

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Community		
Year ended:	31 December 2023		
List no:	784T		
Head or Main Office address:	465C Caledonian Road		
	London		
Postcode	N7 9GX		
Website address (if available)	www.community-tu.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:	Roy Rickhuss CBE		
Telephone Number:	0207 420 4000		
Contact name for queries regarding the completion of this return	Cherl Siljeur		
Telephone Number:	0207 420 4028		
E-mail:	csiljeur@community-tu.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
	43,370	353		7	43,730
Total	43,370	353		7	A 43,730

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

41,473

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

245

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
No change in officers			

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:

General Fund

(see notes 13 to 18)

		£000	£000
Income			
From Members: Contributions and Subscriptions			5,813
From Members: Other income from members (specify)			
Total other income from members			
Total of all income from members			5,813
Investment income (as at page 12)			3,430
Other Income			
Income from Federations and other bodies (as at page 4)			
Income from any other sources (as at page 4)		3,473	
Total of other income (as at page 4)			3,473
Total income			12,716
Interfund Transfers IN			
Expenditure			
Benefits to members (as at page 5)			1,179
Administrative expenses (as at page 10)			9,538
Federation and other bodies (specify)			
GFTU			25
IndustriAll			23
TUC			96
Scottish TUC			6
Unions21			3
Wales TUC			4
Misc			8
Loss on Investment Property			1,017
Total expenditure Federation and other bodies			1,182
Taxation			
Total expenditure			11,899
Interfund Transfers OUT			
Surplus (deficit) for year			817
Amount of general fund at beginning of year			82,990
Amount of general fund at end of year			83,807

Officers in post

(See note 10)

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

Name of Officer	Position Held	Date Elected
Roy Rickhuss	General Secretary	01/01/2013
Dean Cox	NEC Member, President	01/01/2018
Steven McGurk	NEC Member, President	01/01/2018
Ross Clark	NEC Member, President	01/01/2015
Douglas Rairbairn	NEC Member, President	01/01/2012
Alan Coombs	NEC Member, President	01/01/2012
Gary Keogh	NEC Member	07/12/2016
Andrew Gutteridge	NEC Member	13/06/2019
Nicholas Hunt	NEC Member	01/01/2022
Andrew Taylor	NEC Member	01/01/2018
Angela Carrigan	NEC Member	01/01/2022
Afzal Dean	NEC Member	01/01/2022
Chris Rice	NEC Member	01/01/2012
Steven Banks-McGregor	NEC Member	16/11/2018
Jason Savage	NEC Member	01/01/2022
Jacqui Thomas	NEC Member	01/01/2012
Tracy Barlow	NEC Member	01/01/2012
Christopher Knight	NEC Member	01/01/2018
Natalie Roberts	NEC Member	01/01/2022
Teresa Bottomley	NEC Member	01/01/2022
Chris Williamson	NEC Member	21/03/2023
Steve Millman	NEC Member	18/06/2021
Joy Rowley	NEC Member	18/06/2021

<u>Name of Officer</u>	<u>Position Held</u>
-------------------------------	-----------------------------

Jack Whiston

NEC Member

Chris Wilson

NEC Member

Deborah Wood

NEC Member

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Union Learning Income	160
Professional Service Income	18
Overage on Land Sale	200
Net FRS102 Pension movement	1,177
Change in Market Value of investments	1,918
Total other sources	3,473
Total of all other income	3,473

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation – Employment Related Issues		brought forward	336
	151	Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Life Change Benefit	102
		Education and Training services	
		Training Courses	298
Communications Publications	185	Negotiated Discount Services	
		Benefits Scheme	13
Dispute Benefits		Other Benefits and Grants (specify)	
		Child Benefit	9
		Officer/Organiser expenses	155
		Campaigns	38
		Retirement Benefits	2
		Strike Pay	226
carried forward	336	Total (should agree with figure in General Fund)	1,179

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Member Support Fund	£000	£000
Income			
	From members		43
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		43
	Interfund Transfers IN		
Expenditure			
	Benefits to members		59
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		59
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-16
	Amount of fund at beginning of year		104
	Amount of fund at the end of year (as Balance Sheet)		88
	Number of members contributing at end of year		41,473

Fund 3		Fund Account	
Name:	Futures Fund	£000	£000
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		40
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		40
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-40
	Amount of fund at beginning of year		1,958
	Amount of fund at the end of year (as Balance Sheet)		1,918
	Number of members contributing at end of year		41,473

(See notes 21 and 23)

Fund 4		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 5		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 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)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
	Income		
	Members contributions and levies		228
	Investment income (as at page 12)		
Other income (specify)			
		Total other income as specified	
		Total income	228
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)		208
	Expenditure B (as at page ii)		
	Expenditure C (as at page iii)		9
	Expenditure D (as at page iv)		19
	Expenditure E (as at page v)		58
	Expenditure F (as at page vi)		
	Non-political expenditure (as at page vii)		14
		Total expenditure	308
		Surplus (deficit) for year	-80
		Amount of political fund at beginning of year	275
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)	195
		Number of members at end of year contributing to the political fund	17,954
		Number of members at end of the year not contributing to the political fund	27,122
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	23,519
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	

The following pages 9i to 9vii relate to the Political Fund Account Expenditure

Political fund account expenditure (a)

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

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

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party	
Name of political party in relation to which money was expended	Total amount spent during the period £
The Labour Party	201
The Co-operative Party	7
Total	208

Political fund account expenditure (b)

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

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

Expenditure of money on the provision of any services or property for use by or on behalf of any political party	
Name of political party to which payment was made	Total amount paid during the period
	£
Total	

Political fund account expenditure (c)

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

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

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office			
Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
Local elections 2023	The Labour Party	The Labour Party	4
Danny Beales	The Labour Party	The Labour Party	2
Josh McAllister	The Labour Party	The Labour Party	2
Fred Thomas	The Labour Party	The Labour Party	1
Total			9

Political fund account expenditure (d)

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

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

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
Stephen Kinnock MP	18
Abena Opong-Asare MP	1
Total	19

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	£
The Labour Party	58
Total	58

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	£000
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		£

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		£
Fabian Society		7
LWN		1

Total expenditure 8

(c) the total amount of all other money expended		£
Miscellaneous		6

Total expenditure 6

Total of all expenditures 14

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

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		6,011
Salaries and Wages included in above	4,728	
Auditors' fees		126
Legal and Professional fees		468
Occupancy costs		1,385
Stationery, printing, postage, telephone, etc.		278
Expenses of Executive Committee (Head Office)		66
Expenses of conferences		41
Other administrative expenses (specify)		
Branch exps 470, Insurance 173, Motor exps 70		713
Donations 17, Bank charges 28		45
Badges/regalia		59
Sundry exps		37
Other Outgoings		
Depreciation		298
Interest payable		11
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		9,538
Charged to:	General Fund (Page 3)	9,538
	Member Support Fund	
	Futures Fund	
Total		9,538

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 £
Roy Rickhuss General Secretary	129,523	16,619		Car/Fuel 17,670 Other 2,175	19,845	165,987
NEC - J Whiston	544					544
NEC - T Barlow	784					784
NEC - NIL RETURN						
D Cox, S McGurk, R Clark, D Fairbairn						
A Coombs, G Keogh, A Gutteridge, N Hunt						
A Taylor, A Carrigan, A Dean, C Rice						
S Banks-McGregor, J Savage, J Thomas						
C Knight, N Roberts, T Bottomley, C Williamson						
S Millman, S Beaton, M Standring, J Rowley						
I Smith, N Dewhirst, R Holmes, P McBean						
C Wilson, D Wood						

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			222
Dividends (gross) from:			
Equities (e.g. shares)			2,846
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Gain on disposal of investments			47
Gain on disposal of fixed assets			315
			3,430
		Total investment income	3,430
		Credited to:	
		General Fund (Page 3)	3,430
		Member Support Fund	
		Futures Fund	
		Political Fund	
		Total Investment Funds	3,430

Balance sheet as at

(see notes 49 to 52)

Previous Year		£000	£000
16,903	Fixed Assets (at page 14)		15,619
	Investments (as per analysis on page 15)		
62,472	Quoted (Market value £ (65,556)		63,772
1,705	Unquoted		1,784
	Total Investments		65,556
	Other Assets		
	Loans to other trade unions		
824	Sundry debtors		928
1,353	Cash at bank and in hand		567
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	FRS102 Pension Asset		4,400
	Total of other assets		5,895
83,257	Total assets		87,070
82,990	General fund (page 3)		83,807
104	Member Support Fund		88
1,958	Futures Fund		1,918
275	Political Fund Account		195
	Liabilities		
	Amount held on behalf of central trade union political fund		
£364	Loans		33
£789	Creditors & Accruals		1,029
-£3,223			
	Total liabilities		1,062
£83,257	Total assets		87,070

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year	3,999	1,584	1,081	554	12,787	20,005
Additions			214	411		625
Disposals	-753		77			-676
Revaluation/Transfers		-77	-25	-228	-1,017	-1,347
At end of year	3,246	1,507	1,347	737	11,770	18,607
Accumulated Depreciation						
At start of year	638	1,134	943	387		3,102
Charges for year	61	11	78	145		295
Disposals						
Revaluation/Transfers	-186		-22	-201		-409
At end of year	513	1,145	999	331		2,988
Net book value at end of year	2,733	362	348	406	11,770	15,619
Net book value at end of previous year	3,361	450	138	167	12,787	16,903

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)		
Equities	58,777	
Fixed interest	2,055	
Preference	2,940	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	63,772	
Market Value of Quoted Investment	65,556	
Unquoted		
Equities		
Unity Trust Bank	1,348	
Government Securities (Gilts)		
Mortgages		
	372	
Bank and Building Societies		
PPPS 12 Welsh RFU 48	60	
Misc	4	
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	1,784	
Market Value of Unquoted Investments	1,784	

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

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Community in Spain SSL	B54261607 (Spain)

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

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	5,856	228	6,084
From Investments	3,430		3,430
Other Income (including increases by revaluation of assets)	3,473		3,473
Total Income	12,759	228	12,987
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	11,998	308	12,306
Funds at beginning of year (including reserves)	85,052	275	85,327
Funds at end of year (including reserves)	85,813	195	86,008
Assets			
Fixed Assets			15,619
Investment Assets			65,556
Other Assets			5,895
		Total Assets	87,070
Liabilities		Total Liabilities	1,062
Net Assets (Total Assets less Total Liabilities)			86,008

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="button" value="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="2"/>		
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: 50px;" type="text" value="50"/>	
Number of votes cast in the ballot	<input style="width: 50px;" type="text" value="47"/>	
Number of Individuals answering "Yes" to the question	<input style="width: 50px;" type="text" value="47"/> ¹	
Number of individuals answering "No" to the question	<input style="width: 50px;" type="text"/>	²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 50px;" 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 type="button" value="Yes"/>	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="button" value="No"/>	
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: 50px;" type="text"/>	
Ballot 2		
Number of individual who were entitled to vote in the ballot	<input style="width: 50px;" type="text" value="146"/>	
Number of votes cast in the ballot	<input style="width: 50px;" type="text" value="127"/>	
Number of Individuals answering "Yes" to the question	<input style="width: 50px;" type="text" value="117"/> ¹	
Number of individuals answering "No" to the question	<input style="width: 50px;" type="text" value="9"/> ²	
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 50px;" type="text" value="1"/> 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 type="button" value="Yes"/>	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="button" value="No"/>	
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: 50px;" type="text"/>	
Ballot 3		
Number of individual who were entitled to vote in the ballot	<input style="width: 50px;" type="text"/>	
Number of votes cast in the ballot	<input style="width: 50px;" type="text"/>	
Number of Individuals answering "Yes" to the question	<input style="width: 50px;" type="text"/> ¹	
Number of individuals answering "No" to the question	<input style="width: 50px;" type="text"/> ²	
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 50px;" 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: 50px;" type="text"/>	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 50px;" 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: 50px;" 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

(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

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

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.

A large, empty rectangular box with a black border, intended for entering notes to the accounts. The box is currently blank and occupies the majority of the page's vertical space.

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:
Name: Roy Rickhuss	Name: Alasdair McDiarmid
Date: 04 June 2024	Date: 04 June 2024

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)



Signature(s) of auditor or auditors:	<input type="text" value="Andrew Rich"/>	<input type="text"/>
Name(s):	<input type="text" value="Andrew Rich"/>	<input type="text"/>
Profession(s) or Calling(s):	<input type="text" value="Chartered Accountant (8157443)"/>	<input type="text"/>
Address(es):	<input type="text" value="11/15, William Road, Camden"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>
	<input type="text"/>	<input type="text"/>
Postcode	<input type="text" value="NW1 3ER"/>	<input type="text"/>
Date	<input type="text" value="07 Jun 2024"/>	<input type="text"/>
Contact name for inquiries and telephone number:	<input type="text" value="020 7388 7000"/>	<input type="text"/>

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	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	03.05.2023
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

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	