

Financial statement

NASUWT statement to members for the year ending 31 December 2023

The following statement is required to be made to members of the Union to comply with the Trade Union Reform and Employment Rights Act 1993, which introduced a provision requiring trade unions to provide each of their members with a statement giving financial and other details of its affairs for the period covered by the Annual Return.

- Total income of the Union (excluding Political Fund) £37,643,967. Total expenditure of the Union (excluding Political Fund) £38,529,933.
- Total subscriptions from members (excluding Political Fund) £32,875,635.
- Total income of the Political Fund £103,283. Total expenditure of the Political Fund £43,186.
- A statement of the total salary and benefits paid to the General Secretary, President and Members of the National Executive is given on the right.

A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct. The member may raise any such concern with one or more of the following as it seems appropriate to raise it with: the officials of the Union, the trustees of the property of the Union, the auditor or auditors of the Union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the Rules of the Union and contemplates bringing civil proceedings against the Union or responsible officials or trustees, they should consider obtaining independent legal advice. Set out below is the report made by our auditors, Crowe U.K. LLP, on the annual accounts presented at Conference.

Auditor's report

Opinion

We have audited the financial statements of NASUWT for the year ended 31 December 2023 which comprise "General Fund Revenue Account incorporating the subsidiaries", the "Conference Centre Trading, Profit and Loss Account", the "Sunderland Reserve Fund Revenue Account", the "Group and Entity Statement of Comprehensive Income", the "General and Sunderland Reserve Fund Entity Balance Sheet", the "General and Sunderland Reserve Fund Entity Balance Sheet", the "General and Sunderland Reserve Fund consolidated Statement of Cashflows", the "General and Sunderland Reserve Fund Statement of Changes in Equity" and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Executives' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the Executives with respect to going concern are described in the relevant sections of this report.

Other information

The Executives are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

- 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:
- proper accounting records have not been kept by the Union;
 - a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained;
 - the financial statements 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

Responsibilities of Executives

As explained more fully in the statement of Executives' responsibility set out on page 26, the Executives are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Executives determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Executives 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 Executives 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 financial statements

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

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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.

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion. We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations (Consolidation) Act 1992. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity and the group for fraud. The laws and regulations we considered in this context for the UK operations were Trade Union and Labour Relations (Consolidation) Act 1992, General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Environmental protection legislation, Health and safety legislation, Taxation legislation and Employment legislation. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Executives and other management and inspection of regulatory and legal correspondence, if any. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Certification Officer, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures

required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the Union's members as a body. 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

NASUWT statement to members for year ending 31 December 2023

	Total benefits
	£
General Secretary	
Gross Salary	125,716.68
Employer's NI	14,705.74
Payment into Defined Benefits Pension Scheme	
Benefits	32,560.62
	793.50
Total	173,776.54
National Officers	
Phil Kemp	1,722.70
Angela Butler	1,512.10
Rosemary Carabine	504.36
Rashida Din	29.60
Wayne Broom	1,526.25
Michelle Codrington-Rogers	2,030.36
Executive	
Folasade Afolabi	44.70
Beverley Alderson	-
Raymond Beggs	1,668.85
Delma Boggs	-
Karen Brocklebank	1,600.00
Mark Burns	-
Sharon Calvert	-
Edward Carroll	-
Jacqueline Casson	1,305.65
Caroline Clode	199.95
John Crofts	-
Sharron Daly	5,938.62
Mark Dickinson	1,149.30
Robert Dowe	-
Kathleen Duggan	6.20
Ruth Duncan	891.29
Deborah Egglestone	-
Wendy Exton	9,456.00
Harold Gurden	8,002.11
Alan Hackett	2,105.15
John Hall	6,471.92
Fiona Hawklesley-Cartwright	8.00
Christopher Holland	1,500.00
Stephen Howells	750.00
Helen Johns	1,538.84
Alan Jones	75.00
Rachel Knight	4,461.23
Lorraine Lancaster	-
Nauala Lavery-Noon	-
Peter Leigh	-
Howard Leighton	-
Dan Lister	1,331.99
Rowena Martin	1,125.00
Bryan McConnell	377.80
John McGill	1,325.00
Scott McGimpsey	-
Katherine Moore	3.30
Alison Morgan	-
Mark Morris	6,865.30
Kathleen Oliver	1.50
Julie Parkin	-
Lester Russell	1,160.00
Anne Rycroft	6.60
Dindsdale Shaw	-
Wendy Shuttleworth	375.00
Anne Thompson	1,972.10
Tim Toepritz	-
Dona Vickers	69.00
Claire Ward	1,500.00
Nigel Williams	429.65
Stephen Witherden	148.90

Your right to withdraw from the Political Fund

All members can withdraw their opt-in to the political fund. If you do withdraw from paying into the Political Fund, you do not lose out on any benefits of NASUWT membership or suffer any disadvantage in comparison with other members of the Union. To withdraw your opt-in, contact the Membership Team on 03330 145550 between 9am and 6pm or email membership@mail.nasuwt.org.uk to request a withdrawal form.