

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Prospect			
Year ended:	31 December 2023			
List no:	771T			
Head or Main Office address:	100 Rochester Row			
	London			
Postcode	SW1P 1JP			
Website address (if available)	www.prospect.org.uk			
Has the address changed during the year to which the return relates?	Yes	<input checked="" type="checkbox"/>	No <input type="checkbox"/>	('X' in appropriate box)
General Secretary:	Mr Mike Clancy			
Telephone Number:	Contact Centre: 0300 600 1878			
Contact name for queries regarding the completion of this return	Hafsa Begum			
Telephone Number:	0207 902 2268			
E-mail:	Hafsa.Begum@prospect.org.uk			

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
	149,345	2,374	28	5,157	156,904
Total	149,345	2,374	28	5,157	A 156,904

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

150,201

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

1,493

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

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:

2023**2**

Position Held	Name of Officer ceasing to hold Office	Name of officer Appointed	Date of change
National Executive Committee	Tracey Russell		09/02/2023
National Executive Committee	Isabella Dibiase		09/02/2023
National Executive Committee	Angie Mason		09/02/2023
National Executive Committee		Rebecca Jarvis	22/02/2023
National Executive Committee		Alice Black	14/02/2023
National Executive Committee		Richard Clatworthy	17/03/2023

2A

Name of Officer	Position Held	Date Elected
Mike Clancy	General Secretary	22/03/2022
Eleanor Wade	President	14/06/2022
Neil Hope-Collins	Vice President	14/06/2022
Christine Danniell	Deputy Vice-President	14/06/2022
Alice Black	National Executive Committee	09/02/2023
Andy Mooney	National Executive Committee	14/06/2022
Angela Gannon	National Executive Committee	14/06/2022

Audrey Uppington	National Executive Committee	14/06/2022
Carol Magor	National Executive Committee	14/06/2022
Eamonn Guilfoyle	National Executive Committee	14/06/2022
Freddie Brown	National Executive Committee	14/06/2022
Gary Swift	National Executive Committee	14/06/2022
Geoff Fletcher	National Executive Committee	14/06/2022
George Ryall	National Executive Committee	14/06/2022
Helen Carp	National Executive Committee	14/06/2022
James Leppard	National Executive Committee	14/06/2022
James Yu	National Executive Committee	14/06/2022
Jessica Bryan	National Executive Committee	14/06/2022
Jim Henderson	National Executive Committee	14/06/2022
Kathryn Sosville	National Executive Committee	14/06/2022
Peter Lawrence	National Executive Committee	14/06/2022
Rachel Garrick	National Executive Committee	14/06/2022
Rebecca Jarvis	National Executive Committee	09/02/2023
Richard Clatworthy	National Executive Committee	09/02/2023
Satnam Ner	National Executive Committee	14/06/2022
Steve Nicholson	National Executive Committee	14/06/2022
Tasos Zodiates	National Executive Committee	14/06/2022

Toby James

National Executive Committee

14/06/2022

Trevor Sperring

National Executive Committee

14/10/2022

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
Eleanor Wade	President - 10/05/2022
Neil Hope-Collins	Vice President - 10/05/2022
Christine Danniell	Deputy Vice President - 10/05/2022
Mike Clancy	General Secretary - 2/11/2021

Presidential Team and National Executive Committee

Figures indicate number of NEC meetings attended.

PRESIDENT: Eleanor Wade	9		
VICE-PRESIDENT: Neil Hope-Collins	9		
DEPUTY VICE-PRESIDENT: Christine Danniell	6		
Alice Black	6	Rebecca Jarvis	7
Andy Mooney	9	Richard Clatworthy	6
Angela Gannon	8	Satnam Ner	5
Audrey Uppington	7	Steve Nicholson	8
Carol Magor	6	Tasos Zodiates	6
Eamonn Guilfoyle	7	Toby James	7
Freddie Brown	7	Trevor Sperring	9
Gary Swift	4	Mike Clancy	9
Geoff Fletcher	6	<i>Attends ex-officio</i>	
George Ryall	9	Andrew Ruffhead	9
Helen Carp	7	<i>RMG advisor</i>	
James Leppard	8	David Harding	5
James Yu	6	<i>RMG advisor</i>	
Jessica Bryan	4	Angie Mason	0
Jim Henderson	6	<i>Resigned Feb 2023</i>	
Kathryn Sosville	9	Isabella Di Biase	0
Peter Lawrence	4	<i>Resigned Feb 2023</i>	
Rachel Garrick	4	Tracey Russell	0
		<i>Resigned Feb 2023</i>	

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		24,086
From Members: Other income from members (specify)		
Membership Services Income		239
Total other income from members		239
Total of all income from members		24,325
Investment income (as at page 12)		2,966
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	1,790	
Total of other income (as at page 4)		1,790
Total income		29,081
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		1,781
Administrative expenses (as at page 10)		25,925
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
Total expenditure		27,706
Interfund Transfers OUT		
Surplus (deficit) for year		1,375
Amount of general fund at beginning of year		62,171
Amount of general fund at end of year		63,546

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	
Profit on disposal of fixed assets	1
Net pension scheme expenditure - service cost	1,789
Total other sources	1,790
Total of all other income	1,790

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation –		brought forward	806
Employment Related Issues		Advisory Services	
-	378	n/a	
Representation –		Other Cash Payments	
Non Employment Related Issues		Death Benefit Grants	114
		Campaigns	6
		Member Awards	1
		Education and Training services	
Communications			
Printing and Distribution	163		
Website	153		
Digital Marketing	18		
		Negotiated Discount Services	
Dispute Benefits			
Ballots	94		
		Other Benefits and Grants (specify)	
		Recruitment	208
		Affiliation Fees	603
		Donations	43
carried forward	806	Total (should agree with figure in General Fund)	1,781

(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:		£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		
	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:		£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		
	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:		£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		
	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:		£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		
	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:		£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			
	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:		£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			
	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		39
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		
	Total income		39
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)		45
	Total expenditure		45
	Surplus (deficit) for year		-6
	Amount of political fund at beginning of year		643
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)		637
	Number of members at end of year contributing to the political fund		63,949
	Number of members at end of the year not contributing to the political fund		92,955
	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		

**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	£000
Fabian Society	15
IFG Enterprises	6
Tech Uk	6
Labour Party	5
Dave Watson LLB FRSA	4
Opinium Research LLP	4
Make UK	1
Various campaigns under £1k (9)	4

Total expenditure 45

(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	£000

Total expenditure

(c) the total amount of all other money expended	£000

Total expenditure

Total of all expenditures 45

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		16,642
Salaries and Wages included in above	15,524	
Auditors' fees		108
Legal and Professional fees		201
Occupancy costs		1,568
Stationery, printing, postage, telephone, etc.		188
Expenses of Executive Committee (Head Office)		99
Expenses of conferences		239
Other administrative expenses (specify)		
Advisory Service		294
Branch Expenses		420
Education and Training		92
Research		41
Editorial Publications		55
IT Costs		1,390
Bank Charges		102
Sundry Office Expenses		54
Equipment Maintenance and Repairs		53
DO NOT USE - not on NI return		
Other Outgoings		
Depreciation		400
Loss on disposal of fixed assets		92
Revaluation of motor vehicles		71
Outgoings on land and buildings (specify)		
Property related costs		2,917
Other outgoings (specify)		
Actuarial losses on defined benefit pension schemes		899
Total		25,925
Charged to:	General Fund (Page 3)	25,925
Total		25,925

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			£000
				Description	Value		
	£000	£000	£000		£000		
General Secretary	133	16	20	Car	7	176	

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			145
Dividends (gross) from:			
Equities (e.g. shares)			876
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Net gain on sale of investments			207
Other Income			369
Change in the Fair Value of Investments			1,369
			2,966
		Total investment income	2,966
		Credited to:	
		General Fund (Page 3)	2,966
		Political Fund	
		Total Investment Funds	2,966

Balance sheet as at

31 December 2023

(see notes 49 to 52)

Previous Year		£000	£000
16,431	Fixed Assets (at page 14)		21,219
	Investments (as per analysis on page 15)		
37,753	Quoted (Market value £ (39,896)		39,896
4,038	Unquoted		3,492
	Total Investments		43,388
	Other Assets		
	Loans to other trade unions		
3,362	Sundry debtors		3,944
9,502	Cash at bank and in hand		4,128
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
12,864	Total of other assets		8,072
71,086	Total assets		72,679
62,171	General fund (page 3)		63,546
643	Political Fund Account		637
	Liabilities		
	Amount held on behalf of central trade union political fund		
£3,723	Sundry Creditors		4,837
£4,549	Other Liabilities (Pension Scheme)		3,659
£8,272	Total liabilities		8,496
£71,086	Total assets		72,679

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	14,829		2,303	930		18,062
Additions	6,840		769	127		7,736
Disposals			-99	-75		-174
Revaluation/Transfers				-85		-85
At end of year	21,669		2,973	897		25,539
Accumulated Depreciation						
At start of year	28		1,297	306		1,631
Charges for year	1		290	93		384
Disposals				-27		-27
Revaluation/Transfers	2,332					2,332
At end of year	2,361		1,587	372		4,320
Net book value at end of year	19,308		1,386	525		21,219
Net book value at end of previous year	14,801		1,006	624		16,431

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)	9,069	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Unit Trust	30,827	
Total quoted (as Balance Sheet)	39,896	
Market Value of Quoted Investment	39,896	
Unquoted		
Equities		
Unity Trust Bank Shares	1,292	
Other Shares	8	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Cash Deposits	2,192	
Total unquoted (as Balance Sheet)	3,492	
Market Value of Unquoted Investments	3,492	

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

No

If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
Prospect Custodian Trustees Limited	3836445

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

Yes

No

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	24,325	39	24,364
From Investments	2,966		2,966
Other Income (including increases by revaluation of assets)	1,790		1,790
Total Income	29,081	39	29,120
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	27,706	45	27,751
Funds at beginning of year (including reserves)	62,171	643	62,814
Funds at end of year (including reserves)	63,546	637	64,183
Assets			
Fixed Assets			21,219
Investment Assets			43,388
Other Assets			8,072
		Total Assets	72,679
Liabilities		Total Liabilities	8,496
Net Assets (Total Assets less Total Liabilities)			64,183

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
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)			

(see notes 74 to 80)

<p>Did the union hold any ballots in respect of industrial action during the return period? <input style="width: 50px; height: 15px;" type="text"/></p>	
<p>If Yes How many ballots were held: <input style="width: 50px; height: 15px;" type="text"/></p> <p>For each ballot held please complete the information below:</p>	
<p>Ballot 1</p> <p>Number of individual who were entitled to vote in the ballot <input style="width: 70px; height: 15px;" type="text"/></p> <p>Number of votes cast in the ballot <input style="width: 70px; height: 15px;" type="text"/></p> <p>Number of Individuals answering "Yes" to the question <input style="width: 70px; height: 15px;" type="text"/> ¹</p> <p>Number of individuals answering "No" to the question <input style="width: 70px; height: 15px;" type="text"/> ²</p> <p>Number of invalid or otherwise spoiled voting papers returned <input style="width: 70px; height: 15px;" type="text"/> ³</p> <p style="text-align: right;">1-3 should total "Number of votes cast"</p> <p>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; height: 15px;" type="text"/></p> <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input style="width: 50px; height: 15px;" type="text"/></p> <p>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; height: 15px;" type="text"/></p>	
<p>Ballot 2</p> <p>Number of individual who were entitled to vote in the ballot <input style="width: 70px; height: 15px;" type="text"/></p> <p>Number of votes cast in the ballot <input style="width: 70px; height: 15px;" type="text"/></p> <p>Number of Individuals answering "Yes" to the question <input style="width: 70px; height: 15px;" type="text"/> ¹</p> <p>Number of individuals answering "No" to the question <input style="width: 70px; height: 15px;" type="text"/> ²</p> <p>Number of invalid or otherwise spoiled voting papers returned <input style="width: 70px; height: 15px;" type="text"/> ³</p> <p style="text-align: right;">1-3 should total "Number of votes cast"</p> <p>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; height: 15px;" type="text"/></p> <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input style="width: 50px; height: 15px;" type="text"/></p> <p>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; height: 15px;" type="text"/></p>	
<p>Ballot 3</p> <p>Number of individual who were entitled to vote in the ballot <input style="width: 70px; height: 15px;" type="text"/></p> <p>Number of votes cast in the ballot <input style="width: 70px; height: 15px;" type="text"/></p> <p>Number of Individuals answering "Yes" to the question <input style="width: 70px; height: 15px;" type="text"/> ¹</p> <p>Number of individuals answering "No" to the question <input style="width: 70px; height: 15px;" type="text"/> ²</p> <p>Number of invalid or otherwise spoiled voting papers returned <input style="width: 70px; height: 15px;" type="text"/> ³</p> <p style="text-align: right;">1-3 should total "Number of votes cast"</p> <p>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; height: 15px;" type="text"/></p> <p>Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <input style="width: 50px; height: 15px;" type="text"/></p> <p>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; height: 15px;" type="text"/></p>	

Information on Industrial Action Ballots

Name of Organisation:		Prospect Union			Reporting Period	1 Jan-31 Dec 2023		
Did the union hold any ballots in respect of industrial action during the return period?				<u>Yes</u>	For each ballot held please complete the information below			
If yes, how many ballots were held?				<u>109</u>				
Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	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 226(2B) of the 1992 Act apply to this ballot?	If yes, were the number of individuals answering "Yes" to the question(or each question) at least 40% of the number of individuals who were entitled to vote in the ballot
1	101	63	36	26	1	Yes	No	No
2	101	63	51	12	0	Yes	No	No
3	98	72	43	29	0	Yes	No	No
4	98	72	63	9	0	Yes	No	No
5	1978	1201	798	399	4	Yes	Yes	Yes
6	1978	1201	989	210	2	Yes	Yes	Yes
7	30	20	10	10	0	Yes	No	No
8	30	20	16	4	0	Yes	No	No
9	250	171	140	31	0	Yes	Yes	Yes
10	250	171	159	11	1	Yes	Yes	Yes
11	739	432	278	151	3	Yes	No	No
12	739	432	389	41	2	Yes	No	No
13	380	340	322	17	1	Yes	No	No
14	380	340	324	15	1	Yes	No	No
15	124	76	61	14	1	Yes	No	No
16	124	76	70	6	0	Yes	No	No
17	176	72	59	13	0	No	No	No
18	176	72	61	11	0	No	No	No
19	177	112	69	41	2	Yes	No	No
20	177	112	90	20	2	Yes	No	No
21	51	40	34	6	0	Yes	No	No
22	51	40	33	7	0	Yes	No	No
23	95	77	43	34	0	Yes	No	No
24	95	77	67	10	0	Yes	No	No
25	156	125	100	24	1	Yes	No	No
26	156	125	103	22	0	Yes	No	No
27	132	94	77	16	1	Yes	Yes	Yes
28	132	94	88	6	0	Yes	Yes	Yes
29	24	16	13	3	0	Yes	No	No
30	24	16	12	3	1	Yes	No	No
31	35	30	28	2	0	Yes	No	No

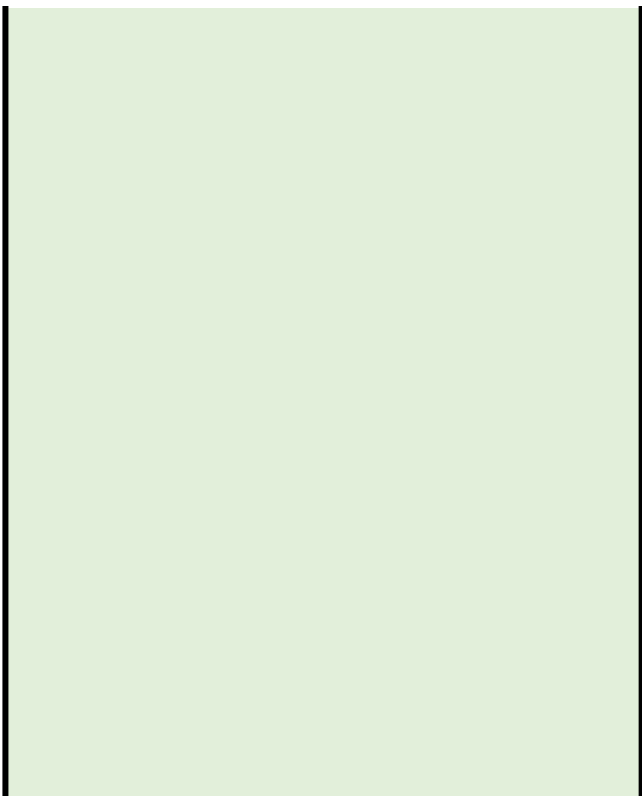
32	35	30	27	3	0	Yes	No	No
33	401	250	168	81	1	Yes	No	No
34	401	250	211	37	2	Yes	No	No
35	40	33	31	1	1	Yes	Yes	Yes
36	625	420	347	69	4	Yes	No	No
37	625	420	386	34	0	Yes	No	No
38	76	51	35	16	0	Yes	No	No
39	76	51	48	3	0	Yes	No	No
40	298	218	179	39	0	Yes	No	No
41	298	218	210	8	0	Yes	No	No
42	38	32	27	5	0	Yes	No	No
43	38	32	29	3	0	Yes	No	No
44	156	113	98	14	1	Yes	No	No
45	156	113	106	5	2	Yes	No	No
46	78	58	47	11	0	Yes	No	No
47	78	58	55	3	0	Yes	No	No
48	221	154	131	23	0	Yes	No	No
49	221	154	148	6	0	Yes	No	No
50	66	56	46	9	1	Yes	No	No
51	66	56	52	4	0	Yes	No	No
52	137	88	66	21	1	Yes	No	No
53	137	88	80	8	0	Yes	No	No
54	109	79	64	15	0	Yes	No	No
55	109	79	73	6	0	Yes	No	No
56	372	239	171	64	4	Yes	No	No
57	372	239	223	12	4	Yes	No	No
58	1279	884	665	214	5	Yes	No	No
59	1279	884	801	79	4	Yes	No	No
60	137	101	80	20	1	Yes	No	No
61	137	101	95	6	0	Yes	No	No
62	1076	818	655	156	7	Yes	No	No
63	1076	818	765	45	8	Yes	No	No
64	199	119	88	31	0	Yes	No	No
65	199	119	109	10	0	Yes	No	No
66	380	340	322	17	1	Yes	No	No
67	380	340	324	15	1	Yes	No	No
68	105	86	77	9	0	Yes	No	No
69	105	86	84	1	1	Yes	No	No
70	155	85	49	34	2	Yes	No	No
71	155	85	73	12	0	Yes	No	No
72	1062	802	677	122	3	Yes	No	No
73	1062	802	752	49	1	Yes	No	No
74	96	59	43	16	0	Yes	No	No
75	96	59	52	7	0	Yes	No	No
76	864	705	616	86	3	Yes	No	No
77	864	705	643	57	5	Yes	No	No
78	816	570	466	100	4	Yes	No	No
79	816	570	514	47	9	Yes	No	No
80	77	55	36	19	0	Yes	No	No
81	77	55	51	3	1	Yes	No	No

82	292	239	170	68	1	Yes	No	No
83	292	239	215	20	4	Yes	No	No
84	170	106	79	27	0	Yes	No	No
85	170	106	89	13	4	Yes	No	No
86	19	17	15	2	0	Yes	No	No
87	19	17	16	1	0	Yes	No	No
88	54	41	38	3	0	Yes	No	No
89	54	41	34	6	1	Yes	No	No
90	202	132	99	32	1	Yes	No	No
91	202	132	120	11	1	Yes	No	No
92	324	224	159	63	2	Yes	No	No
93	324	224	206	18	0	Yes	No	No
94	1121	802	676	121	5	Yes	No	No
95	1121	802	737	60	5	Yes	No	No
96	496	315	203	110	2	Yes	No	No
97	496	315	279	35	1	Yes	No	No
98	588	318	216	42	60	Yes	No	No
99	588	318	239	15	64	Yes	No	No
100	370	259	216	42	1	Yes	No	No
101	370	259	239	15	5	Yes	No	No
102	272	195	173	21	1	Yes	No	No
103	272	195	185	10	0	Yes	No	No
104	150	36	31	5	0	No	No	No
105	150	36	34	2	0	No	No	No
106	91	20	11	9	0	No	No	No
107	91	20	19	1	0	No	No	No
108	240	157	105	2	50	Yes	No	No
109	240	157	137	20	0	Yes	No	No

Information on Industrial Action

Name of Organisation:		Prospect			Reporting Period	Jan-Dec 2023
Did Union members take industrial action during the return period in response to any inducement on the part of the union?		<u>Yes</u>			If YES, for each industrial action taken please complete the information below	
Industrial Action	Nature of the trade dispute for which action was taken	Dates of the industrial action taken	Number of days of industrial action	Nature of industrial action	Categories of nature of Trade Dispute	
1	A	10/05/2023-07/06/2023	2	Strike Action	<p>A: Terms and conditions of employment, or the physical conditions in which any workers are required to work</p> <p>B: Engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers</p> <p>C: Allocation of work or the duties of employment between workers or groups of workers</p> <p>D: Matters of discipline</p> <p>E: A worker's membership or non-membership of a trade union</p> <p>F: Facilities for officials of trade unions</p> <p>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</p>	
2	A	10/05/2023-08/06/2023	182	Action Short of a Strike		
3	A	13/11/2023-31/12/2023	49	Action Short of a Strike		
4	A	17/04/2023-17/07/2023	91	Action Short of a Strike		
5	A	15/03/2023-10/05/2023	2	Strike Action		
6	A	16/03/2023-02/08/2023	138	Action Short of a Strike		
7	A	08/02/2023-10/05/2023	2	Strike Action		
8	A	03/01/2023-02/11/2023	131	Action Short of a Strike		
9	A	24-Jan-23	1	Strike Action		
10				Action Short of a Strike		
11				Action Short of a Strike		
12	A	29/05/2023-02/08/2023	66	Action Short of a Strike		
13	A	11/05/2023-11/05/2023	1	Strike Action		
14	A	01/05/2023-01/08/2023	92	Action Short of a Strike		
15	A	08/03/2023-10/03/2023	3	Action Short of a Strike		
16	A	08/03/2023-10/03/2023	3	Strike Action		

17	A	30/05/2023-11/07/2023	43	Action Short of a Strike
18	A	15/03/2023-11/05/2023	2	Strike Action
19	A	16/03/2023-06/07/2023	112	Action Short of a Strike
20	A	12/05/2023-06/07/2023	55	Action Short of a Strike
21	A	13/01/2023-13/01/2023	1	Strike Action
22	A	12/01/2023-25/01/2023	13	Action Short of a Strike
23	A	15/03/2023-10/05/2023	2	Strike Action
24	A	16/03/2023-02/08/2023	140	Action Short of a Strike
25	A	15/03/2023-10/05/2023	2	Strike Action



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

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.

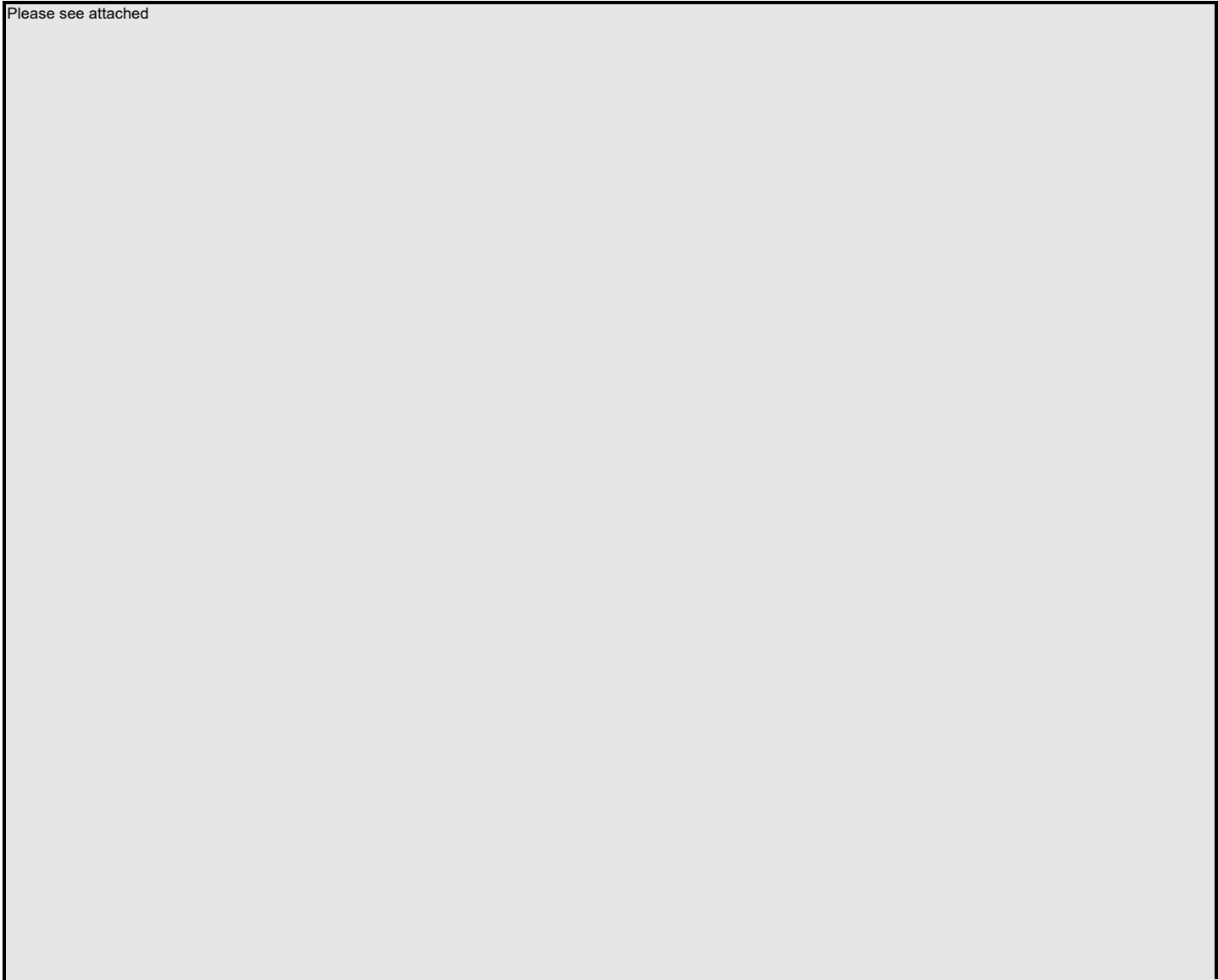
Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

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.

Please see attached



Notes to the financial statements

YEAR ENDED 31 DECEMBER 2023

Information in respect of the union

Prospect is a trade union registered in accordance with the trade union and Labour Relations (Consolidation Act) 1992 (Amended), with its head office in 100 Rochester Row, London, SW1P 1JP.

1. Accounting Policies

1.1 Accounting Convention

The financial statements have been prepared in accordance with FRS102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS102"). The financial statements have been prepared under historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the financial statements.

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the financial statements of Trade Unions are required to give a true and fair view. Therefore, the financial statements of Trade Unions are prepared under FRS102. However, as a Trade Union is not a company the Regulations that form the basis of disclosures under FRS102 have been adapted as considered necessary to ensure the financial statements give a true and fair view to the members of the Trade Union.

The Union is a public benefit entity.

The financial statements have been prepared in sterling, which is the functional currency of the Union. The monetary amounts of these financial statements are rounded to the nearest thousand.

The specific accounting policies adopted are set out below:

1.2 Going concern

The accounts have been prepared on a going concern basis. This is deemed appropriate by the National

Executive Committee based on an assessment of the Union's financial forecast, reserves and cashflow projections for at least 12 months.

1.3 Subscriptions

Subscriptions are accounted for on an accruals basis and recognised in the period in which they are due.

1.4 Rental income

Rental income is accounted for on an accruals basis and derived from investment properties classified within land and buildings.

1.5 Expenditure

All expenditure in the accounts is inclusive of VAT where applicable.

1.6 Tangible Fixed Assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses. At each reporting date, the Union reviews the carrying amounts of its tangible fixed assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.7 Mixed Use Properties – Property Held for Investment

Mixed Use Properties are measured in two different ways; for the proportion held by the union and its operations, this is initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses. For the proportion held for investment, these assets are carried at fair value and the changes in fair value recognised in the income and expenditure account.

1.8 Depreciation

Depreciation is provided on all tangible fixed assets, except freehold land, to write off the cost less estimated residual value in equal annual instalments over the estimated useful economic lives of the assets. The estimated useful economic lives are as follows:

Freehold buildings	50 years
Furniture and fittings	10 years
Office equipment	4 years
IT Equipment/CRM system	4 years

Motor Vehicles – In 2022, the policy was updated to reflect market valuation at the year end date and will be carried at fair value going forward.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the Income and Expenditure account.

1.9 Pension Costs

The Union operates three defined benefit pension schemes, all of which require contributions to be made to separately administered funds. The cost of providing benefits under the defined benefit plans is determined separately for each plan using the projected unit credit method which attributes entitlement to benefits to the current period (to determine current service cost) and to the current and prior periods (to determine the present value of the defined benefit obligations) and is based on actuarial advice.

The net interest element is determined by multiplying the net defined benefit liability by the discount rate, at the start of the period taking into account any changes in the net defined benefit liability during the period as a result of contribution and benefit payments. The net interest is recognised in the income and expenditure accounts as a total of the net pension scheme expenditure.

Remeasurements, comprising actuarial gains and losses and the return on the net defined

benefit liability (excluding amounts included in the net interest) are recognised immediately in other comprehensive income in the period in which they occur. Remeasurements are not reclassified to income and expenditure in subsequent periods.

The defined net benefit pension asset or liability in the balance sheet comprises the total for each plan of the present value of the defined benefit obligation (using a discount rate based on high quality corporate bonds), less the fair value of plan assets out of which the obligations are to be settled directly. Fair value is based on market price information and in the case of quoted securities is the published bid price. The value of a net pension benefit asset is limited to the amount that may be recovered either through reduced contributions or agreed refunds from the scheme.

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.10 Corporation Tax

Corporation tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year.

Provident benefits comprise of payments as set out in the rules of the Union, which relate to death benefit and legal assistance, and a proportion of the costs of administering the Union in relation to those benefits.

1.11 Deferred Tax

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income.

Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure account.

1.12 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held on call with banks, other short-term investments with original maturities of three months or less, and bank overdrafts. This excludes cash held as part of the union's investment portfolios.

1.13 Financial instruments

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

Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

1.14 Basic financial assets

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

1.15 Other financial assets

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value recognised in the income and expenditure account, except that investments in equity instruments that are not publicly traded, and whose fair value cannot be measured reliably, are measured at cost less impairment.

1.16 Impairment of financial assets

Financial assets, other than those held at fair value through the income and expenditure account,

are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment is recognised in the income and expenditure account.

1.17 Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at the transaction price unless the arrangement constitutes a financing transaction.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the activity of the Union from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. Trade payables are initially recognised at transaction price and derecognised when, and only when, the Union's obligations are discharged, cancelled or they expire.

1.18 Branches

The transactions of the branches during the period are included in these accounts as are the net assets held directly by them at the balance sheet date.

1.19 Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value at the balance sheet date using the closing quoted market price (where applicable). The income and expenditure account includes the net gains and losses arising on the revaluation and disposals throughout the year. The Union does not acquire put options, derivatives or other complex financial instruments. The main form of financial risk faced by the Union is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment

concerning equities and within particular sectors or sub sectors.

Unity Trust bank shares are recognised at their transaction value and subsequently measured at market value.

1.20 Realised gains and losses

All gains and losses are recognised to the income and expenditure account as they arise. Realised gains and losses on investments are calculated as the difference between the sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are separated between the surplus on investments and changes in market value in the income and expenditure account.

1.21 Leases

Assets held under finance leases and hire purchase contracts are capitalised and depreciated over the period of the lease or the estimated useful economic lives of the assets, whichever is shorter. The finance charges are allocated over the period of the lease in proportion to the capital outstanding and are charged to the income and expenditure account. Rentals payable under operating leases, including any lease incentives received, are charged to the income and expenditure account on a straight line basis over the term of the relevant lease.

2. Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However the nature of estimation means that actual outcomes could differ from those estimates.

2.1 Critical Judgements

Deferred Tax

Unrealised valuation increases relating to investments and investment properties would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the Union is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore no unrealised gain at 31 December 2023 is expected to give rise to a liability to tax.

Recognition of surplus on defined benefit pension scheme

The difference between the market value of the assets of the Pension Fund and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet, except that an asset is only recognised where the union has the sole right to determine the use of surplus of assets over liabilities.

Property Valuation

Property held for Union operations is measured at cost less depreciation and impairment. At 31 December 2023, the Union carried out a desktop assessment of the value of its headquarters at 100 Rochester Row. The assessment involves making an assumption of market valuation which is based on projected rental income, investment yields and demands for commercial offices in the local area.

2.2 Defined Benefit Pension Schemes

The cost of defined benefit pension plans is determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective

currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates for the respective country.

3	INCOME	2023	2022
		£'000	£'000
	Subscription income		
	Retired Members	731	637
	Unemployed Members	55	58
	Working Members	23,339	22,329
		24,125	23,024
	Other Income from Members	239	170
	TOTAL OPERATING INCOME	24,364	23,194

4	EMPLOYMENT COSTS	2023	2022
		£'000	£'000
	Staff Salary Costs	11,889	11,187
	Employer's National Insurance Contributions	1,280	1,234
	Employer's Pension Contributions	2,355	3,209
	Costs of providing cards		
	Travel, Subsistence and Mobile Phones	510	494
	(Gain)/loss on disposal of fixed assets - motor vehicles	(1)	61
	Revaluation of motor vehicles	85	(232)
	Other Staffing Costs	702	683
		16,820	16,636

Key Management Personnel

Key management personnel is defined as the role of the Senior Management Team including the General Secretary. The total employment cost for these 7 roles paid in the year was £986,363 (2022: £919,426) and includes gross pay, employers pension contributions and employers national insurance.

The average number of employees during the year was 234 (2022: 239). The full number of employees within each bracket is included within Prospect Annual Report 2023.

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

5	INVESTMENT INCOME	2023	2022
		£'000	£'000
	Investment Income	892	901
	Investment Management Fees	(16)	(159)
	Net Investment Income	876	742
	Rental Income	145	41
	Net gain on sale of investments	207	460
	Other Income	369	187
		1,597	1,430

6	TAXATION
	<p>Unrealised valuation increases relating to investments and investment properties would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the Union is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore no unrealised gain at 31 December 2023 is expected to give rise to a liability to tax.</p>

7	TANGIBLE FIXED ASSETS	2023	2022
		£'000	£'000
	Irrecoverable Property Taxes	585	2,636
	Property Fixed Asset Impairment	2,332	-
	Total Property Related Costs	2,917	2,636

Property Fixed Asset Impairment – Land and Buildings

The union carried out an impairment assessment of the purchase and refurbishment cost of Rochester Row at the reporting date of 31 December 2023. The assessment revealed a reduction in value of £2.3m due to the following:

- GDP growth is slow
- Wage growth and inflation remain high
- Interest rates have risen on 14 occasions to a high of 5.25%

The effect of all of the above resulted in lower than expected property value. Management is confident that in the long term the value of the property will improve.

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

7	TANGIBLE FIXED ASSETS (CONTINUED)	Freehold Land & Buildings	Office Equip	Fixtures & Fittings	IT Equip	Motor Vehicles	Total
		£'000	£'000	£'000	£'000	£'000	£'000
COST							
	At 1 January 2023	14,829	225	100	1,978	930	18,062
	Revaluation	-	-	-	-	(85)	(85)
	Additions	6,840	-	228	541	127	7,736
	Disposals	-	-	-	(99)	(75)	(174)
	At 31 December 2023	21,669	225	328	2,420	897	25,539
DEPRECIATION							
	At 1 January 2023	28	219	42	1,036	306	1,631
	Charge for the Year	1	2	20	268	93	384
	Impairment	2,332	-	-	-	-	2,332
	Disposals	-	-	-	-	(27)	(27)
	At 31 December 2023	2,361	221	62	1,304	372	4,320
NET BOOK VALUE							
	At 31 December 2023	19,308	4	266	1,116	525	21,219
	At 31 December 2022	14,801	6	58	942	624	16,431
Property Fixed Asset Additions – Land and Buildings							
The £6.840m additions is the additional cost of the refurbishment carried out to the commercial offices at 100 Rochester during the year, the Union's new headquarters.							
PROFIT ON SALE OF PROPERTY						2023	2022
						£'000	£'000
Sale – New Prospect House & Clapham						-	22,601
Combined Net Book value						-	(13,681)
Profit on disposal of property						-	8,920

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

8	INVESTMENTS	2023		2022	
		£'000		£'000	
MARKET VALUE					
At 1 January		41,791			47,691
Additions		4,007			5,964
Disposal proceeds		(3,439)			(6,398)
Net movement in cash deposits		(547)			487
Surplus on sale of investments		207			460
Change in Investment Values		1,369			(6,413)
At 31 December		43,388			41,791
		Cost 2023	Market Value 2023	Cost 2022	Market Value 2022
		£'000	£'000	£'000	£'000
Quoted investments					
EQUITIES, GILTS AND BONDS					
Sarasin & Partners		1,081	917	1,328	1,345
Rathbone Investment Management		6,681	8,152	5,954	7,316
		7,762	9,069	7,282	8,661
POOLED INVESTMENTS					
Sarasin & Partners		19,017	19,774	18,130	18,055
Rathbone Investment Management		2,132	2,589	2,747	3,201
Trade Union Fund Managers		1,955	8,464	1,955	7,835
		23,104	30,827	22,832	29,091
Total quoted investments		30,866	39,896	30,114	37,752
UNQUOTED SHARES					
Unity Trust Bank PLC		577	1,292	577	1,292
Other		8	8	8	8
		585	1,300	585	1,300
BANK DEPOSITS					
Sarasin & Partners		1,031	1,031	1,630	1,630
Rathbone Investment Management		1,161	1,161	1,109	1,109
		2,192	2,192	2,739	2,739
TOTAL INVESTMENTS		33,643	43,388	33,438	41,791
Please refer to the Schedule of Investments within Prospect Annual Report 2023 for the full breakdown of the investments Prospect holds with various investment managers.					

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

9	DEBTORS	2023	2022
		£'000	£'000
	Trade debtors	1,557	2,240
	Other debtors	1,018	457
	Prepayments and accrued income	1,369	665
		3,944	3,362

10	CREDITORS	2023	2022
		£'000	£'000
	Trade Creditors	1,359	517
	Other Creditors	721	571
	Other Taxes and Social Security	934	746
	Lease Obligations	236	936
	Accruals and Deferred Income	1,587	953
		4,837	3,723

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

11 STAFF PENSION SCHEMES

The Union currently operates three defined benefit pension schemes for its employees; Prospect Pension Scheme (PPS), Bectu Staff Retirement Scheme (BSRS) and Connect Pension and Life Assurance Scheme (CPLAS). The assets for all of the schemes are held in trustee administered funds separate from the Union's finances. This note sets out the pension cost information required for Prospect to meet its pension obligations as specified under FRS 102. The accounting date to which these disclosures relate is 31 December 2023.

Whilst FRS102 accounting disclosure is the basis used for the financial statements, the triennial valuations are carried out on a different basis to establish an appropriate funding levels and it is these valuations that determine our pension obligations as set out below:

The last full actuarial valuation for all three schemes was carried out on 31 October 2022 and the obligations to the union have been implemented.

Included within current service costs are the following amounts relating to GMP equalisation: PPS £78K (2022: £74K), CPLAS £47K (2022: £45K), Bectu £70K (2022: £67K) and totalling £195K (2022: £186K).

Total contributions to the schemes or the year were as follows:	PPS		CPLAS		Bectu		Totals	
	2023	2022	2023	2022	2023	2022	2023	2022
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
	1,883	2,467	692	829	572	922	3,147	4,218

Outstanding contributions at the year end were:	2023	2022
	£'000	£'000
PPS	166	200
CPLAS	96	69
Bectu	27	77
	289	346

The main financial assumptions used in all three schemes were:	PPS / CPLAS / Bectu	
	2023	2022
	%	%
Rate of increase in pensionable salaries	4.00	4.00
Rate of increase in pensions in payments	2.85	2.75
Discount rate for scheme liabilities	4.70	4.90
Rate of inflation – RPI	2.90	3.00
Rate of inflation – CPI	2.60	2.70

Regular employer contributions to the pension schemes in 2024 are estimated to be £1.3m (PPS: £1,017k; CPLAS: £123k; Bectu: £160k).

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

11 STAFF PENSION SCHEMES (CONTINUED)

Mortality assumption

The mortality assumptions are based on standard mortality tables which allow for future mortality improvements. The assumptions are that a member currently aged 65 will live on average for a further 22 years if they are male; and for a further 24 years if they are female.

Net liabilities of the schemes

The net pension liabilities recognised in the Union's balance sheet as at 31 December 2023 is as follows:

	PPS		CPLAS		Bectu		Totals	
	2023	2022	2023	2022	2023	2022	2023	2022
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Diversified Growth Funds	20,411	20,113	5,225	6,295	-	-	25,636	26,408
Equities	27,528	29,377	5,235	6,850	8,231	9,056	40,994	45,283
Bonds & Gilts	35,127	29,443	7,074	2,609	13,256	11,212	55,457	43,264
Property	10,492	10,936	-	-	879	1,078	11,371	12,014
Cash/Other	819	239	189	219	255	216	1,263	674
Insured Assets	-	-	2,683	2,850	-	-	2,683	2,850
Total Market Value of Assets	94,377	90,108	20,406	18,823	22,621	21,562	137,404	130,493
Present value of liabilities	(78,278)	(74,393)	(23,396)	(22,475)	(23,290)	(22,459)	(124,964)	(119,327)
Scheme Surplus/ (Deficit)	16,099	15,715	(2,990)	(3,652)	(669)	(897)	12,440	11,166
Derecognition of surplus	(16,099)	(15,715)	-	-	-	-	(16,099)	(15,715)
Recognised Pension Scheme (Deficit)	-	-	(2,990)	(3,652)	(669)	(897)	(3,659)	(4,549)

Recognition of surplus on scheme

The difference between the market value of the assets of the Pension Fund and the present value of accrued pension liabilities is shown as an asset or liability on the balance sheet, except that an asset is only recognised where the union has the sole right to determine the use of surplus of assets over liabilities. For the PPS scheme, the FRS102 valuation method revealed a surplus of £16.1m, however, the scheme rules and trust deeds do not unconditionally give the employer the right to the asset by way of a refund or in the form of reduced contributions. Therefore the asset has been derecognised in the accounts and within the valuation report.

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

11 STAFF PENSION SCHEMES (CONTINUED)								
Changes to the present value of the defined benefit obligation during the year								
	PPS		CPLAS		Bectu		Totals	
	Year ended		Year ended		Year ended		Year ended	
	2023	2022	2023	2022	2023	2022	2023	2022
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Opening defined benefit obligation	74,393	113,958	22,475	36,075	22,459	32,949	119,327	182,982
Current service cost	1,555	3,946	132	336	195	475	1,882	4,757
Interest cost	3,554	2,191	1,079	695	1,078	639	5,711	3,525
Contributions by Scheme participants	24	18	-	-	-	-	24	18
Actuarial losses/ (gains) on Scheme liabilities & changes to demo & fin assumptions	2,541	(42,454)	650	(13,755)	689	(10,720)	3,880	(66,929)
Net benefits paid out	(3,789)	(3,266)	(940)	(876)	(1,131)	(884)	(5,860)	(5,026)
Closing defined benefit obligation	78,278	74,393	23,396	22,475	23,290	22,459	124,964	119,327

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

11 STAFF PENSION SCHEMES (CONTINUED)								
Changes to the fair value of Scheme assets during the year								
	PPS		CPLAS		Bectu		Totals	
	Year ended		Year ended		Year ended		Year ended	
	2023	2022	2023	2022	2023	2022	2023	2022
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Opening fair value of Scheme Assets	90,108	118,734	18,823	22,280	21,562	25,038	130,493	166,052
Expected return on Scheme assets	4,367	2,304	915	434	1,051	488	6,333	3,226
Return on plan assets excluding interest income	1,888	(29,808)	965	(3,795)	512	(3,981)	3,365	(37,584)
Contributions by the employer	2,082	2,364	720	834	628	902	3,430	4,100
Contributions by Scheme participants	24	18	-	-	-	-	24	18
Net benefits paid out	(3,789)	(3,266)	(940)	(876)	(1,131)	(884)	(5,860)	(5,026)
Administration Costs	(303)	(238)	(77)	(54)	(1)	(1)	(381)	(293)
Closing fair value of Scheme assets	94,377	90,108	20,406	18,823	22,621	21,562	137,404	130,493
Actual return on assets	6,255	(27,504)	1,880	(3,361)	1,563	(3,493)	9,698	(34,358)
NET PENSION SCHEME EXPENDITURE – SERVICE COST								
	PPS		CPLAS		Bectu		Totals	
	Year ended		Year ended		Year ended		Year ended	
	2023	2022	2023	2022	2023	2022	2023	2022
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Current service cost	(1,555)	(3,946)	(132)	(336)	(195)	(475)	(1,882)	(4,757)
Administration Costs	(303)	(238)	(77)	(54)	(1)	(1)	(381)	(293)
Contributions	2,082	2,364	720	834	628	902	3,430	4,100
	224	(1,820)	511	444	432	426	1,167	(950)

NOTES TO THE FINANCIAL STATEMENTS – YEAR ENDED 31 DECEMBER 2023 (CONTINUED)

11 STAFF PENSION SCHEMES (CONTINUED)								
NET PENSION SCHEME EXPENDITURE – NET INTEREST								
	PPS		CPLAS		Bectu		Totals	
	Year ended		Year ended		Year ended		Year ended	
	2023	2022	2023	2022	2023	2022	2023	2022
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Interest on scheme assets	4,367	2,304	915	434	1,051	488	6,333	3,226
Interest on scheme liabilities	(3,554)	(2,191)	(1,079)	(695)	(1,078)	(639)	(5,711)	(3,525)
Net interest on defined benefit liability	813	113	(164)	(261)	(27)	(151)	622	(299)
Net pension scheme income/ (expenditure)	1,037	(1,707)	347	183	405	275	1,789	(1,249)
The following components of the pension charge have been recognised in Other Comprehensive Income:								
	PPS		CPLAS		Bectu		Totals	
	Year ended		Year ended		Year ended		Year ended	
	2023	2022	2023	2022	2023	2022	2023	2022
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Actual return on scheme assets	1,888	(29,808)	965	(3,795)	512	(3,981)	3,365	(37,584)
Other actuarial (losses)/gains	(2,541)	42,454	(650)	13,755	(689)	10,720	(3,880)	66,929
Movement in net asset ceiling	(384)	(10,939)	-	-	-	-	(384)	(10,939)
Remeasurement (losses)/gains recognised in Other Comprehensive Income	(1,037)	1,707	315	9,960	(177)	6,739	(899)	18,406

12	COMMITMENTS UNDER OPERATING LEASES			
	LESSEE			
	At 31 December 2023, Prospect had obligations of total future minimum lease payments under non-cancellable operating leases for the following periods:			
	Land and buildings		Other	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Expiry date:				
No later than 1 year	348	1,201	6	5
Later than 1, no later than 5 years	36	3,294	15	2
	384	4,495	21	7
	The lease payments recognised as an expense during the year was £1,329,000 (2022: £1,205,000).			
	Lease Obligations - New Prospect House, Waterloo			
	The Union entered into a five year leaseback arrangement for New Prospect House from 22 January 2022. The lease contained a 15 month rent free period which was previously apportioned over the 5 year lease period. However, on 7 December 2023, the union exercised the break clause to terminate the lease on 12 June 2024. The lease obligations have been adjusted to reflect the changes to the period of the lease and as such the rent free value applied to 2023 is £699,668.			
	LESSOR			
	At 31 December 2023, Prospect had contractual future minimum lease receipts under non-cancellable operating leases for the following periods:			
	Land and buildings			
	2023	2022		
	£'000	£'000		
Expiry date:				
No later than 1 year	11	119		
Later than 1, no later than 5 years	0	0		
	11	119		
	The lease receipts recognised as rental income during the year was £119,000 (2022: £15,000).			
13	ANALYSIS OF CHANGES IN NET DEBT			
	At 1 Jan 2023	Cash Flows	At 31 Dec 2023	
	£'000	£'000	£'000	
Cash	9,502	(5,374)	4,128	

Information to be provided to members under the Trade Union and Labour Relations (Consolidation) Act 1992 (amended)

Under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended), the Union is required to circulate all members with details of the salary and benefits provided to the General Secretary, the President and members of the National Executive Committee. The President and members of the National Executive Committee do not receive any salary from the Union or any benefits. All members of the National Executive Committee and the President are reimbursed for any out of pocket expenditure incurred by them in the performance of their duties on behalf of the Union, as is the General Secretary.

Name	Position	Details	Amount
M Clancy	General Secretary	Salary	132,165
		Bonus	-
		Pension contributions	20,009
		Taxable Benefit (Car)	6,761

Declaration to members

We are also required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

“A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

“The member may raise any such concerns with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

“Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.”

NB: The appendices on pages 92–95 do not form part of the statutory financial statements.

Appendix: Income and expenditure account – general fund

YEAR ENDED 31 DECEMBER 2023

	Note	2023		2022	
		£'000	£'000	£'000	£'000
OPERATING INCOME					
Subscriptions	A1		24,086		22,981
Other Income from Members	A1		239		170
			24,325		23,151
OPERATING EXPENDITURE					
Committees and Conferences	A2	338		793	
Local Democratic Organisation and Education	A3	806		638	
Employment costs	4	16,820		16,636	
Property costs	A4	1,569		2,555	
Administration and Other Supplies	A5	2,575		2,149	
Benefits to Members	A6	1,781		1,405	
			(23,889)		(24,176)
			436		(1,025)
OTHER OPERATING INCOME & EXPENDITURE					
Net pension scheme expenditure - service cost			1,167		(950)
Property SDLT and VAT expenditure			(2,917)		(2,636)
Profit from sale of Property			-		8,920
OPERATING (DEFICIT) /SURPLUS					
			(1,314)		4,309
Investment Income and Realised Gains	5		1,597		1,430
SURPLUS AFTER INVESTMENT INCOME					
			283		5,739
Change in the Fair Value of Equity Investments			1,369		(6,413)
SURPLUS/(DEFICIT) AFTER INVESTMENT OPERATIONS					
			1,652		(674)
OTHER ITEMS					
Net pension scheme expenditure - net interest			622		(299)
SURPLUS/(DEFICIT) FOR THE YEAR					
			2,274		(973)
OTHER COMPREHENSIVE (EXPENSE)/INCOME					
Actuarial (losses)/gains on defined benefit pension schemes			(899)		18,406
COMPREHENSIVE RESULT FOR THE YEAR					
			1,375		17,433
RESERVES AT BEGINNING OF THE YEAR					
			62,171		44,738
RESERVES AT THE END OF THE YEAR					
			63,546		62,171

Appendix: Income and expenditure account – political fund

YEAR ENDED 31 DECEMBER 2023

	Note	2023 £'000	2022 £'000
OPERATING INCOME			
Subscriptions	A1	39	43
		39	43
OPERATING EXPENDITURE			
		(45)	(36)
(DEFICIT)/SURPLUS FOR THE YEAR			
		(6)	7
POLITICAL FUND AT BEGINNING OF THE YEAR			
		643	636
POLITICAL FUND AT THE END OF THE YEAR			
		637	643

Appendix: Notes to the financial statements

YEAR ENDED 31 DECEMBER 2023

A1	INCOME	2023			2022		
		Political Fund	Prospect	Total	Political Fund	Prospect	Total
		£'000	£'000	£'000	£'000	£'000	£'000
Subscription Income							
	Retired Members	11	720	731	9	628	637
	Unemployed Members	1	54	55	2	56	58
	Working Members	27	23,312	23,339	32	22,297	22,329
		39	24,086	24,125	43	22,981	23,024
	Other Income from Members	-	239	239	-	170	170
	TOTAL OPERATING INCOME	39	24,325	24,364	43	23,151	23,194

Appendix: Notes to the financial statements (continued)

YEAR ENDED 31 DECEMBER 2023

		2023		2022
		£'000		£'000
A2	COMMITTEES AND CONFERENCES			
	National Committees	99		315
	National and Sector Conferences	239		478
		338		793
A3	LOCAL DEMOCRATIC ORGANISATION AND EDUCATION			
	Professional, Departmental and Other Groups	294		218
	Branches and Sections	420		335
	Education and Training	92		85
		806		638
A4	PROPERTY COSTS			
	Rent, Rates and Service Charges	989		1,675
	Light and Heat	121		123
	Decoration, Repairs and Maintenance	79		230
	Cleaning and Security	205		256
	Property Depreciation	1		27
	Insurance and Health and Safety and Legal	174		244
		1,569		2,555
A5	ADMINISTRATION AND OTHER SUPPLIES			
	Equipment Maintenance and Repairs	76		27
	Printing, Stationery and Postage	72		123
	Telephone	116		126
	IT Costs	1,658		1,406
	Loss on disposal of fixed assets - hardware and software	92		8
	Other Office Services	54		43
	Loss on disposal of fixed assets - fixtures and fittings	-		30
	Bank Charges and Collection of Subscriptions	102		60
	Research, Publications and Subscriptions	41		38
	Editorial Publishing and Publicity	55		58
	Legal, Professional and Audit Fees	309		230
		2,575		2,149
A6	BENEFIT TO MEMBERS			
	Affiliations and Donations*	646		620
	Members Benefits	927		656
	Recruitment and Organisation	208		129
		1,781		1,405

* Please refer to full list of Affiliations, Donations and Appeals on page 95.

Appendix: Schedule of subscriptions, donations and affiliation fees

YEAR ENDED 31 DECEMBER 2023

AFFILIATION AND MEMBERSHIP FEES	2023	2022
	£	£
British Copyright Council	(983)	2,021
Confederation of Shipbuilding and Engineering Unions (CSEU)	1,950	1,950
Creative Industries Federation	5,100	5,525
Association of Licensed Aircraft Engineers (AEI)	4,621	4,621
European Federation of Public Service Unions (EPSU)	(14,700)	14,700
European Transport Federation (ETF)	4,402	3,937
Federation of Entertainment Unions (FEU)	2,500	2,500
Int Fed Air Traffic Safety Electronics Assn (IFATSEA)	11,452	(4,500)
Irish Congress of Trade Unions (ICTU)	10,061	9,058
International Transport Worker Federation (ITF)	10,277	9,999
National Pensions Convention	2,250	2,250
Royal Aeronautical Society	1,385	1,344
ShareAction	-	1,000
Scottish TUC (STUC)	31,916	30,268
Trade Union Congress (TUC)	398,143	380,917
UK Flight Safety Committee	2,325	-
Uni Global Union (Bectu)	123,671	112,331
Unions 21	4,061	3,886
Wales TUC Cymru	1,313	2,188
Other Affiliation Fees under £1,000.00 (13)	3,005	2,069
	602,749	586,064
DONATIONS AND APPEALS	2023	2022
	£	£
British Red Cross	10,000	-
Film & Television Charity Ltd	-	25,107
History Project	-	2,000
Show Racism the Red Card	2,500	3,042
Trussel Trust	2,725	295
War Child	14,725	295
UK EU Future Ltd	10,000	-
Other Donations under £1,000 (7)	3,550	2,800
	43,500	33,539
TOTAL AFFILIATIONS AND DONATIONS	646,249	619,603

Accounting policies



(see notes 84 and 85)

Please see attached

Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Mike Clancy	Name:	Eleanor Wade (President)
Date:		Date:	

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)

Please see attached appendix

Signature(s) of auditor or auditors:

Name(s):

Profession(s) or Calling(s):

Auditor

Address(es):

55 Baker Street

London

Postcode

W1U 7EU

Date

Contact name for inquiries and
telephone number:

Gareth Jones
0207 334 9191

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

Report of the independent auditor to Prospect

Opinion

In our opinion, the financial statements:

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

We have audited the financial statements of Prospect (the 'Union') for the year ended 31 December 2023 which comprise the Combined Income and Expenditure Account, the Combined Balance Sheet, the Combined Cash Flow Statement and notes to the financial statements, including a summary of the 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 Republic of Ireland" (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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Union 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.

Conclusions relating to going concern

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

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

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

Other information

The National Executive Committee is 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 there is 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 to which the Trade Union and Labour Relations (Consolidation) Act 1992 ("the Act") requires us to report to you if, in our opinion:

- proper accounting records have not been kept in accordance with the requirements of the Act; or
- the Union has not maintained a satisfactory system of controls over its transactions; or
- 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 the National Executive Committee

As explained more fully in the Statement of Responsibilities of the National Executive Committee, the National Executive Committee is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the National Executive Committee determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the National Executive Committee is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Executive Committee 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.

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

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:

Non-compliance with laws and regulations

We gained an understanding of the legal and regulatory framework applicable to the Union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Union that were contrary to these laws and regulations, including fraud. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union and Labour Relations (Consolidation) Act 1992, UK tax legislation and equivalent local laws and regulations.

Our procedures in respect of the above included:

- Review of minutes of meetings of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation to assess compliance with applicable laws and regulations;

- Review of legal expenditure accounts to understand the nature of expenditure incurred; and
- Discussion with management, including consideration of known or suspected instances of non-compliance with laws and regulations.

Fraud

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud and how management monitor these processes.

Audit procedures performed by the engagement team included:

- Reading minutes of meeting of those charged with governance for any evidence of fraud or suspected fraud;
- In addressing the risk of fraud through management override of controls, we tested journal entries and other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial result;
- Assessing the design and operating effectiveness of controls and procedures relevant to the preparation of the financial statements and the detection and prevention of irregularities and fraud;
- Challenging the assumptions and judgements made by management for key estimates, in particular in relation to income recognition and calculation of provisions.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

Use of our report

This report is made solely to the members of Prospect as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union 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 Union as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

Gareth M Jones

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BDO LLP
Statutory Auditor
London, UK

55 Baker Street
London
W1U 7EU
United Kingdom

Date: **08 May 2024**

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Membership audit certificate

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

(See notes 97 to 103)

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

YES

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

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

Membership audit certificate

Section one

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

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

YES


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

YES

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	04.04.24
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	



Document

Double-click on icon to open guidance