as the Principal Executive Council shall from time to time determine. The Union represents the interests of its members in all matters relating to their employment.

The Union is registered as an independent trade union affiliated to the TUC and the Scottish TUC. The Union has received its Certificate of Independence under the Trade Union and Labour Relations (Consolidation) Act 1992.

The registered office of the Union can be found on the union information page. The principal activities of the Union continued to be provision of advice, support and guidance for its members, as set by the Rules and Constitution 2018.

2. ACCOUNTING POLICIES

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland' and the requirements of the Companies Act 2006. The disclosure requirements of Section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Union's accounting policies (see note 3).

The following principal accounting policies have been applied:

2.2 Going concern

The financial statements have been prepared on the going concern basis.

2.3 Income

Income is recognised to the extent that it is probable that the economic benefits will flow to the Union and the income can be reliably measured. Income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates and other sales taxes. The following criteria must also be met before income is recognised:

Income from subscriptions is recognised in the period in which subscription is due from the member and when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Union will receive the consideration due under the subscription.

ACCORD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

2. ACCOUNTING POLICIES (CONTINUED)

2.4 Intangible assets

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

2.5 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 50 years
Motor vehicles	- 4 years
Fixtures and fittings	- 3-4 years

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.6 Investment property

Investment property is carried at fair value determined annually and derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of comprehensive income.

Investment properties are held within Tangible Fixed Assets on the face of the balance sheet.

2.7 Valuation of investments

Investments in unlisted Union shares, whose market value can be reliably determined, are remeasured to market value at each balance sheet date. Gains and losses on remeasurement are recognised in the Statement of comprehensive income for the period. Where market value cannot be reliably determined, such investments are stated at historic cost less impairment.

Listed investments are remeasured to market value at each Balance sheet date. Gains and losses on remeasurement are recognised in profit or loss for the period.

ACCORD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

2. ACCOUNTING POLICIES (CONTINUED)

2.8 Debtors

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

2.9 Cash and cash equivalents

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

2.10 Financial instruments

The Union has elected to apply the provisions of Section 11 "Basic Financial Instruments" of FRS 102 to all of its financial instruments.

The Union has elected to apply the recognition and measurement provisions of IFRS 9 Financial Instruments (as adopted by the UK Endorsement Board) with the disclosure requirements of Sections 11 and 12 and the other presentation requirements of FRS 102.

Financial instruments are recognised in the Union's Balance sheet when the Union becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include trade and other receivables, cash and bank balances, are initially measured at their transaction price including transaction costs and are subsequently carried at their amortised cost using the effective interest method, less any provision for impairment, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Discounting is omitted where the effect of discounting is immaterial. The Union's cash and cash equivalents, trade and most other receivables due with the operating cycle fall into this category of financial instruments.

Other financial assets

Other financial assets, which includes investments in equity instruments which are not classified as subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the recognised transaction price. Such assets are subsequently measured at fair value with the changes in fair value being recognised in the profit or loss. Where other financial assets are not publicly traded, hence their fair value cannot be measured reliably, they are measured at cost less impairment.

Impairment of financial assets

Financial assets are assessed for indicators of impairment at each reporting date.

ACCORD

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

2. ACCOUNTING POLICIES (CONTINUED)

2.10 Financial instruments (continued)

Financial assets are impaired when events, subsequent to their initial recognition, indicate the estimated future cash flows derived from the financial asset(s) have been adversely impacted. The impairment loss will be the difference between the current carrying amount and the present value of the future cash flows at the asset(s) original effective interest rate.

If there is a favourable change in relation to the events surrounding the impairment loss then the impairment can be reviewed for possible reversal. The reversal will not cause the current carrying amount to exceed the original carrying amount had the impairment not been recognised. The impairment reversal is recognised in the profit or loss.

Financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instruments any contract that evidences a residual interest in the assets of the Union after the deduction of all its liabilities.

Basic financial liabilities, which include trade and other payables, bank loans and other loans are initially measured at their transaction price after transaction costs. When this constitutes a financing transaction, whereby the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Discounting is omitted where the effect of discounting is immaterial.

Debt instruments are subsequently carried at their amortised cost using the effective interest rate method.

Trade payables are obligations to pay for goods and services that have been acquired in the ordinary course of business from suppliers. Trade payables are classified as current liabilities if the payment is due within one year. If not, they represent non-current liabilities. Trade payables are initially recognised at their transaction price and subsequently are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Union's contractual obligations expire or are discharged or cancelled.

2.11 Creditors

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

ACCORD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

2. ACCOUNTING POLICIES (CONTINUED)

2.12 Pensions

Defined contribution pension plan

The Union operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Union pays fixed contributions into a separate entity. Once the contributions have been paid the Union has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Balance sheet. The assets of the plan are held separately from the Union in independently administered funds.

3. JUDGMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. The nature of estimation means the actual outcomes could differ from those estimates. The following judgments have had the most significant effect on the amounts recognised in the financial statements:

- depreciation and amortisation rates adopted.
- valuation of the investment property at open market value.
- valuation of fixed asset investments at the market value at the balance sheet date.

4. ANALYSIS OF INCOME

An analysis of turnover by class of business is as follows:

	2023	2022
	£	£
Membership subscriptions	2,341,285	2,201,088
Rent receivable	4,200	4,200
Dividends and interest receivable	13,048	9,789
Other income	11,593	5,586
	<u>2,370,126</u>	<u>2,220,663</u>

All income arose within the United Kingdom.

ACCORD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

5. OTHER OPERATING INCOME

	2023 £	2022 £
Subscription draw surplus	71,066	76,840
	<u>71,066</u>	<u>76,840</u>

6. AUDITORS' REMUNERATION

During the year, the Union obtained the following services from the Union's auditors:

	2023 £	2022 £
Fees payable to the Union's auditors for the audit of the Union's financial statements	15,000	13,350
Fees payable to the Union's auditors in respect of: Preparation of statutory accounts	<u>5,000</u>	<u>3,500</u>

7. EMPLOYEES

Wages, salaries and benefit costs were £1,079,416 (2022: £1,101,450). The cost of defined contribution pension scheme contributions were £103,292 (2022: £53,688). The total costs were therefore £1,182,708 (2022: £1,155,138).

Key management compensation, including employer pension and National Insurance contributions, amounted to £198,509 (2022: £178,804).

The average monthly number of employees, including directors, during the year was 17 (2022 - 18).

8. TAXATION

	2023 £	2022 £
Total current tax	<u>-</u>	<u>-</u>
Deferred tax		
Total deferred tax	<u>-</u>	<u>-</u>
Tax on profit/(loss)	<u>-</u>	<u>-</u>

ACCORD

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

8. TAXATION (CONTINUED)

FACTORS AFFECTING TAX CHARGE FOR THE YEAR

The tax assessed for the year is higher than (2022 - *the same as*) the standard rate of corporation tax in the UK of 23.52% (2022 - 19%). The differences are explained below:

	2023 £	2022 £
Profit/(loss) on ordinary activities before tax	<u>602,190</u>	<u>(502,481)</u>
Profit/(loss) on ordinary activities multiplied by standard rate of corporation tax in the UK of 23.52% (2022 - 19%)	125,997	(95,471)
Effects of:		
Non-taxable expenditure	489,437	411,347
Non-taxable income	(567,398)	(432,806)
Capital allowances for year in excess of depreciation	1,968	(44,969)
Other timing differences leading to an increase (decrease) in taxation	(659)	3,984
Unrelieved tax losses carried forward	(49,345)	157,915
Total tax charge for the year	<u>-</u>	<u>-</u>

FACTORS THAT MAY AFFECT FUTURE TAX CHARGES

Deferred tax has not been recognised as any potential liability would be covered by future costs and so there would be no liability arising.

ACCORD

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

9. INTANGIBLE ASSETS

	Database £
Cost	
At 1 January 2023	251,905
At 31 December 2023	<u>251,905</u>
Amortisation	
At 1 January 2023	100,465
Charge for the year on owned assets	25,189
At 31 December 2023	<u>125,654</u>
Net book value	
At 31 December 2023	<u>126,251</u>
<i>At 31 December 2022</i>	<u>151,440</u>

Within intangible assets there exists a website with a total net book value of £32,673 (2022: £37,340) at the balance sheet date.

Amortisation has been included within expenditure in the Statement of Comprehensive Income.

ACCORD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

10. TANGIBLE FIXED ASSETS

	Land and buildings £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation				
At 1 January 2023	325,860	103,982	254,197	684,039
Additions	-	-	11,905	11,905
Disposals	-	(103,982)	-	(103,982)
Revaluations	66,500	-	-	66,500
At 31 December 2023	392,360	-	266,102	658,462
Depreciation				
At 1 January 2023	183,255	100,078	162,775	446,108
Charge for the year on owned assets	3,813	3,904	40,948	48,665
Disposals	-	(103,982)	-	(103,982)
At 31 December 2023	187,068	-	203,723	390,791
Net book value				
At 31 December 2023	205,292	-	62,379	267,671
At 31 December 2022	142,605	3,904	91,422	237,931

The freehold property was revalued at open market value in 2023 by an independent qualified valuer and the element relating to the investment property is incorporated into the accounts. The Principal Executive Council considers the valuation provided by the chartered surveyor to be reasonable.

If the land and buildings had not been included at valuation they would have been included under the historical cost convention as follows:

	2023 £	2022 £
Freehold - own occupation at cost	42,792	46,605
Freehold - investment property at valuation	162,500	96,000
Net book value	205,292	142,605

If the land and buildings had not been included at valuation they would have been included under the historical cost convention at £67,292 (2022: £71,105) being cost of £254,360 less depreciation of £187,068 (2022: £254,360 less £183,225).

ACCORD

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

11. FIXED ASSET INVESTMENTS

	Listed Investments £	Unlisted investments £	Total £
Cost or valuation			
At 1 January 2023	109,604	6,168,507	6,278,111
Additions	6,171	-	6,171
Revaluations	5,833	357,113	362,946
At 31 December 2023	<u>121,608</u>	<u>6,525,620</u>	<u>6,647,228</u>

Listed and unlisted investments are valued using an active market valuation at the balance sheet date.

The historical cost of investments at the balance sheet date is as follows:

	2023 £	2022 £
Listed investments	132,459	126,288
Unlisted investments	4,801,024	4,801,024
	<u>4,933,483</u>	<u>4,927,312</u>

ACCORD

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

12. DEBTORS

	2023 £	2022 £
Due after more than one year		
Other debtors	133,040	143,217
	<u>133,040</u>	<u>143,217</u>
	2023 £	2022 £
Due within one year		
Other debtors	15,000	15,000
Prepayments and accrued income	22,895	3,522
	<u>37,895</u>	<u>18,522</u>

13. CASH AND CASH EQUIVALENTS

	2023 £	2022 £
Cash at bank and in hand	721,788	465,866
	<u>721,788</u>	<u>465,866</u>

14. CREDITORS: Amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	49,164	30,019
Other creditors	15,363	5,652
Accruals and deferred income	63,909	56,172
	<u>128,436</u>	<u>91,843</u>

ACCORD

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

15. FINANCIAL INSTRUMENTS

	2023 £	2022 £
Financial assets		
Financial assets measured at fair value through profit or loss	843,396	6,905,718
Financial assets that are debt instruments measured at amortised cost	156,290	-
	<u>999,686</u>	<u>6,905,718</u>
Financial liabilities		
Financial liabilities measured at amortised cost	<u>(79,272)</u>	<u>-</u>

Financial assets measured at fair value through profit or loss consist of fixed asset investments.

16. RESERVES

Accumulated funds - Fair value reserve

The balance in the fair value reserve arises from the restatement of fixed asset investments to market value at the balance sheet date and fair value movements on the investment property since 2016.

Accumulated funds - revaluation reserve

The balance in the investment property revaluation reserve is the surplus on the revaluation of the investment property in 2015.

Accumulated funds - general

The balance in the general funds represents the total remaining reserves of the Union.

17. PENSION COMMITMENTS

The Union operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Union in an independently administered fund. The pension cost charge represents contributions payable by the Union to the fund and amounted to £103,292 (2022: £53,688). Contributions totalling £15,363 (2022: £5,652) were payable to the fund at the balance sheet date.

ACCORD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

18. COMMITMENTS UNDER OPERATING LEASES

At 31 December 2023 the Union had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	2023 £	2022 £
Not later than 1 year	60,831	28,628
Later than 1 year and not later than 5 years	68,853	53,077
	<u>129,684</u>	<u>81,705</u>

19. RELATED PARTY TRANSACTIONS

The Union has advanced a loan to G Nichols, the General Secretary, with interest being charged at 3.2% per annum. At the year end the total outstanding was £148,040 (2022: £158,218), included within other debtors. The total interest income recognised by the Union in respect of the loan in the year is £4,823 (2022: £5,138).

Close family members of the General Secretary are employed by the Union, making them related parties. During the year, salaries paid to these related parties amounted to £144,507 (2022: £150,999). Employer pension contributions relating to family members totalled £11,804 (2022: £11,610).

20. CONTROLLING PARTY

The activities of the Union are controlled by the Principal Executive Council.

There is no ultimate controlling party in the current or comparative year.

ACCORD

**DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

ACCORD

DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 £	2022 £
Turnover		2,370,126	2,220,663
Gross profit		<u>2,370,126</u>	<u>2,220,663</u>
Other operating income		<u>71,066</u>	<u>76,840</u>
Less: overheads			
Administration expenses		(2,268,448)	(2,198,843)
Fair value movements		429,446	(601,141)
Operating profit/(loss)		<u>602,190</u>	<u>(502,481)</u>
Profit/(Loss) for the year		<u>602,190</u>	<u>(502,481)</u>

ACCORD

SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 £	2022 £
Turnover		
Subscriptions	2,341,285	2,201,088
Rent receivable	4,200	4,200
Dividends and interest receivable	13,048	9,789
Other income	11,593	5,586
	<u>2,370,126</u>	<u>2,220,663</u>
	2023 £	2022 £
Other operating income		
Subscription draw surplus after charity donations of £8,204 (2022: £8,516)	71,066	76,840
	<u>71,066</u>	<u>76,840</u>

ACCORD

**SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

	2023 £	2022 £
Administration expenses		
Staff salaries	1,087,083	1,101,450
Staff pension costs	103,292	53,688
Staff training	2,839	1,800
Motor running costs	60,530	29,991
HQ staff meetings and travel expenses	88,231	74,249
Entertainment	3,563	-
Postage	4,122	3,083
Telephone and fax	32,548	28,350
Ballot expenses	5,352	7,002
Campaigns and publishing	100,656	88,804
Charity donations	10,760	12,490
Legal and professional	111,703	108,640
Auditors' remuneration	26,535	23,428
Bank charges	14,702	15,276
Sundry expenses	3,893	8,113
Rates	9,032	5,438
Light and heat	4,484	7,507
Membership benefits and services	170,348	147,162
Depreciation - plant and machinery	48,665	46,489
Amortisation - intangible fixed assets	25,190	25,190
Surplus/deficit on sale of tangible assets	(46,469)	(7,540)
Conference expense	-	103,083
Insurance	23,080	27,988
Members meeting and travel expenses	65,767	25,804
Stationery and office supplies	1,374	1,420
Affiliation fees	123,116	121,450
Maintenance repairs and IT support	181,524	138,488
Certification office levy	6,528	-
	2,268,448	2,198,843

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Signature 1

Signed by Gerard Nichols using authentication code MkhZbXQkMlxLJE11 at IP address 109.153.4.103, on 2024/05/11 05:48:59 Z.

Gerard Nichols's e-mail address is: Ged.nichols@accordhq.org.

Signature 2

Signed by Neil Magill using authentication code aENIUVIPTCRYZUtN at IP address 94.5.120.201, on 2024/05/12 18:52:19 Z.

Neil Magill's e-mail address is: neil.magill@accordhq.org.

WMT.

21 May 2024.

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 reporting period preceding 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 information 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	WMT.
Name	WMT
Address	2nd Floor, 4 Beaconsfield Road, St Albans, Hertfordshire, AL1 3RD
Date	28 May 2024.
Contact name and telephone number	Elizabeth Wicks - 01727 615956

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?

N/A

If "No" Please explain below:

--	--

Signature	
Name	
Office held	
Date	

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Signature 1

Signed by Gerard Nichols using authentication code MkhZbXQkMlxLJE11 at IP address 109.153.4.103, on 2024/05/23 17:02:40 Z.

Gerard Nichols's e-mail address is: Ged.nichols@accordhq.org.

Signature 2

Signed by Carol Knowles using authentication code Yy5RRWNCZzw1VDVQ at IP address 90.192.179.210, on 2024/05/23 17:13:14 Z.

Carol Knowles's e-mail address is: Carol.Knowles@AccordHQ.org.

Auditor : WMT
28 May 2024
Elizabeth Wicks.