

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Independent Workers' Union of Great Britain		
Year ended:	31 December 2023		
List no:	814		
Head or Main Office address:	Room 1 St Margaret's House		
	15 Old Ford Road		
	Cambridge Heath		
	London		
Postcode	E2 9PJ		
Website address (if available)	www.iwgb.org.uk		
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:	Henry Chango-Lopez		
Telephone Number:	0203 4907530		
Contact name for queries regarding the completion of this return			
Telephone Number:			
E-mail:			

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
	6,589	37			6,626
Total	6,589	37			A 6,626

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

6,626

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

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
Women and Marginalised Genders Officer	Laura Twigg	Narcisa Perez Salagdo	16 September 2023
Co-BAME Officer	Narcisa Perez Salagdo	Vacant	16 September 2023
Branch Support Officer	Jamie Woodcock	Vacant	16 September 2023

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

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
Henry Chango-Lopez	General Secretary 16/09/23
Alex Marshall	President 16/09/23
Maritza Castillo-Calle	Vice-President 16/09/23
Max Dewhurst	Treasurer 16/09/23
Vacant	Branch Support Officer
Narcisa Perez Salagdo	Women and Marginalised Genders Officer 16/09/23
Martin Johnson Wogido	Co-BAME Officer 16/09/23
Vacant	Co-BAME Officer

Executive Committee January - December 2023

IWGB General Secretary - Henry Chango Lopez - elected 10 September 2022, re-elected 16 September 2023

IWGB President - Alex Marshall - elected 10 September 2022, re-elected 16 September 2023

IWGB Vice President - Maritza Castillo Calle - elected 10 September 2022, re-elected 16 September 2023

IWGB Treasurer - Max Dewhurst - elected 10 September 2022, re-elected 16 September 2023

IWGB Branch Support Officer - Jamie Woodcock - elected 10 September 2022, resigned 15 September 2023

IWGB Co-BAME Officer - Mohaan Biswas - elected 10 September 2022, resigned 15 September 2023

IWGB Co-BAME Officer - Martin Wogido Johnson - elected 10 September 2022, elected 16 September 2023

IWGB Co-BAME Officer (reserved) - Narcisa Perez Salgado - elected 10 September 2022, resigned 15 September 2023

IWGB Women & Non Binary Officer - Laura Twigg - elected 10 September 2022, resigned 15 September 2023

IWGB Women & Non Binary Officer - Narcisa Perez Salgado - elected 16 September 2023

- (This title changed to IWGB Women & Marginalised Genders Officer from 16th September 2023 onwards)

Charity Workers Branch Chair - Ajmal Waqif - elected 10 March 2022, re-elected 5 July 2023

Charity Workers Branch Secretary - Riley Thorold - elected 14 April 2022, re-elected 5 July 2023, resigned 31 October 2023

Charity Workers Branch Secretary - Tara Povey - Elected 1 November 2023

Cleaners & Facilities Branch Chair - Wilson Ayala Romero - elected 2 July 2022 re-elected 1 July 2023

Cleaners & Facilities Branch Secretary - Gladys Jaramillo - elected 2 July 2022 re-elected 1 July 2023

Cleaners & Facilities Branch Women & Non Binary Officer - elected 2 July 2022 Kely Jimenez, resigned 30 June 2023

Cleaners & Facilities Branch Women & Non Binary Officer - Giovanna Quinteros - elected 1 July 2023

- (This title changed to Cleaners & Facilities Branch Women & Marginalised Genders Officer from 16th September 2023 onwards)

Couriers & Logistics Branch Chair - Dominic Sztzyber, elected 18 July 2022, resigned 23 July 2023

Couriers & Logistics Branch Chair - Shaf Husain - elected 24 July 2023

Couriers & Logistics Branch Secretary - Khalil Langer - elected 18 July 2022, resigned 23 July 2023

Couriers & Logistics Branch Secretary - Calum Rogers - elected 24 July 2023

Cycling Instructors Branch Chair - Suami Rocha - elected 14 July 2022, re-elected 11 July 2023

Foster Care Workers Branch Chair - Kenny Millard - elected 14 July 2022, re-elected 13 July 2023

Foster Care Workers Branch Secretary - Angela Sandles - elected 14 July 2022, resigned 12 July 2023

Foster Care Workers Branch Secretary - Clare Ward - elected 14 July 2022 - elected 13 July 2023

Foster Care Workers Branch BAME Officer - Audrey Ingram-Ford - elected 14 July 2022 - resigned 12 July 2023

Foster Care Workers Branch BAME Officer - Syed Shah - elected 13 July 2023, resigned 1 October 2023

Games Workers Branch Chair - Austin Kelmore - elected 17 July 2022, re-elected 29 July 2023

Games Workers Branch Secretary - Lucian Branescu-Mihaila - elected 17 July 2022, re-elected 29 July 2023

Games Workers Branch Women & Non Binary Officer - Kali Martinez - elected 29 July 2023

- (This title changed to Games Workers Branch Women & Marginalised Genders Officer from 16th September 2023 onwards)

United Private Hire Branch Chair - Nader Awaad - elected 6 July 2022, re-elected 11 July 2023

United Private Hire Branch Secretary - Farhan Yunus - elected 6 July 2022, resigned 10 July 2023

United Private Hire Branch Secretary - Chernor Jalloh - elected 11 July 2023 resigned 2023 or 2024?

United Private Hire Branch Vice-Chair - Hassan Deerow - elected 6 July 2022, resigned 10 July 2023

United Private Hire Branch Vice-Chair - Seth Seglah - Elected 11 July 2023

Nannies and Au Pairs Branch Chair - Sara Mendes - elected 30 July 2022, re-elected 22 July 2023

Universities of London Branch Chair - Martin Wogido Johnson - elected 16 July 2022, resigned 21 July 2023

Universities of London Branch Chair - Chair - Farhana Uddin - elected 22 July 2023

Universities of London Branch Chair - Secretary - George Briley - elected 16 July 2022, resigned 21 July 2023

Universities of London Branch Chair - Secretary - Eve Dickson - Elected 22 July 2023

Yoga Teachers Branch Chair - Hayley Johns - elected 28 July 2022, resigned 31 July 2023

Security Guards & Receptionists Branch Chair - vacant

Security Guards & Receptionists Branch Secretary - vacant

Executive Committee Jan-Dec 2023 paid officers

- IWGB General Secretary - Henry Chango Lopez - basic pay £30,724.20, gross pay including pension and employer's NIC £37,703.14
- IWGB President - Alex Marshall - basic pay £30,724.20, gross pay including pension and employer's NIC £37,703.14
- IWGB Vice President - Maritza Castillo Calle - basic pay £30,724.20, gross pay including pension and employer's NIC £37,703.14
- Cleaners & Facilities Branch Chair - Wilson Ayala Romero - basic pay £23,634.00, gross pay including pension and employer's NIC £28,712.74

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		1,056,488
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		1,056,488
Investment income (as at page 12)		
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	480,091	
Total of other income (as at page 4)		480,091
		1,536,579
	Total income	
	Interfund Transfers IN	
Expenditure		
Benefits to members (as at page 5)		24,083
Administrative expenses (as at page 10)		1,274,446
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
	Total expenditure	1,298,529
	Interfund Transfers OUT	
	Surplus (deficit) for year	238,050
	Amount of general fund at beginning of year	297,992
	Amount of general fund at end of year	536,042

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	
Grants and donations	478,525
Bank interest	1,566
Total other sources	480,091
Total of all other income	480,091

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	
		Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Strike and protest expenses	24,083
		Social	
carried forward		Total (should agree with figure in General Fund)	24,083

(See notes 21 and 23)

Fund 2		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 3		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 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		

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)		
		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)		
		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 (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))	£
Total			

Political fund account expenditure (d)

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

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

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
Total	

Political fund account expenditure (e)

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

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

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

Name of political party	£
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	£
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	£

Total expenditure

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

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	1,090,736
Salaries and Wages included in above	1,081,746
Auditors' fees	2,100
Legal and Professional fees	20,062
Occupancy costs	47,867
Stationery, printing, postage, telephone, etc.	43,163
Expenses of Executive Committee (Head Office)	
Expenses of conferences	
Other administrative expenses (specify)	
Subscription collection costs	36,546
Sundry	33,972
Other Outgoings	
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
tretert	
Total	1,274,446
Charged to: General Fund (Page 3)	1,274,446
Total	1,274,446

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	30,724	2,985	3,994		37,703	
President	30,724	2,985	3,994		37,703	
Vice-President	30,724	2,985	3,994		37,703	

Analysis of investment income

(see notes 47 and 48)

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

Balance sheet as at

31 December 2023

(see notes 49 to 52)

Previous Year		£	£
	Fixed Assets (at page 14)		
	Investments (as per analysis on page 15)		
	Quoted (Market value £ ())		
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		86,249
78,521	Sundry debtors		
434,058	Cash at bank and in hand		644,423
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
512,579	Total of other assets		730,672
512,579	Total assets		730,672
297,992	General fund (page 3)		536,042
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund		
£185,756	Accruals and deferred income		157,634
£28,831	Social security and other taxes		36,996
£214,587	Total liabilities		194,630
£512,579	Total assets		730,672

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						
Additions						
Disposals						
Revaluation/Transfers						
At end of year						
Accumulated Depreciation						
At start of year						
Charges for year						
Disposals						
Revaluation/Transfers						
At end of year						
Net book value at end of year						
Net book value at end of year						
Net book value at end of previous year						
Net book value at end of previous year						

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)		
Market Value of Quoted Investment		
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)		
Market Value of Unquoted Investments		

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)

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	Political Funds £	Total Funds £
Income			
From Members	1,056,488		1,056,488
From Investments			
Other Income (including increases by revaluation of assets)	480,091		480,091
Total Income	1,536,579		1,536,579
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	1,298,529		1,298,529
Funds at beginning of year (including reserves)	297,992		297,992
Funds at end of year (including reserves)	536,042		536,042
Assets			
Fixed Assets			
Investment Assets			
Other Assets			730,672
		Total Assets	730,672
Liabilities		Total Liabilities	194,630
Net Assets (Total Assets less Total Liabilities)			536,042

Summary sheet

(see notes 62 to 73)

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

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="Yes"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text" value="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="112"/>
Number of votes cast in the ballot	<input style="width: 50px;" type="text" value="56"/>
Number of Individuals answering "Yes" to the question	<input style="font-size: small; vertical-align: top; margin-left: 5px;" type="text" value="52"/> ¹
Number of individuals answering "No" to the question	<input style="font-size: small; vertical-align: top; margin-left: 5px;" type="text" value="3"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="font-size: small; vertical-align: top; margin-left: 5px;" 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="text" value="Yes"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text" 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="38"/>
Number of votes cast in the ballot	<input style="width: 50px;" type="text" value="30"/>
Number of Individuals answering "Yes" to the question	<input style="font-size: small; vertical-align: top; margin-left: 5px;" type="text" value="28"/> ¹
Number of individuals answering "No" to the question	<input style="font-size: small; vertical-align: top; margin-left: 5px;" type="text" value="2"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="font-size: small; vertical-align: top; margin-left: 5px;" type="text" value=""/> 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="text" value="Yes"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text" 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="font-size: small; vertical-align: top; margin-left: 5px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="font-size: small; vertical-align: top; margin-left: 5px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="font-size: small; vertical-align: top; margin-left: 5px;" 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	<input type="text"/>
Number of votes cast in the ballot	<input type="text"/>
Number of Individuals answering "Yes" to the question	<input type="text"/> 1
Number of individuals answering "No" to the question	<input type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input 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

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	<input type="text"/>
Number of votes cast in the ballot	<input type="text"/>
Number of Individuals answering "Yes" to the question	<input type="text"/> 1
Number of individuals answering "No" to the question	<input type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input 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

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	<input type="text"/>
Number of votes cast in the ballot	<input type="text"/>
Number of Individuals answering "Yes" to the question	<input type="text"/> 1
Number of individuals answering "No" to the question	<input type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input 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

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

Yes

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

Industrial Action 1

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

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: 21 September 2023 to 21 September 2023

3. Number of days of industrial action: 1

4. Nature of industrial action. Strike 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: 10 November 2023 to 10 November 2023

3. Number of days of industrial action: 1

4. Nature of industrial action. Strike 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: 20 November 2023 to 21 November 2023

3. Number of days of industrial action: 2

4. Nature of industrial action. Strike 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: 30 November 2023 to 30 November 2023

3. Number of days of industrial action: 1

4. Nature of industrial action. Strike 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.

Registered number
814

Independent Workers' Union of Great Britain

Report and Accounts

31 December 2023

Independent Workers' Union of Great Britain
Report and accounts
Contents

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Balance sheet	6
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Independent Workers' Union of Great Britain Company Information

Directors

HC Lopez - General Secretary
A Marshall - President
M Castillo Calle - Vice President
M Dewhurst - Treasurer
N Perez Salagdo - Women and Marginalised Genders Officer
M Johnson Wogido - Co-BAME Officer

Auditors

Sturgess Hutchinson (Leicester) Limited
21 New Walk
Leicester
LE1 6TE

Registered office

Room 1 St Margaret's House
15 Old Ford Road
London
E2 9PJ

Registered number

814

Independent Workers' Union of Great Britain

Registered number: 814

Officers' Report

The officers present their report and accounts for the year ended 31 December 2023.

Officers

The following persons served as officers during the year:

HC Lopez - General Secretary
A Marshall - President
M Castllo Calle - Vice President
M Dewhurst - Treasurer
N Perez Salagdo - Women and Marginalised Genders Officer
M Johnson Wogido - Co-BAME Officer

Officers' responsibilities

The officers are responsible for preparing the report and accounts in accordance with applicable law and regulations.

Law applicable to trade unions in England and Wales requires the Officers to prepare financial statements that give a true and fair view of the state of affairs of the Association at the end of the financial year and of its surplus or deficit for the financial year. In doing so they are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Officers are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the association 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 association and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each person who was an officer at the time this report was approved confirms that:

- so far as he is aware, there is no relevant audit information of which the union's auditor is unaware; and
- he has taken all the steps that he ought to have taken as an officer in order to make himself aware of any relevant audit information and to establish that the union's auditor is aware of that information.

This report was approved by the board on 26 May 2024 and signed by its order.



HC Lopez
General Secretary

Independent Workers' Union of Great Britain
Independent auditor's report
to the members of Independent Workers' Union of Great Britain

Opinion

We have audited the accounts of Independent Workers' Union of Great Britain for the year ended 31 December 2023 which comprise the Income and Expenditure Account, the Balance Sheet and notes to the accounts, 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 FRS 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the union's affairs as at 31 December 2023 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out below, 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.

In accordance with the exemption provided by FRC's Ethical Standard - Provisions Available for Audits of Small Entities, we have assisted with the preparation of the accounts.

Conclusions relating to going concern

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

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

Other information

The other information comprises the information included in the report and accounts, other than the accounts and our auditor's report thereon. The officers are responsible for the other information. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Independent Workers' Union of Great Britain
Independent auditor's report
to the members of Independent Workers' Union of Great Britain

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 officers' report.

We have nothing to report in respect of the following matters in relation to which the Trade Union and Labour Relations (Consolidation) Act 1992 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 accounts are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of officers

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

In preparing the accounts, the officers are 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 officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

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

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



Mr David Goodwin
(Senior Statutory Auditor)
for and on behalf of
Sturgess Hutchinson (Leicester) Limited
Accountants and Statutory Auditors
26 May 2024

21 New Walk
Leicester
LE1 6TE

**Independent Workers' Union of Great Britain
Income and Expenditure Account
for the year ended 31 December 2023**

	2023	2022
	£	£
Contributions and subscriptions	1,056,488	785,159
Trust for London	65,053	93,196
Donations	46,138	90,378
Bank interest	1,566	62
Paul Hamlyn Trust	67,952	58,952
London Legal Support Trust	11,793	10,000
Unbound Philanthropy	26,710	40,000
International Transport Workers Federation	57,286	72,964
Latin American Women	-	13,710
Focus on Labour Exploitation	-	-
Joseph Rowntree Charity	44,673	25,349
Black Lives Matter	5,000	4,975
Rosa Luxemburg Stiftung	20,000	27,298
Contributions to Strike Pay	-	19,362
Islington Council	24,151	10,839
Lipman Milliband Trust	2,400	-
Legal Education Foundation	34,347	-
Oak Foundation	16,600	-
Barry Amiel & Norman Melburn Trust	300	-
Lankelly Chase	40,000	-
Disrupt	1,028	-
Migrant Democracy Project	1,500	-
ITF Unwrapped	13,594	-
Total income	1,536,579	1,252,244
Wages and salaries	1,081,743	966,110
Social events	-	1,657
Travel and other staff expenses	8,993	28,076
Occupancy	47,867	30,080
Telephone, computers and stationery	43,163	36,665
Other administration	70,518	56,492
Audit fees	2,100	2,400
Strike and protest expenses	24,083	72,862
Legal and professional	20,062	17,178
Total expenditure	1,298,529	1,211,520
#NAME?	238,050	40,724

Independent Workers' Union of Great Britain

Registered number: 814

Balance Sheet

as at 31 December 2023

	Notes		2023	2022
			£	£
Current assets				
Debtors	2	86,249	78,521	
Cash at bank and in hand		644,423	434,058	
		<u>730,672</u>	<u>512,579</u>	
Creditors: amounts falling due within one year				
	3	(194,630)	(214,587)	
			<u>536,042</u>	<u>297,992</u>
			<u>536,042</u>	<u>297,992</u>
Reserves				
General fund			536,042	297,992
			<u>536,042</u>	<u>297,992</u>



M Dewhurst

Treasurer

Approved by the board on 26 May 2024

Independent Workers' Union of Great Britain
Notes to the Accounts
for the year ended 31 December 2023

1 Accounting policies

Basis of preparation

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

Income

Income consists of members contributions, grants and donations. Grants receivable are credited to income in the year in which they are received. Grants received in respect of future periods or future expenditure are credited to deferred income.

Debtors

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Creditors

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

Pensions

Contributions to defined contribution plans are expensed in the period to which they relate.

2 Debtors	2023	2022
	£	£
Trade debtors	998	-
Other debtors	85,251	78,521
	<u>86,249</u>	<u>78,521</u>

Independent Workers' Union of Great Britain
Notes to the Accounts
for the year ended 31 December 2023

3 Creditors: amounts falling due within one year	2023	2022
	£	£
Taxation and social security costs	36,996	28,831
Accruals and deferred income	157,634	185,756
	<u>194,630</u>	<u>214,587</u>

Included in accruals and deferred income above is deferred income relating to grant income received which relates to expenditure after the year end as scheduled below:

	At 1 January	Income	Expenditure	At 31
	£	£	£	£
Barry Amiel & Norman Melburn	-	900	(300)	600
Disrupt	-	10,000	(1,028)	8,972
International Transport Workers	37,876	35,758	(57,286)	16,348
Lipman Milliband Trust	-	3,000	(2,400)	600
Paul Hamlyn Trust	39,632	77,470	(67,952)	49,150
Trust for London	38,409	22,000	(65,053)	(4,644)
Islington Council	39,161	-	(24,151)	15,010
Joseph Rowntree Charity	19,501	56,325	(34,347)	41,479
ITF Unwrapped	8,350	-	-	8,350
Legal Education Foundation	-	40,000	(34,347)	5,653
Rosa Luxemburg Stiftung	-	20,000	(20,000)	-
Unbound Philanthropy	-	40,000	(26,710)	13,290
	<u>182,929</u>	<u>305,453</u>	<u>(333,574)</u>	<u>154,808</u>

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: Henry Chango-Lopez	Name: Max Dewhurst, Treasurer <small>(if not Treasurer, position should be stated)</small>
Date: 26 May 2024	Date: 26 May 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		No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes		No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes		No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes		No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes		No	
A member statement is: (see Note 80)	Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes		To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes		No	

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)

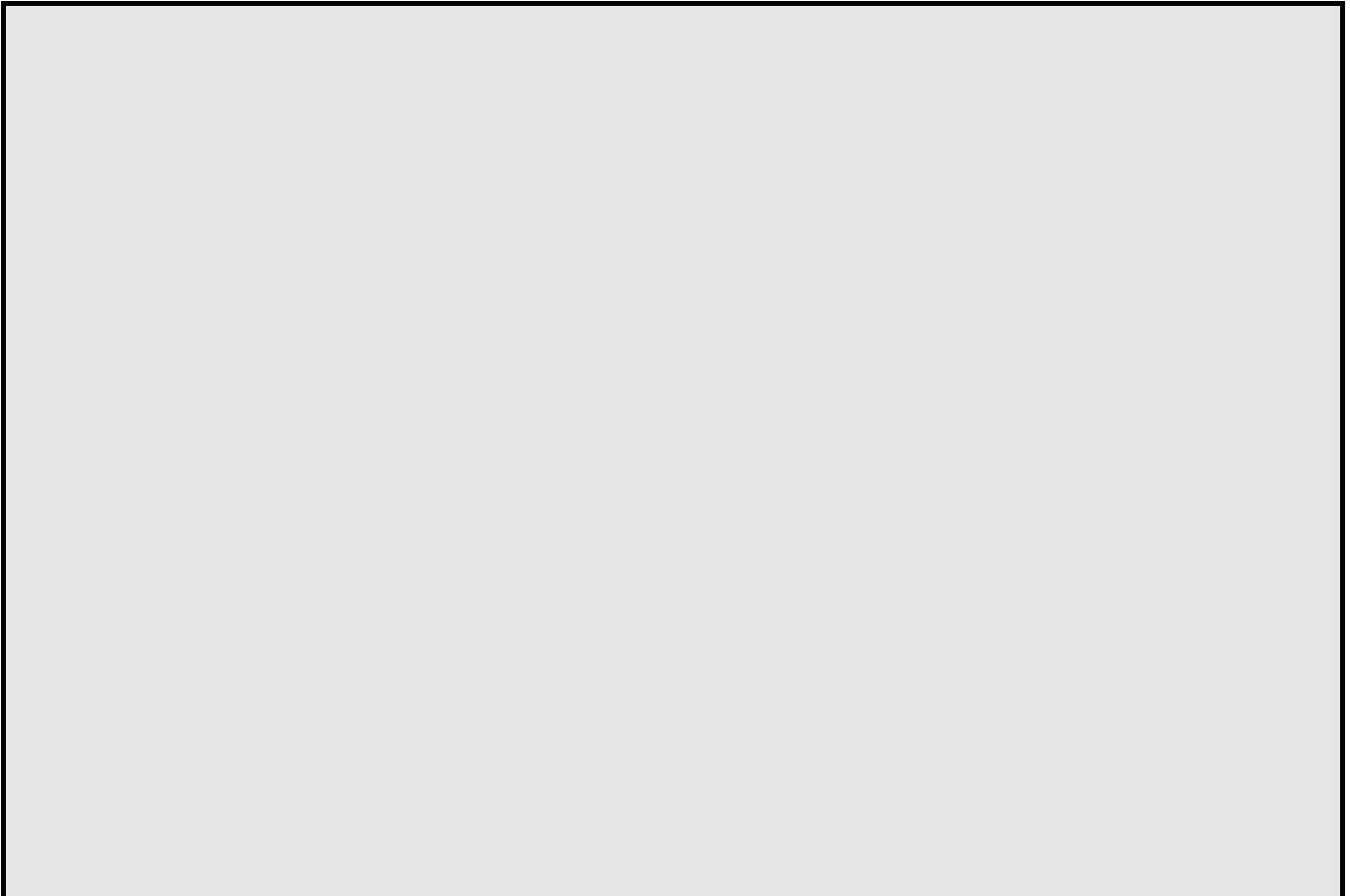
Please explain in your report overleaf or attached

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:

--

Name(s):

Sturgess Hutchinson (Leicester)
Limited

--

Profession(s) or Calling(s):

Chartered Certified Accountants

--

Address(es):

21 New Walk

Leicester

--

--

--

--

Postcode

LE1 6TE

--

Date

26/05/2024

--

Contact name for inquiries and
telephone number:

David Goodwin 0116 2551880

--

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 reporting period preceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

No

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

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

Membership audit certificate

Section one

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

- 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 / No

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

Yes / No

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

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

Membership audit certificate

Section two


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

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

Yes

If "No" Please explain below:

[Large greyed-out area for explanation]

Signature	
Name	Henry Chango-Lopez
Office held	General Secretary
Date	26/05/2024