Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Independent Pilots Association
Year ended:	30 June 2024
List no:	769T
Head or Main Office address:	38-42A South Road
	2nd Floor
	Haywards Heath
	West Sussex
Postcode	RH16 4LA
Website address (if available)	www.ipapilot.com
Has the address changed during the year to which the return relates?	Yes No X ('X' in appropriate box)
General Secretary:	Philip Flower
Telephone Number:	01444 441149
Contact name for queries regarding the completion of this return	Samantha Whitehouse
Telephone Number:	01444 441149
E-mail:	Finance@ipapilot.com

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 Northern Irish Elsewhere Abroad Britain Ireland Republic (including Channel Islands)		Totals			
	973	11	6	30	1,020	
Total	973	11	6	30	A 1,020	

Total	973	11		6		30	Α	1,020
Number of me	embers at end of ye	ear contributing to the	e General	Fund				1,020
Number of me held:	embers included in	totals box 'A' above t	for whom	no home o	or authorised a	address is		1
		Chang	je of	Office	ers			
Please comp return	lete the following	to record any chan	ges of of	ficers duri	ng the twelv	e months c	ove	red by this
Positio	on Held c	Name of Officer easing to hold Officer	ce		ne of ppointed	Da	ate d	of change
General Sec	retary Joe	el Stansfield	Phi	ip Flower		12	12 February 2024	
State whether	er the union is:							
a. A bra	anch of another tra	ade union?		Yes		No x		
If yes	, state the name	of that other union:						
b. A fed	leration of trade u	nions?		Yes		No x		
If y	es, state the num	ber of affiliated uni	ons:					
		and nar	mes:					

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
Phillip Petitt	EC - Chairman & Voting Member - Oct 2023
Mark Bairstow	EC - Treasurer & Voting Member - Nov 2023
Luke Morgan	EC - Voting member - Oct 2023
Noel Baker	EC - Voting member - Nov 2023
Emily Curnow	EC - Voting member - Oct 2021
Damon Hart	EC - Voting member - Apr 2019
Stephen Hayman	EC - Voting member - Oct 2021
Paul Howard	EC - Voting member - Apr 2019
James West	EC - Voting member - Apr 2019
Philip Flower	General Secretary - Feb 2024
Otana Oannan	Turnets and Oct 2004
Steve Cannon	Trustee - Oct 2021
Stuart Griffiths	Trustee - Oct 2021
Richard Lotinga	Trustee - Oct 2021
Tony Storer	Trustee - Apr 2019

General Fund

(see notes 13 to 18)

	£	£
Income From Momborou Contributions and Subscriptions		164,028
From Members: Contributions and Subscriptions From Members: Other income from members (specify)		104,020
Total other income from members		
Total of all income from members		164,028
Investment income (as at page 12)		31
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)		
Total of other income (as at page 4)		
Total income		164,059
Interfund Transfers IN Expenditure		
Benefits to members (as at page 5)		90,539
Administrative expenses (as at page 10)		59,216
Federation and other bodies (specify)		
Total expenditure Federation and other bodies	ı	
Taxation		
Total expenditure		149,755
Interfund Transfers OUT		
Surplus (deficit) for year		14,304
Amount of general fund at beginning of year		105,377
Amount of general fund at end of year		119,681

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies Any Other Sources	
Total other sources	
Total of all other income	

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	63,915
Employment Related Issues		Advisory Services	
	63,915	Salary costs	26,624
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward	63,915	Total (should agree with figure in General Fund)	

Fund 2			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inter	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Т	otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contributi	ng at end of year	

Fund 3			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inco	ome as specified	
	Inter		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
	Number of members contribution	ng at end of year	

Fund 4			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	ome as specified	
		Total Income	
	Inter	rfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Т	otal Expenditure	
	Interfu	nd Transfers OUT	
	Surplus (De	ficit) for the year	
	Amount of fund at b	eginning of year	
	Amount of fund at the end of year (a	s Balance Sheet)	
		,	
	Number of members contributi	ng at end of year	

Fund	5		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other in	ncome as specified	
		Total Income	
	In	terfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inter	fund Transfers OUT	
		į	
	Surplus (Deficit) for the year	
	Amount of fund a	t beginning of year	
	Amount of fund at the end of year	(as Balance Sheet)	
		ı	
	Number of members contribu	ıting at end of year	

Fund 6			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other inc	come as specified	
		Total Income	
	Inte	erfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Interfo	und Transfers OUT	
		,	
		eficit) for the year	
	Amount of fund at		
	Amount of fund at the end of year (a	as Balance Sheet)	
	Number of members contribut	ing at end of year	

Fund 7	7		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other	ncome as specified	
		Total Income	
	li de la companya de	nterfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inte	rfund Transfers OUT	
	O	(Deficial) for Alexander	
		(Deficit) for the year	
		at beginning of year	
	Amount of fund at the end of year	(as balance sheet)	
	Number of members contrib	uting at end of year	

Fund	8		Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other in	come as specified	
		Total Income	
	In	terfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inter	fund Transfers OUT	
		Deficit) for the year	
		t beginning of year	
	Amount of fund at the end of year	(as Balance Sheet)	
	Number of members contribu	uting at end of year	

Fund 9			Fund Account
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other is	ncome as specified	
		Total Income	
	In	terfund Transfers IN	
Expenditure	Benefits to members Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
	Inte	fund Transfers OUT	
	Ourselve (Deficial for all conservations	
		Deficit) for the year	
		t beginning of year	
	Amount of fund at the end of year	(as Dalatice Sheet)	
	Number of members contrib	uting at end of year	

Political fund account

			(see notes 24 to 33)	£	£
Political fur	nd account 1	To be co	mpleted by trade unions which maintain their	r own political fund	
		Income	Members contributions and levies		
			Investment income (as at page 12)		
	Other income (speci	fy)			
			Total oth	ner income as specified	
				Total income	
			ion and Labour Relations (Consolidation) Ac ne political funds exceeds £2,000 during the		t out in section (72)
			Expenditure A (as at page i)		
			Expenditure B (as at page ii)		
			Expenditure C (as at page iii)		
			Expenditure D (as at page iv)		
			Expenditure E (as at page v)		
			Expenditure F (as at page vi)		
			Non-political expenditure (as at page vii)		
				Total expenditure	
			5	Surplus (deficit) for year	
			Amount of political fu	nd at beginning of year	
			Amount of political fund at the end of y	ear (as <u>Balance Sheet</u>)	
			Number of members at end of year contribu	ting to the political fund	
			mber of members at end of the year not contribu	- '	
Numb	per of members at end of	year who have	ve completed an exemption notice and do not contr	ibute to the political fund	
Political fur	nd account 2 To b	e completed	by trade unions which act as components of	of a central trade union	l
Income	Contributions and levie	s collected fro	m members on behalf of central political fund		
	Funds received back fr	om central po	litical fund		
	Other income (specify)				
				Total other income a	as specified
				T	otal income
Expenditure					
	Expenditure under sect	ion 82 of the	Trade Union and Labour Relations		
	(Consolidation) Act 199	2 (specify)			
	Administration	expenses in	connection with political objects(specify)		
	Non-political expen	diture			
				Total expenditure	
				Surplus (deficit) for year	
			Amount held on behalf of trade union political t	fund at beginning of year	
			Amount re	mitted to central political	
			Amount held on behalf of central po	litical fund at end of year	
			Number of members at end of year contrib	uting to the political fund	
			Number of members at end of the year not contrib	uting to the political fund	
Number of mer	nbers at end of year who	have comple	ted an exemption notice and do not therefore contr	ibute to the political fund	

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

Political fund account expenditure (a)

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

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

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party

Name of political party in relation to which money was expended	Total amount spent during the period £
Total	

Political fund account expenditure (b)

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

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

Expenditure of money on the provision of any services or property for use by or on behalf of any political party

	Name of political party to which payment was made	Total amount paid during the period
		£
Total	Total	

Political fund account expenditure (c)

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

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

Expenditure in connection with the registration of electors, the candidature of any person, the selection of any candidate or the holding of any ballot by the union in connection with any election to a political office

Title and Date of election	Name of political party/organisation	Name of candidate, organisation or political party (see 33(iii))	£
		Total	

Political fund account expenditure (d)

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

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

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

Political fund account expenditure (e)

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

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

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

Name of political party	£
Total	

Political fund account expenditure (f)

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

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

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

Name of organisation or political party	£
Total	

Expenditure from the political fund not falling within section 72 (1) of the trade union & labour relations (consolidation) act 1992

or expenditure not falling within section 72 (1) the required informate	ion is-	
) the nature of each cause or campaign for which money was expended, and e total amount expended in relation to each one		£
<u>'</u>		
	J	
Tatal avna	alituus.	
Total exper	iditure	
the name of each organisation to which money was paid (otherwise than for a		£
rticular cause of campaign), and the total amount paid to each one		L
]	
	ļ	
Total exper	iditure	
		£
the total amount of all other money expended		
Total exper	nditure	
	itures	

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

(see notes 34 and 35)

A al!!	aturation Francisco		£
	strative Expenses		45.400
	eration and expenses of staff		15,420
Auditors	s and Wages included in above s' fees	2,614	
Legal a	nd Professional fees		600
Occupa	ncy costs		
Statione	ery, printing, postage, telephone, etc.		
	es of Executive Committee (Head Office)		3,998
	es of conferences		
	dministrative expenses (specify)		
	Advertising		2,361
	Depreciation		114
	іт .		19,282
	Recruitment Costs		10,500
	Staff Training		1,440
	Travel & Subsistence		5,501
	Traver & Subsistence		3,301
Other C	Outgoings		
	Outgoings on land and buildings (specify)		
	Outgoings on land and buildings (specify)		
	Other outgoings (specify)		
	tretert		
		Total	59,216
	Charged to:	General Fund (Page 3)	·
	Charged to.	General Fund (Fage 5)	39,210
		Total	59,216
		· Star	55,210

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 Benefi	ts	
				Description	Value]
	£	£	£		£	£
General Secretary	26,624	2,614	12,806			42,044

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings Dividends (gross) from: Equities (e.g. shares) Interest (gross) from: Government securities (Gilts) Mortgages Local Authority Bonds Bank and Building Societies			31
Other investment income (specify)			
			31
	Total	investment income	31
Cred	dited to: Gen	eral Fund (Page 3)	31
		Political Fund	
	Total	Investment Funds	31

Balance sheet as at

30th June 2024

(see notes 49 to 52)

	(see notes 49 to 52)		
Previous Year		£	£
1,060	Fixed Assets (at page 14)		552
	Investments (as per analysis on page 15)		
	Quoted (Market value £ (
	Unquoted		
	Total Investments		
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		,
172.000	Cash at bank and in hand		400.544
173,090			182,544
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		182,546
	1 2 100 2 1 2 100 10	Total assets	
105,377	General fund (page 3)		119,681
103,377	General fund (page 3)		119,001
		•	
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund	•	
£4	Tax Payable		4
£385	Sundry Creditors		
	Accrued Exps		63,413
£68,384	Accided Exps		03,413
		_	
		Total liabilities Total assets	,

Fixed assets account

(see notes 53 to 57)

	Land and Freehold £	Buildings Leasehold £	Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
Cost or Valuation						
At start of year			5,463			5,463
Additions						
Disposals			-4,664			-4,664
Revaluation/Transfers						
At end of year			799			799
Accumulated Depreciation						
At start of year			4,403			4,403
Charges for year			114			114
Disposals			-4,270			-4,270
Revaluation/Transfers						
At end of year			247			247
Net book value at end of year			552			552
,		1				
Net book value at end of previous year			1,060			1,060

Analysis of investments

(see notes 58 and 59)

All Funds Except Political Funds Political Funds Except Political Fu		(see notes 58 and 59)		
Government Securities (Gilts) Other quoted securities (to be specified) Total quoted (as Balance Sheet) Market Value of Quoted investment Unquoted Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)	Quoted		Political Funds	
Covernment Securities (Gilts) Other quoted securities (to be specified) Total quoted (as Bilance Sheet) Market Value of Quoted Investment Unquoted Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)		Equition (o.g. Sharon)	£	L
Other quoted securities (to be specified) Total quoted (as Balance Sheet) Market Value of Quoted Investment Unquoted Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)		Equilies (e.g. chares)		
Other quoted securities (to be specified) Total quoted (as Balance Sheet) Market Value of Quoted Investment Unquoted Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)		Government Securities (Gilts)		
Total quoted (as Balance Sheet) Market Value of Quoted Investment Unquoted Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)				
Total quoted (as Balance Sheet) Market Value of Quoted Investment Unquoted Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)		Other quoted securities (to be specified)		
Market Value of Quoted Investment Unquoted Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)				
Market Value of Quoted Investment Unquoted Equities Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)		Total quoted (as Balance Sheet)		
Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)				
Government Securities (Gilts) Mortgages Bank and Building Societies Other unquoted investments (to be specified)				
Mortgages Bank and Building Societies Other unquoted investments (to be specified)				
Bank and Building Societies Other unquoted investments (to be specified)		Government Securities (Gills)		
Bank and Building Societies Other unquoted investments (to be specified)				
Other unquoted investments (to be specified)		Mortgages		
Other unquoted investments (to be specified)		Bank and Building Societies		
Total unquoted (as Balance Sheet)		Other unquoted investments (to be specified)		
		Total unquoted (as Balance Sheet)		
Market Value of Unquoted Investments				

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		Yes	No X
If YES name the relevant companies:			
Company name			nber (if not registered where registered)
Are the shares which are controlled by the union registered in the names of the union's trustees? If NO, state the names of the persons in whom the shares controlled by the union are registered.		Yes	No
Company name	Names c	of shareholders	

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	164,028		164,028
From Investments	31		31
Other Income (including increases by revaluation of assets)			
Total Income	164,059		164,059
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	149,755		149,755
Funds at beginning of year (including reserves) Funds at end of year (including reserves) Assets	105,377 119,681		105,377 119,681
	Fixed Assets		552
	Investment Assets		
	Other Assets		182,546
		Total Assets	183,098
Liabilities		Total Liabilities	63,417
Net Assets (Total Assets less Total Lial	bilities)		119,681

Summary sheet (see notes 62 to 73)

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period	od?	Yes	
If Yes How many ballots were held:			
For each ballot held please complete the information below:			
Ballot 1			
Number of individual who were entitled to vote in the ballot			
Number of votes cast in the ballot 18			
Number of Individuals answering "Yes" to the question 18 1 1 1 1 1 1 1 1 1			
Number of individuals answering "No" to the question			
Number of invalid or otherwise spoiled voting papers returned			
1-3 sh	ould 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	Yes		
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	No		
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 4	10% of the n	umber of indiv	iduals who
were entitled to vote in the ballot			3
Ballot 2			
Number of individual who were entitled to vote in the ballot 20			
Number of votes cast in the ballot			
Number of Individuals answering "Yes" to the question 18			
Number of individuals answering "No" to the question			
Number of invalid or otherwise spoiled voting papers returned			
1-3 sh	ould 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	Yes		
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	No		
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 4	10% of the nu	umber of indiv	iduals who
were entitled to vote in the ballot			
Ballot 3			
Number of individual who were entitled to vote in the ballot			
Number of votes cast in the ballot			
Number of Individuals answering "Yes" to the question			
Number of individuals answering "No" to the question			
Number of invalid or otherwise spoiled voting papers returned			
1-3 sh	ould 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 4 were entitled to vote in the ballot	10% of the nu	umber of indiv	iduals who

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

Ballot 4 Number of individual who were entitled to vote in the ballot	
Number of votes cast in the ballot	
Number of Individuals answering "Yes" to the question	
Number of individuals answering "No" to the question	2
Number of invalid or otherwise spoiled voting papers returned	3
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the individuals who were entitled to vote in the ballot	e number of
Does section 226(2B) of the 1992 Act apply in relation to this b	pallot (see notes 76-80)?
If yes, were the number of individuals answering "Yes" to the qindividuals who were entitled to vote in the ballot	question (or each question) at least 40% of the number of
Ballot 5	
Number of individual who were entitled to vote in the ballot	
Number of votes cast in the ballot	
Number of Individuals answering "Yes" to the question	1
Number of individuals answering "No" to the question	2
Number of invalid or otherwise spoiled voting papers returned	3
	4.5 1 114 4 1951 1 5 4 4 19
	1-3 should total "Number of votes cast" l
Were the number of votes cast in the ballot at least 50% of the individuals who were entitled to vote in the ballot	1-3 should total "Number of votes cast" e number of
	e number of
individuals who were entitled to vote in the ballot	e number of pallot (see notes 76-80)?
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Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

B: engagement or non-engagement, or termination or suspension of employment or the duties of

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

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

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

*Categories of Nature of Trade Dispute

D: matters of discipline;

employment, of one or more workers;

	F: facilities for officials of trade unions;
	G: machinery for negotiation or consulation, 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 consulation or in the carrying out of such procedures
	Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO
	Yes
	If YES , for each industrial action taken please complete the information below:
	Industrial Action 1
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	X B C D E F G
	2. Dates of the industrial action
	taken: 25 July 2023 to 24 January 2024
	3. Number of days of industrial action: 69
	4. Nature of industrial action. Action Short of a Strike
	Industrial Action 2
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	X B C D E F G
	2. Dates of the industrial action
	taken: 25 July 2023 to 24 January 2024 3. Number of days of industrial action:
	4. Nature of industrial action. Strike Action
	Industrial Action 3
	1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:
Α	B C D E F G
	2. Dates of the industrial action to
	taken: 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:
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:
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: 3. Number of days of industrial action:
Number of days of industrial action: A. 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:
2. Dates of the industrial action taken:
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:
3. Number of days of industrial action:
4. Nature 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.

Accounting policies

(see notes 84 and 85)

Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:	Diemer	Chairman's Signature:	1111
			(or other official whose position should be stated)
Name:	Philip Flower	Name:	Phillip Pettit
Date:	11th December 2024	Date:	11th December 2024

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

The financial statements has been prepare in ac	ccourdance with 1992 Act, and gives a true an	nd fair view of the association affairs.
Signature(s) of auditor or auditors:	CD Whitley-Genes	
Name(s):	Christopher Whitley-Jones	
1141110(0).		
Profession(s) or Calling(s):	Chartered Accountant	
()		
Address(es):	PRB Accountants LLP	
	Kingfisher House	
	Hurstwood Grange	
	Haywards Heath	
Postcode	RH17 7QX	
Date	6.12.24	
Contact name for inquiries and	01444 458252	
telephone number:		

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

Membership audit certificate

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

(See notes 97 to 103)

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

No

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

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

Membership audit certificate Section one

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

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

Yes / No

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

Yes / No

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

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

Membership audit certificate (continued)

Signature of assurer	But
Name	Phillip Petitt
Address	38-42a South Road, Haywards Heath, West Sussex, RH16 4LA
Date	11th December 2024
Contact name and telephone number	Samantha Whitehouse - 01444 441149

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 a	udit relates.	
	its duty to compile a	nowledge and belief has the trade union during this reporting period complied with and maintain a register of the names and addresses of it members and secured, so tracticable, that the entries in the register are accurate and up-to-date?
	Yes	
	If "No" Please expla	n below:
Signa	ture	Run
Name		Phillip Petitt
Office	held	Chairman

11th December 2024

Date

