

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Educational Institute of Scotland		
Year ended:	31 August 2024		
List no:			
Head or Main Office address:	46 Moray Place		
	Edinburgh		
Postcode	EH3 6BH		
Website address (if available)	www.eis.org.uk		
Has the address changed during the year to which the return relates?	Yes	No	X
General Secretary:	Andrea Bradley		
Telephone Number:	0131 225 6244		
Contact name for queries regarding the completion of this return	John McLeod		
Telephone Number:	0131 225 6244		
E-mail:	jmcleod@eis.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

Contents

Trade Union's details.....	1
Return of members.....	2
Change of officers.....	2
Officers in post.....	2a
General fund.....	3
Analysis of income from federation and other bodies and other income.....	4
Analysis of benefit expenditure shown at general fund.....	5
Accounts other than the revenue account/general fund.....	6-8a
Political fund account.....	9-9vii
Analysis of administrative expenses	10
Analysis of officials' salaries and benefits.....	11
Analysis of investment income.....	12
Balance sheet as at.....	13
Fixed assets account.....	14
Analysis of investments.....	15
Analysis of investment income (controlling interests).....	16
Summary Sheet.....	17
Summary sheet (Only for Incorporated Bodies).....	17a
Information on Industrial action ballots.....	18-19
Information on Industrial action.....	20-21
Notes to the accounts.....	22
Accounting policies.....	23
Signatures to the annual return.....	23
Checklist.....	23
Checklist for auditor's report.....	24
Auditor's report (continued).....	25
Membership audit certificate.....	i-iii
Guidance on completion.....	26

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
	58,566				58,566
Total	58,566				A 58,566

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

56,951

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

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
President	Paula McEwan	Allan Crosbie	06 June 2024
Vice President	Allan Crosbie	Adam Sutcliffe	06 June 2024
Ex-President	Andrene Bamford	Paula McEwan	06 June 2024

State whether the union is:

a. A branch of another trade union?

Yes

No

x

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

x

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

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

[illegible]

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		7,943,290
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		7,943,290
Investment income (as at page 12)		666,381
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	6,288,927	
Total of other income (as at page 4)		6,288,927
Total income		14,898,598
Interfund Transfers IN		398,757
Expenditure		
Benefits to members (as at page 5)		1,240,262
Administrative expenses (as at page 10)		7,577,058
Federation and other bodies (specify)		
TUC / STUC Affiliations		298,788
Miscellaneous Affiliations		73,606
Educational International/ International Aid		135,791
Total expenditure Federation and other bodies		508,185
Taxation		100,000
Total expenditure		9,425,505
Interfund Transfers OUT		3,114,750
Surplus (deficit) for year		5,473,093
Amount of general fund at beginning of year		40,172,979
Amount of general fund at end of year		42,930,079

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	
Commissions	58
Realised and unrealised gains on investments	4,613,469
Movement on pension schemes' liability/ asset	1,476,000
Movement on revaluation of investment property	100,000
Movement on revaluation of heritable property	99,400
Total other sources	6,288,927
Total of all other income	6,288,927

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	993,494
Employment Related Issues		Advisory Services	
Legal fees for members	615,449	Legal Helpline	10,240
Representation –		Other Cash Payments	
Non Employment Related Issues		Members' Insurance Arrangements	60,227
		Education and Training services	
Communications			
Scottish Educational Journal	323,399		
Members' Diaries	54,646		
		Negotiated Discount Services	
		EIS Extra Scheme	50,751
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Donations to EIS Benevolent Funds	125,550
carried forward	993,494	Total (should agree with figure in General Fund)	1,240,262

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Professional Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		378,909
	Other income (specify)		
	Net increase in value of investments		1,927,655
	Total other income as specified		1,927,655
	Total Income		2,306,564
	Interfund Transfers IN		3,000,000
Expenditure			
	Benefits to members		1,840,133
	Administrative expenses and other expenditure (as at page 10)		552,446
	Total Expenditure		2,392,579
	Interfund Transfers OUT		353,000
	Surplus (Deficit) for the year		-86,015
	Amount of fund at beginning of year		17,332,885
	Amount of fund at the end of year (as Balance Sheet)		19,893,870
	Number of members contributing at end of year		

Fund 3		Fund Account	
Name:	Local Associations (Consolidated)	£	£
Income			
	From members		966,023
	Investment income (as at page 12)		21,372
	Other income (specify)		
	Unrealised gain on investments		61,876
	Total other income as specified		61,876
	Total Income		1,049,271
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		934,023
	Total Expenditure		934,023
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		115,248
	Amount of fund at beginning of year		3,924,062
	Amount of fund at the end of year (as Balance Sheet)		4,039,310
	Number of members contributing at end of year		51,484

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	EIS University Lecturers Association General Fund	£	£
Income			
	From members		16,061
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		16,061
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		16,846
	Total Expenditure		16,846
	Interfund Transfers OUT		11,031
	Surplus (Deficit) for the year		-785
	Amount of fund at beginning of year		45,777
	Amount of fund at the end of year (as Balance Sheet)		33,961
	Number of members contributing at end of year		1,583

Fund 5		Fund Account	
Name:	EIS University Lecturers Association Special Fund	£	£
Income			
	From members		13,870
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		13,870
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		2,368
	Total Expenditure		2,368
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		11,502
	Amount of fund at beginning of year		302,586
	Amount of fund at the end of year (as Balance Sheet)		314,088
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 6		Fund Account	
Name:	EIS FELA General Fund	£	£
Income			
	From members		44,452
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		44,452
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		11,725
	Total Expenditure		11,725
	Interfund Transfers OUT		34,726
	Surplus (Deficit) for the year		32,727
	Amount of fund at beginning of year		27,298
	Amount of fund at the end of year (as Balance Sheet)		25,299
	Number of members contributing at end of year		3,973

Fund 7		Fund Account	
Name:	Property Repair Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		75,000
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		20,265
	Total Expenditure		20,265
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-20,265
	Amount of fund at beginning of year		154,969
	Amount of fund at the end of year (as Balance Sheet)		209,704
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 8		Fund Account	
Name:	International Aid Fund	£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
Total other income as specified			
Total Income			
Interfund Transfers IN			39,750
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		60,000
	Total Expenditure		60,000
	Interfund Transfers OUT		
Surplus (Deficit) for the year			-60,000
Amount of fund at beginning of year			526,871
Amount of fund at the end of year (as Balance Sheet)			506,621
Number of members contributing at end of year			

Fund 9		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
Total other income as specified			
Total Income			
Interfund Transfers IN			
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
Surplus (Deficit) for the year			
Amount of fund at beginning of year			
Amount of fund at the end of year (as Balance Sheet)			
Number of members contributing at end of year			

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1				To be completed by trade unions which maintain their own political fund	
Income		Members contributions and levies			53,493
		Investment income (as at page 12)			72,914
Other income (specify)	Gains on investments		173,220		
Total other income as specified					173,220
Total income					299,627
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)					21,257
Expenditure F (as at page vi)					
Non-political expenditure (as at page vii)					80,400
Total expenditure					101,657
Surplus (deficit) for year					197,970
Amount of political fund at beginning of year					3,139,526
Amount of political fund at the end of year (as <u>Balance Sheet</u>)					3,337,496
Number of members at end of year contributing to the political fund					29,718
Number of members at end of the year not contributing to the political fund					28,848
Number of members at end of year who have completed an exemption notice and do not contribute to the political fund					27,233
Political fund account 2 To be completed by trade unions which act as components of a central trade union					
Income		Contributions and levies collected from members on behalf of central political fund			
		Funds received back from central political fund			
Other income (specify)					
Total other income as specified					
Total income					
Expenditure		Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)			
		Administration expenses in connection with political objects(specify)			
		Non-political expenditure			
Total expenditure					
Surplus (deficit) for year					
Amount held on behalf of trade union political fund at beginning of year					
Amount remitted to central political					
Amount held on behalf of central political fund at end of year					
Number of members at end of year contributing to the political fund					
Number of members at end of the year not contributing to the political fund					
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund					

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

Political fund account expenditure (a)

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

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

[illegible]

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

[illegible]

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.

[illegible]

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	£
Scottish Green Party - conference stalls and fringe meetings	4,800
Scottish National Party - conference programme advert, fringe meeting	7,886
Scottish Labour Party - conference exhibition stands	5,451
Scottish Liberal Democrats - Conference stall	1,200
Press advertising re General Election 'Manifesto'	1,920
Total	21,257

Political fund account expenditure (f)

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

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

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

Name of organisation or political party	£
Total	

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

For expenditure not falling within section 72 (1) the required information is-

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one	£

Total expenditure

(b) the name of each organisation to which money was paid (otherwise than for a particular cause of campaign), and the total amount paid to each one

£

Total expenditure

£

(c) the total amount of all other money expended

Deferred taxation attributable to investment gains	75,327
Investment management fees	5,073

Total expenditure

80,400

Total of all expenditures

80,400

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

(see notes 34 and 35)

	£
Administrative Expenses	
Remuneration and expenses of staff	4,463,967
Salaries and Wages included in above	3,607,573
Auditors' fees	36,465
Legal and Professional fees	264,164
Occupancy costs	434,580
Stationery, printing, postage, telephone, etc.	235,872
Expenses of Executive Committee (Head Office)	137,585
Expenses of conferences	195,334
Other administrative expenses (specify)	
IT Costs	184,704
Local Association Expenditure	461,049
General Insurance	64,549
Repairs & Maintenance	31,714
Learning Representatives' Costs	10,393
Certification Officer Levy	5,777
Campaign Costs	372,600
Other miscellaneous costs	324,828
Other Outgoings	
Depreciation and gains / losses on asset disposals	344,868
International aid	60,000
Loan Interest	36,747
Taxation on overseas dividends	34,862
Corporation tax payable	
Increase in deferred tax provision	1,474,673
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
Total	9,174,731
Charged to:	
General Fund (Page 3)	7,577,058
Professional Fund	552,446
Local Associations (Consolidated)	934,023
EIS University Lecturers Association General Fund	16,846
EIS University Lecturers Association Special Fund	2,368
EIS FELA General Fund	11,725
Property Repair Fund	20,265
International Aid Fund	60,000
Total	9,174,731

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

Analysis of investment income

(see notes 47 and 48)

[illegible]

Balance sheet as at

31 August 2024

(see notes 49 to 52)

Previous Year		£	£
7,230,220	Fixed Assets (at page 14)		7,365,277
	Investments (as per analysis on page 15)		
47,692,290	Quoted (Market value £ (48,797,314)		48,797,314
217,375	Unquoted		217,375
	Total Investments		49,014,689
	Other Assets		
	Loans to other trade unions		
1,082,607	Sundry debtors		1,233,911
4,210,596	Cash at bank and in hand		7,300,335
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
9,065,000	Pension Scheme surplus		11,269,000
	Short term investments		210,000
	Total of other assets		20,013,246
	Total assets		76,393,212
40,172,979	General fund (page 3)		42,930,079
17,332,885	Professional Fund		19,893,870
3,924,062	Local Associations (Consolidated)		4,039,310
45,777	EIS University Lecturers Association General Fund		33,961
302,586	EIS University Lecturers Association Special Fund		314,088
27,298	EIS FELA General Fund		25,299
154,969	Property Repair Fund		209,704
526,871	International Aid Fund		506,621
3,139,526	Political Fund Account		3,337,496
	Liabilities		
	Amount held on behalf of central trade union political fund		
£1,099,258	Amounts due to Political Fund		1,196,845
£697,243	Sundry creditors		483,371
£507,362	Long term liability - Bank loan		416,133
£1,542,000	Unfunded Pension Liabilities		1,477,000
£3,164,798	Deferred taxation		4,639,471
	Corporation tax		100,000
	Other taxes and social security		127,460
£7,010,661	Total liabilities		8,440,280
£69,498,088	Total assets		76,393,212

Fixed assets account

(see notes 53 to 57)

	Land and Buildings Freehold Leasehold		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	£	£	£	£	£	£
Cost or Valuation						
At start of year	5,129,055		1,159,169	368,263	1,575,000	8,231,487
Additions	25,420		167,862	143,088		336,370
Disposals			-31,728	-111,705		-143,433
Revaluation/Transfers	-105,731				100,000	-5,731
At end of year	5,048,744		1,295,303	399,646	1,675,000	8,418,693
Accumulated Depreciation						
At start of year	125,329		754,346	121,592		1,001,267
Charges for year	128,770		152,044	77,959		358,773
Disposals			-31,195	-70,298		-101,493
Revaluation/Transfers	-205,131					-205,131
At end of year	48,968		875,195	129,253		1,053,416
Net book value at end of year	4,999,776		420,108	270,393	1,675,000	7,365,277
Net book value at end of previous year	5,003,726		404,823	246,671	1,575,000	7,230,220

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)		
	Shares and pooled funds	48,564,742	2,030,695
	Government Securities (Gilts)		
	Bond Fund	232,572	
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)	48,797,314	2,030,695
	Market Value of Quoted Investment	48,797,314	
Unquoted			
	Equities		
	Unquoted shares at cost	217,375	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)	217,375	
	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

☒

If YES name the relevant companies:

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

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

Yes

☐

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 £	Political Funds £	Total Funds £
Income			
From Members	8,969,826	53,493	9,023,319
From Investments	1,080,532	72,914	1,153,446
Other Income (including increases by revaluation of assets)	8,278,458	173,220	8,451,678
Total Income	18,328,816	299,627	18,628,443
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	12,863,311	101,657	12,964,968
Funds at beginning of year (including reserves)	62,487,427	3,139,526	65,626,953
Funds at end of year (including reserves)	67,952,932	3,337,496	71,290,428
Assets			
Fixed Assets			7,365,277
Investment Assets			49,014,689
Other Assets			20,013,246
Total Assets			76,393,212
Liabilities		Total Liabilities	5,102,784
Net Assets (Total Assets less Total Liabilities)			71,290,428

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		<div style="border: 1px solid black; padding: 2px 10px;">Yes</div>
If Yes How many ballots were held: <div style="border: 1px solid black; padding: 2px 20px; display: inline-block;">8</div>		
For each ballot held please complete the information below:		
<div> Ballot 1 Number of individual who were entitled to vote in the ballot <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> Number of votes cast in the ballot <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> Number of Individuals answering "Yes" to the question <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>¹ Number of individuals answering "No" to the question <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>² Number of invalid or otherwise spoiled voting papers returned <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>³ <div style="text-align: right; margin-top: 10px;">1-3 should total "Number of votes cast"</div> </div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> </div> <div style="margin-top: 10px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> </div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> </div>		
<div> Ballot 2 Number of individual who were entitled to vote in the ballot <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> Number of votes cast in the ballot <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> Number of Individuals answering "Yes" to the question <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>¹ Number of individuals answering "No" to the question <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>² Number of invalid or otherwise spoiled voting papers returned <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>³ <div style="text-align: right; margin-top: 10px;">1-3 should total "Number of votes cast"</div> </div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> </div> <div style="margin-top: 10px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> </div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> </div>		
<div> Ballot 3 Number of individual who were entitled to vote in the ballot <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> Number of votes cast in the ballot <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> Number of Individuals answering "Yes" to the question <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>¹ Number of individuals answering "No" to the question <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>² Number of invalid or otherwise spoiled voting papers returned <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div>³ <div style="text-align: right; margin-top: 10px;">1-3 should total "Number of votes cast"</div> </div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> </div> <div style="margin-top: 10px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> </div> <div style="margin-top: 10px;"> 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 <div style="border: 1px solid black; width: 100px; height: 20px; display: inline-block;"></div> </div>		

Information on Industrial Action Ballots

Name of Organisation:	Educational Institute of Scotland	Reporting Period	Year ending 31 August 2024
------------------------------	-----------------------------------	-------------------------	----------------------------

<p>Did the union hold any ballots in respect of industrial action during the return period?</p>	<p><u>Yes</u></p>	<p>For each ballot held please complete the information below</p>
<p>If yes, how many ballots were held?</p>		

[illegible]

39.8%

27.7%

46.5%

44.9%

48.7%

55.0%

41.8%

33.3%

0.0%

0.0%

0.0%

0.0%

0.0%

0.070
0.00%0.0%
0.00%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.00%

Information on Industrial Action

Name of Organisation:				Reporting Period	
Did Union members take industrial action during the return period in response to any inducement on the part of the union?				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
					<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</p>

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

 1

Number of individuals answering "No" to the question

 2

Number of invalid or otherwise spoiled voting papers returned

 3**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

 1

Number of individuals answering "No" to the question

 2

Number of invalid or otherwise spoiled voting papers returned

 3**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

 1

Number of individuals answering "No" to the question

 2

Number of invalid or otherwise spoiled voting papers returned

 3**1-3 should total "Number of votes cast"**

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

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

(see note 81)

***Categories of Nature of Trade Dispute**

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

B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;

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

D: matters of discipline;

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

F: facilities for officials of trade unions;

G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

Yes

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

Industrial Action 1

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

A ☐ B ☒ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken: 05 September 2023 to 23 November 2023

3. Number of days of industrial action: 30

4. Nature of industrial action. Strike 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: 07 September 2023 to 28 June 2024

3. Number of days of industrial action: 32

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:

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.

The Educational Institute of Scotland

Notes to the Accounts

Year Ended 31 August 2024

1 Accounting Policies

a) Background

The Educational Institute of Scotland is a body incorporated under Royal Charter with a principal place of business at 46 Moray Place, Edinburgh.

During the year, the Institute has continued to operate as a Trade Union and Professional Association for Teachers, Lecturers and associated professionals working in Scotland.

b) Basis of preparing the financial statements

These financial statements reflect the transactions of the Educational Institute of Scotland, as an entity, including those of its Local Associations for the year ended 31 August 2023 and the financial position of the Institute as at that date.

Transactions and balances are presented in £ sterling.

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of freehold property and fixed asset investments, and in accordance with Financial Reporting Standard 102.

The financial statements have been prepared on a going concern basis and, having considered the Institute's current financial position and its expected future income and expenditure for the period to 31 August 2024, the Executive Committee consider that there are no material uncertainties about the Institute's ability to continue as a going concern.

c) Designated Funds

Reserves which are earmarked by the Institute for specific purposes are termed Designated Reserves. Movements and the components of the year end balances are set out in notes 25 and 27. Details of the specific purposes of designated funds are also disclosed within note 25.

All income and expenditure is credited or charged to the statement of comprehensive income. Transfers to or from designated funds are made in relation to cash transactions undertaken through General Fund bank accounts and for specific donations, where relevant.

Subscribing members, who have not opted out, contribute £1.80 per annum to the Political Fund. Expenditure in connection with the political activities of the Institute must be charged against this fund.

d) Income Recognition

Subscription income and investment income are accounted for on a receivables basis.

Grants receivable for specific purposes are credited to the Statement of Comprehensive Income to match the expenditure incurred on these projects to date.

1 Accounting Policies (Continued)

e) Fixed Assets and Depreciation

Fixed assets are initially recognised at cost.

Furniture and Equipment are depreciated on the straight-line basis over the period of their estimated useful lives which is considered to be between 5 and 10 years.

Motor cars are depreciated on the reducing balance basis at the rate of 25% per year.

Heritable property held for use by the Institute (including the underlying value of related freehold land) is carried at open market value, based on periodic reports from independent, qualified surveyors, and is depreciated on a straight-line basis at the rate of 2.5% per year. Where a material element of a single heritable property meets the definition of investment property as described in FRS102, that property is deemed to be a mixed-use property and the carrying value is apportioned between heritable property and investment property based on an approximation of floor area. No depreciation is charged on the investment property element of mixed-use property.

f) Investments

Listed investments are disclosed at bid value at the balance sheet date. Pooled investments are valued at fair value in accordance with information supplied by investment managers. Investments in the share capital of unquoted companies are valued at cost.

Realised and unrealised gains and losses are reflected in the Statement of Comprehensive Income and allocated to the appropriate designated fund.

Realised gains and losses on the disposal of investments are calculated with reference to the carrying value of these investments at the previous balance sheet date.

g) Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call or on deposit with banks, other short-term highly liquid investments with original maturities of three months or less from inception.

h) Short Term Investments

Short term investments are cash term deposit with various terms and periods of up to 24 months.

i) Financial Instruments

Financial instruments comprise financial assets and financial liabilities which are recognised when the body becomes a party to the contractual provisions of the instrument. All financial instruments are classified as “basic” in accordance with FRS102. Discounting is not applied to short-term receivables and payables, where the effect is immaterial.

Financial assets at cost comprise cash, and trade and other debtors. Financial liabilities comprise bank loans and overdrafts, trade creditors, accruals and other creditors.

1 Accounting Policies (Continued)

j) Pension Schemes

Defined Benefit Scheme

In accordance with FRS102, the net deficit arising on the Institute's defined benefit pension scheme and on the unfunded arrangement are disclosed on the Balance Sheet within Long term Liabilities.

The unfunded arrangement stems from a decision taken by the Institute in 1994 to augment, out of its own resources, the benefits provided by the pension scheme to the extent that pensions in payment are increased by an additional 1.5% per annum. The unfunded arrangement will not apply for Institute employees taking up post after 1 September 2007 and changes have also been introduced for pensioners, deferred members and employees in post at 31 August 2007 which restricts the benefits payable. These benefits are paid from the Institute's own resources from time to time and are not pre-funded.

Movements on the pension scheme and unfunded arrangement liabilities are reflected through the General Fund to the extent that they relate either to the employer's current service costs (which is reflected as a component of Staff Costs) or movements arising from expected returns on pension scheme assets net of interest on pension scheme liabilities (which is disclosed as a component of Other Finance Costs.)

Defined Contribution Scheme

Pension contributions in respect of employees who are not eligible for membership of the Defined Benefit Pension Scheme are made to a defined contribution scheme as required by the auto-enrolment rules set out in UK law.

Contributions to the defined contribution scheme are recognised in the accounts as the employees' rights to the contributions is accrued.

k) Operating Leases

Rentals payable on operating leases are reflected in their entirety through the statement of comprehensive income.

l) Corporation Taxation

As a body incorporated under Royal Charter, the Educational Institute of Scotland is liable to Corporation Tax on its investment income and realized gains on investments sold. As a trade union, relief is available in respect of provident benefits expenditure, as defined in law.

m) Deferred Taxation

Deferred tax is provided on all material reversing timing differences which arise from transactions reflected through the statement of comprehensive income including unrealised gains on investments and property carried at a valuation above carrying value on a historic cost basis.

Notes to the Accounts

Year Ended 31 August 2024

1 Accounting Policies (Continued)

n) Significant judgements and estimates

In preparing the financial statements, the Executive Committee of the Institute make estimates or assumptions which affect reported results, financial position and the disclosure of contingencies. Use of available information and the application of judgement are inherent in the formation of such estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances.

In the Executive Committee's opinion, the main areas in which judgements and estimates are applied, which require to be disclosed for a proper understanding of these accounts are as follows.

- Heritable Property – the appropriateness of assumptions used by professional valuers and the assumption that property values have not materially changed between the dates of professional valuations and the balance sheet date.
- Defined Benefit Pension Arrangements – the appropriateness of actuarial assumptions used in calculating the scheme assets and liabilities.

2 Members' Dues

	2024	2023
	£	£
National Subscriptions	7,943,290	7,551,576
Local Association Subscriptions	966,023	938,548
Self-Governing Association Subscriptions	60,513	61,179
Political Fund Contributions	53,493	57,024
	<u>9,023,319</u>	<u>8,608,327</u>

3 Investment Income

	2024	2023
	£	£
General Fund	585,862	451,581
Professional Fund	378,909	336,936
Political Fund	72,914	63,516
EIS ULA – Special Fund	13,870	12,021
Local Associations	21,372	14,152
	<u>1,072,927</u>	<u>878,206</u>

4 Other Income

	2024	2023
	£	£
Commissions Received	58	237
	<u>58</u>	<u>237</u>

The Educational Institute of Scotland

Notes to the Accounts

Year Ended 31 August 2024

5 Scottish Educational Journal

	2024	2023
	£	£
Design, paper and printing	105,922	104,519
Postage	214,794	175,076
Online costs	2,750	2,400
Less: Advertising and contributions	(67)	(2,130)
	<u>323,399</u>	<u>279,865</u>

6 International Relations

	2024	2023
	£	£
Affiliation fees	110,845	103,037
Other expenses	24,946	4,358
International aid (See note 25)	60,000	10,000
	<u>195,791</u>	<u>117,395</u>

7 Campaigns and Action

	2024	2023
	£	£
Salaries campaign	-	993,860
Stand up for quality education campaign	314,988	51,355
Self-governing association costs	57,612	10,392
Strike pay/ hardship payments	1,840,133	2,203,053
	<u>2,212,733</u>	<u>3,258,660</u>

8 Other Organisation Expenses

	2024	2023
	£	£
Conferences – Education	438	11,013
Conferences – Executive	2,368	-
Conferences – Equality	14,428	3,617
Conferences – FELA & ULA	-	159
Secretaries Meetings	4,245	-
Expenses of Delegates to Conferences	11,051	10,134
Training Courses for Elected Representatives	16,108	10,789
Miscellaneous Organisation Costs	2,969	1,580
	<u>51,607</u>	<u>37,292</u>

Notes to the Accounts

Year Ended 31 August 2024

9 Staffing Costs

	2024	2023
	£	£
Officer Group - Salaries	2,363,048	2,110,633
Officer Group – National Insurance	295,458	267,628
Officer Group – Pension Costs	384,836	477,832
Staff Group - Salaries and Overtime	1,244,525	1,019,621
Staff Group – National Insurance	127,387	107,819
Staff Group – Pension Costs	171,970	193,455
Unfunded Pensions - Current Service Cost	11,000	14,000
Pension Scheme administration costs	75,000	74,000
Unfunded Pensions – Interest Cost	78,000	69,000
Pension Scheme – Interest Cost	(480,000)	(350,000)
Secondments	28,957	52,157
Expenses and Training	103,754	84,758
Travel and Vehicles	60,032	41,305
	<u>4,463,967</u>	<u>4,162,208</u>

The current service cost for the Superannuation Scheme of £550,000 (2023: £665,000), as disclosed in note 24, represents the pension costs of the Officer Group and the Staff Group disclosed above, less contributions of £6,806 (2023: £6,287) paid to a third party defined contribution scheme in respect of those employees not eligible for membership of the Superannuation Scheme.

10 Office and Property Costs

	2024	2023
	£	£
Office rent and rates	153,044	138,966
Office Insurance	6,000	6,442
Office Heat, Light and Cleaning	174,193	152,868
Building Repairs	20,265	33,228
Local Association property costs	64,920	74,731
Let property costs	5,886	9,815
	<u>424,308</u>	<u>416,050</u>

11 Information Technology Costs

	2024	2023
	£	£
Website Development and Licencing	-	282
Software Licencing and Maintenance Agreements	68,293	56,595
Development	18,490	11,770
IT Support Costs	82,802	95,272
Other IT costs	7,815	8,109
Local Association IT costs	7,304	7,094
	<u>184,704</u>	<u>179,122</u>

Notes to the Accounts

Year Ended 31 August 2024

12 Professional Services

	2024	2023
	£	£
Auditor's Remuneration	36,465	39,000
Accounting and Taxation Fees	4,489	4,000
Other Legal and Professional Fees	264,748	208,296
	<u>305,702</u>	<u>251,296</u>

13 Affiliation Fees, Research Grants, Subscriptions and Donations

	2024	2023
	£	£
Sponsorship of the Arts	38,000	36,950
Other Affiliations and Donations	84,977	86,079
Donations to EIS Benevolent Funds	206,550	194,750
	<u>329,527</u>	<u>317,779</u>

14 (Loss)/ Gain on Sale of Investments

	2024	2023
	£	£
General Fund – Gain on sale of Listed Investments	610,918	188,889
General Fund – (Loss) on sale of Investment Funds	(12,685)	(308,732)
Professional Fund – Gain/ (Loss) on sale of Listed Investments	99,746	(29,166)
Professional Fund – Gain on sale of Investment Funds	105,886	-
Political Fund – (Loss) on sale of Listed Investments	(38,112)	-
	<u>765,753</u>	<u>(149,009)</u>

15 Unrealised Gains/ (Losses) in the Fair Value of Investments

	2024	2023
	£	£
General Fund	4,015,233	620,577
Professional Fund	1,722,025	(161,252)
Political Fund	211,333	(176,506)
Local Associations	61,876	(108)
	<u>6,010,467</u>	<u>282,711</u>

16 Taxation

	2024	2023
	£	£
Corporation Tax		
UK Corporation tax at 25%	100,000	-
Overseas Tax		
Tax retained from overseas dividends	34,862	32,190
Deferred Tax		
Deferred tax on revalued investments	1,531,400	(158,000)
Deferred tax on revalued heritable property	18,600	(31,000)
Tax charge (credit) for the year	<u>1,684,862</u>	<u>(156,810)</u>
Reconciliation of tax charge		
	2024	2023
	£	£
Surplus/ (Deficit) before taxation	<u>5,772,937</u>	<u>(2,218,240)</u>
Tax on surplus/ (deficit) on ordinary activities at standard CT rate of 25% (2023 19%)	1,443,234	(421,466)
Effect of:		
Income not chargeable to taxation and expenditure not deductible for tax purposes	241,028	264,656
	<u>1,684,862</u>	<u>(156,810)</u>

Notes to the Accounts

Year Ended 31 August 2024

17 Tangible Fixed Assets

	Investment Property £	Heritable Property £	Furniture & Equipment £	Motor Vehicles £	Total £
Cost or valuation					
At 1 September 2023	1,575,000	5,129,055	1,159,169	368,263	8,231,487
Additions	-	25,420	167,862	143,088	336,370
Disposals	-	-	(31,728)	(111,705)	(143,433)
Revaluation	100,000	(105,731)	-	-	(5,731)
At 31 August 2024	<u>1,675,000</u>	<u>5,048,744</u>	<u>1,295,303</u>	<u>399,646</u>	<u>8,418,693</u>
Depreciation					
At 1 September 2023	-	125,329	754,346	121,592	1,001,267
Charge for the year	-	128,770	152,044	77,959	358,773
On disposals	-	-	(31,195)	(70,298)	(101,493)
Revaluation	-	(205,131)	-	-	(205,131)
At 31 August 2024	<u>-</u>	<u>48,968</u>	<u>875,195</u>	<u>129,253</u>	<u>1,053,416</u>
Net Book Value					
At 31 August 2024	<u>1,675,000</u>	<u>4,999,776</u>	<u>420,108</u>	<u>270,393</u>	<u>7,365,277</u>
At 31 August 2023	<u>1,575,000</u>	<u>5,003,726</u>	<u>404,823</u>	<u>246,671</u>	<u>7,230,220</u>

Investment Property represents an element of the value of the Institute's Edinburgh property, which comprises residential flats let to third parties. Under FRS102, the property is classed as a mixed-use property and is therefore required to be accounted for in this manner.

A valuation of the Institute's Edinburgh property was undertaken by J & E Shepherd, Chartered Surveyors of 3 Chester Street, Edinburgh on 6 January 2025 and valued the property at £5,700,000. The report was prepared on the basis of vacant possession and in accordance with RICS Global Standards 2022 incorporating IVSC International Valuation Standards. The revalued property is being depreciated over its remaining working life. The market value of the property at 31 August 2024 is not considered to be materially different to the market value in the January 2025 valuation.

The property at 6 Clairmont Gardens, Glasgow was valued by J & E Shepherd, Chartered Surveyors of Glasgow on 17 October 2022 at £800,000. The report was prepared on the basis of vacant possession and in accordance with RICS Global Standards 2022 incorporating IVSC International Valuation Standards. The market value of the property at 31 August 2024 is not considered to be materially different to the market value in the October 2022 valuation.

Notes to the Accounts

Year Ended 31 August 2024

17 Tangible Fixed Assets (continued)

The property at 34 West George Street, Glasgow was valued by J & E Shepherd, Chartered Surveyors of Glasgow on 14 October 2022 at £135,000. The report was prepared on the basis of vacant possession and in accordance with RICS Global Standards 2022 incorporating IVSC International Valuation Standards. The market value of the property at 31 August 2024 is not considered to be materially different to the market value in the October 2024 valuation.

The aggregate net book value of the heritable property on a historic cost basis at 31 August 2024 was £3,312,045 (2023 £3,286,625). Additional Depreciation charged in the year as a consequence of the Property Revaluation amounted to £68,349 (2023 £68,349) and this amount has been debited to the Revaluation Reserve and credited to the General Fund.

Furniture and Equipment includes assets with a net book value of £83,628 (2023 £80,603) which are held by Local Associations.

18 Investments

	2024	2023
	£	£
Listed Equity Shares at Market Value	36,242,737	33,750,557
Funds and Unit Trusts at Market Value	14,585,272	15,891,484
Other Investments at Cost	217,375	217,375
	<u>51,045,384</u>	<u>49,859,416</u>

a) Listed Equity Shares

	General Fund £	Professional Fund £	Political Fund £	Total £
Opening valuation	18,593,298	13,207,508	1,949,751	33,750,557
Additions	1,171,235	480,394	180,264	1,831,893
Disposal Proceeds	(3,236,809)	(1,588,754)	(272,541)	(5,098,104)
Gain/ (Loss) on Disposal	610,920	99,744	(38,112)	672,552
Unrealised Gains/ (Losses)	3,297,410	1,577,096	211,333	5,085,839
Closing Valuation	<u>20,436,054</u>	<u>13,775,988</u>	<u>2,030,695</u>	<u>36,242,737</u>
 Listed Equity Shares at Cost	 <u>10,061,781</u>	 <u>7,979,915</u>	 <u>1,740,535</u>	 <u>19,782,231</u>

Notes to the Accounts

Year Ended 31 August 2024

18 Investments (continued)

b) Funds and Unit Trusts

	General Fund £	Professional Fund £	Local Associations £	Total £
Opening valuation	7,545,365	7,787,592	558,527	15,891,484
Additions	2,606,024	2,639,047	10,429	5,255,500
Disposal Proceeds	(2,505,594)	(5,074,202)	-	(7,579,796)
Gain/ (Loss) on Disposal	(12,685)	105,886	-	93,201
Unrealised Gains/ (Losses)	717,826	144,931	62,126	924,883
Closing Valuation	<u>8,350,936</u>	<u>5,603,254</u>	<u>631,082</u>	<u>14,585,272</u>
Funds and Unit Trusts at Cost	<u>7,618,856</u>	<u>3,029,674</u>	<u>424,907</u>	<u>11,073,437</u>

c) Other Investments – Shares in Unity Trust Bank

	2024 £	2023 £
Opening cost	217,375	217,375
Additions	-	-
	<u>217,375</u>	<u>217,375</u>

19 Debtors

	2024 £	2023 £
Prepayments and Accrued Income	928,667	818,706
Sundry Debtors	311,336	270,318
	<u>1,240,003</u>	<u>1,089,024</u>

20 Cash at Bank and in Hand

	2024 £	2023 £
General Fund	1,554,782	880,713
Professional Fund	2,656,176	312,872
Political Fund	172,573	85,369
Local Associations	3,089,177	3,016,811
University Lecturers' Association	200	200
	<u>7,472,908</u>	<u>4,295,965</u>

Notes to the Accounts

Year Ended 31 August 2024

21 CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Sundry creditors and accruals	483,551	583,556
Corporation tax	100,000	-
Other taxation and social security	127,460	121,755
Bank loan (Note 22)	91,270	91,916
	<u>802,281</u>	<u>797,227</u>

22 CREDITORS: Amounts falling due after more than one year

	2024	2023
	£	£
Bank Loan	<u>324,863</u>	<u>415,445</u>

The Institute's bank loan from Unity Trust Bank is repayable in instalments ending in August 2028, is unsecured and bears interest at 2.5% over the Unity Trust Bank base rate.

The bank loan is repayable as follows:

	2024	2023
	£	£
Less than 1 year	91,270	91,916
1 – 2 years	106,909	99,298
2 - 5 years	217,954	316,147
After more than 5 years	<u>-</u>	<u>-</u>

23 Provisions for Liabilities and Charges

	2024	2023
	£	£
Unfunded Pension Arrangements	1,477,000	1,542,000
Deferred taxation	<u>4,708,000</u>	<u>3,158,000</u>
	<u>6,185,000</u>	<u>4,700,000</u>

The Educational Institute of Scotland operates an unfunded pension arrangement for certain former employees of the Institute. As the scheme is unfunded, there are no assets held outwith the Institute in order to finance the payment of future pensions and employer's payments during the year and the comparative year are equivalent to pensions paid.

The amounts noted above, therefore represent both the present value of the liabilities arising from the unfunded arrangement , and the net deficit at the balance sheet date.

Notes to the Accounts

Year Ended 31 August 2024

23 Provisions for Liabilities and Charges (continued)

Financial assumptions and Life Expectancies in respect of Unfunded Pension Arrangements are consistent with those applied to the Funded Scheme which are set out in Note 24.

Analysis of changes in the value of the unfunded pension arrangements during the year.

	2024	2023
	£	£
Value of liabilities at start of year	1,542,000	1,696,000
Service cost	11,000	14,000
Interest cost	78,000	69,000
Actuarial (gains) / losses	(61,000)	(136,000)
Benefits paid	(93,000)	(101,000)
	<hr/>	<hr/>
Value of liabilities at end of year	1,477,000	1,542,000
	<hr/>	<hr/>
Amounts recognised in Income and Expenditure Account	£	£
Service cost	11,000	14,000
Interest cost	78,000	69,000
	<hr/>	<hr/>
Net pension cost charged to Income & Expenditure Account	89,000	83,000
	<hr/>	<hr/>

The provision for deferred tax represents:

	2024	2023
	£	£
On revaluation of heritable and investment property	(5,500)	(24,100)
On revaluation of investments	4,713,500	3,182,100
Capital losses carried forward	-	-
	<hr/>	<hr/>
	4,708,000	3,158,000
	<hr/>	<hr/>

Deferred tax is provided for at the rate of Corporation Tax expected to be in force when timing differences will reverse of 25% (2023, 25%).

24 Employer's Pension Scheme

The Institute operates a final salary pension scheme, The Educational Institute of Scotland Superannuation Scheme for Officials and Staff. The scheme pays benefits to Institute employees based on their final salary and is open to new entrants.

The Scheme is administered by Trustees and is independent of the Institute's finances. Contributions are paid to the scheme in accordance with the Schedule of Contributions agreed between the Trustees and the Institute at each triennial actuarial valuation. The funding target is for the scheme to hold assets equal in value to the accrued benefits based on projected salaries. If there is a shortfall against the target, then the Institute and the Trustees will agree on deficit contributions to meet the deficit over a set period.

Notes to the Accounts

Year Ended 31 August 2024

24 Employer's Pension Scheme (continued)

The most recent actuarial valuation of the Scheme was carried out as at 31 August 2023 and revealed a funding surplus of £9,827,000.

The actuarial valuations have been updated to 31 August 2024 by independent qualified actuaries in accordance with FRS 102. As required by FRS 102, the value of defined benefit liabilities has been measured using the projected unit method.

The key FRS102 assumptions used are set out below along with the fair value of the assets, a breakdown of the assets into the main asset classes, the present value of the FRS 102 liabilities and the deficit of assets below the FRS 102 liabilities (the net pension liability).

The principal assumptions used by the actuaries to calculate the present value of the Scheme's liabilities were:

Financial assumptions

	2024	2023
Discount Rate	5.0%pa	5.2%pa
Retail price inflation/Rate of increase of pensions in payment and deferred		
Pre 2030	3.0%pa	3.3%pa
Post 2030	3.0%pa	3.0%pa
Consumer prices inflation	2.7%pa	2.8%pa
Salary Increases	3.7%pa	3.8%pa
Rate of increases of pensions in payment Non- GMP		
Pre 2030	3.0%pa	3.3% pa
Post 2030	3.0%pa	3.0% pa
Rate of increases of pensions in payment Post 1988 GMP	2.4%pa	2.4% pa
Rate of increases for deferred pensioners		
Pre 2030	3.0%pa	3.3% pa
Post 2030	3.0%pa	3.0% pa

Life expectancies

	31 Aug 2024		31 Aug 2023	
	Male	Female	Male	Female
Member age 65 (current life expectancy)	22.8	24.6	22.9	24.5
Member age 45 (life expectancy at age 65)	24.3	26.2	24.3	26.1

24 Employer's Pension Scheme (continued)

The current allocation of the Scheme's assets is as follows:

Scheme assets are invested in a range of pooled investment vehicles, the underlying assets of which are as set out below.

Asset class	<u>Market</u>	<u>% of total</u>	<u>Market</u>	<u>% of total</u>
	<u>Value</u>	<u>Scheme</u>	<u>Value</u>	<u>Scheme</u>
	<u>2024</u>	<u>Assets</u>	<u>2023</u>	<u>Assets</u>
	<u>£000</u>	<u>2024</u>	<u>£000</u>	<u>2023</u>
		<u>%</u>		<u>%</u>
Equities	23,767	63%	20,588	61%
Gilts	6,940	18%	6,392	19%
Bonds	3,575	9%	3,258	10%
Property	3,457	9%	3,340	10%
Cash /Other	214	1%	121	-
	<u>37,953</u>	<u>100%</u>	<u>33,699</u>	<u>100%</u>

Reconciliation to the Balance Sheet

	2024	2023
	£	£
Market value of assets	37,953,000	33,699,000
Present value of liabilities	<u>(26,684,000)</u>	<u>(24,634,000)</u>
Surplus/ (Deficit) in the Scheme	<u>11,269,000</u>	<u>9,065,000</u>

Analysis of changes in the present value of the defined benefit obligation

	2024	2023
	£	£
Value of liabilities at start of year	24,634,000	25,732,000
Service cost	550,000	665,000
Interest cost	1,277,000	1,079,000
Member contributions	293,000	254,000
Actuarial (gains) / losses	909,000	(2,109,000)
Benefits paid	<u>(979,000)</u>	<u>(987,000)</u>
Value of liabilities at end of year	<u>26,684,000</u>	<u>24,634,000</u>

Analysis of changes in the value of the Scheme assets

	2024	2023
	£	£
Market value of assets at start of year	33,699,000	33,993,000
Return on scheme assets excluding interest income	2,324,000	(1,774,000)
Employer contributions	934,000	858,000
Member contributions	293,000	254,000
Interest Income	1,757,000	1,429,000
Administrative Costs	(75,000)	(74,000)
Benefits paid	<u>(979,000)</u>	<u>(987,000)</u>
Market value of scheme assets at end of year	<u>37,953,000</u>	<u>33,699,000</u>

The Educational Institute of Scotland

Notes to the Accounts

Year Ended 31 August 2024

24 Employer's Pension Scheme (continued)

The following amounts have been included within the operating surplus for the year under FRS102.

	2024 £	2023 £
Current service cost	550,000	665,000
Running costs	75,000	74,000
Interest expense	(480,000)	(350,000)
Pension cost	145,000	389,000

The movement in the surplus from 2023 to 2024 can be summarised as follows:

	2024 £'000	2023 £'000
Opening Surplus/ (Deficit)	9,065	8,261
Current Service Cost	(550)	(665)
Interest / Net Return on Investments	2,804	(1,424)
Employer's Contributions	934	858
Administrative Costs	(75)	(74)
Actuarial Gains / (Losses) & Roundings	(909)	2,109
	11,269	9,065

25 Designated Reserves

	Professional Fund	Political Fund	Local Association Funds	EIS ULA General Fund	EIS ULA Special Fund	EIS FELA General Fund	International Aid Fund	Property Repair Fund	Total
	£	£	£	£	£	£	£	£	£
At 1 Sept 2023	17,332,885	3,139,526	3,924,062	45,777	302,586	27,298	526,871	154,969	25,453,974
Subscription income	-	53,493	966,023	16,061	-	44,452	-	-	1,080,029
Transfer to/from General Fund	2,647,000	-	-	(11,031)	-	(34,726)	39,750	75,000	2,715,993
Investment income	378,909	72,914	21,372	-	13,870	-	-	-	487,065
Donations	-	-	-	-	-	-	-	-	-
Other expenditure	(1,876,674)	(26,330)	(934,023)	(16,846)	(2,368)	(11,725)	(60,000)	(20,265)	(2,948,231)
	18,482,120	3,239,603	3,977,434	33,961	314,088	25,299	506,621	209,704	26,788,830
Realised & Unrealised gains/ (losses) on investments	1,927,655	173,220	61,876	-	-	-	-	-	2,162,751
Corporation tax	-	-	-	-	-	-	-	-	-
Deferred tax	(515,905)	(75,327)	-	-	-	-	-	-	(591,232)
At 31 Aug 2024	19,893,870	3,337,496	4,039,310	33,961	314,088	25,299	506,621	209,704	28,360,349

The Professional Fund includes £14,425 (2023: £22,708) which is designated as a Strike Hardship Fund. Movements on this sub-fund during the year comprised contributions made from the Professional Fund less strike pay paid out in the year.

The Educational Institute of Scotland

Notes to the Accounts

Year Ended 31 August 2024

25 Designated Reserves (continued)

The International Aid Fund receives an allocation from the General Funds on an annual basis equivalent to 0.5% of members' subscriptions.

Council, at its May meeting each year, in approving the Institute's planned expenditure of the forthcoming year, determines the contribution to be made to the Property Repair Fund in the following year. In May 2023, Council decided the contribution in respect of the year ending 31 August 2024 would be £75,000.

26 Reconciliation of Movement in Total Funds

	2024 £	2023 £
General Fund surplus for the year	2,757,103	1,206,391
Designated Funds surplus/ (deficit) for the year	2,906,372	(2,796,821)
Net addition to/ (reduction in) funds	5,663,475	(1,590,430)
Opening Funds	65,626,953	67,217,383
Closing Funds	71,290,428	65,626,953

27 Analysis of Net Assets by Fund

	General Fund £	Professional Fund £	Political Fund £	Local Association Funds £	EIS ULA General Fund £	EIS ULA Special Fund £	EIS FELA General Fund £	International Aid Fund £	Property Repair Fund £	Total £
Fixed Assets										
- Tangible	7,281,649	-	-	83,628	-	-	-	-	-	7,365,277
- Investments	29,004,365	19,379,242	2,030,695	631,082	-	-	-	-	-	51,045,384
Net Current Assets	(195,879)	2,526,906	1,375,330	3,324,600	33,961	314,088	25,299	506,621	209,704	8,120,630
Creditors:										
Amounts falling due after more than 1 year	(324,863)	-	-	-	-	-	-	-	-	(324,863)
Provisions for liabilities and charges	(4,104,193)	(2,012,278)	(68,529)		-	-	-	-	-	(6,185,000)
Pension surplus	11,269,000	-	-	-	-	-	-	-	-	11,269,000
At 31 Aug 2024	42,930,079	19,893,870	3,337,496	4,039,310	33,961	314,088	25,299	506,621	209,704	71,290,428

Notes to the Accounts

Year Ended 31 August 2024

28 Reconciliation of Surplus before Taxation to Net Cash Flow from Operating Activities

	2024	2023
	£	£
Surplus/ (deficit) before taxation	5,772,937	(2,218,240)
Deduct investment income	(1,072,927)	(878,206)
	<u>4,700,010</u>	<u>(3,096,446)</u>
Charges/ (Credits) not Involving Cash Flows		
Depreciation	358,773	294,604
(Gain) on disposal of fixed assets	(13,905)	(14,803)
Revaluation of investment property	(100,000)	-
(Increase) in the market value of investments	(6,010,467)	(282,711)
(Gain)/ Loss on sale of investments	(765,753)	149,009
Interest on net pension scheme liabilities	(402,000)	(281,000)
Current and past pension service costs	561,000	679,000
Pension scheme running costs	75,000	74,000
Cash flow not recognised in the Income Statement		
Payments to the Pension Scheme	(933,472)	(943,791)
Movements in working capital		
(Increase) in debtors	(150,979)	(159,270)
(Decrease) in creditors and deferred income	(94,300)	(91,830)
Net cash generated from/ (used in) operations	<u>(2,776,093)</u>	<u>(3,673,238)</u>

29 Net debt reconciliation

	2023	Cash flows	Other non-cash movements	2024
	£	£	£	£
Cash at bank and in hand	4,295,965	3,176,943	-	7,472,908
Bank loans < 1 year	(91,916)	91,228	(90,582)	(91,270)
Bank loans > 1 year	(415,445)	-	90,582	(324,863)
	<u>3,788,604</u>	<u>3,278,171</u>	<u>-</u>	<u>7,056,775</u>

30 Operating leases

The EIS is committed to the following payments under operating leases for property.

	2024	2023
	£	£
Expiry:		
Within one year	<u>22,303</u>	<u>21,588</u>

Rentals paid during the year amounted to £45,707 (2023, £46,867).

31 Related Party Transactions

(A) Key Management Remuneration

Key management personnel received remuneration in the year (including employer's NIC and pension benefits) totalling £678,155 (2023 £689,202).

(B) Superannuation Scheme

In terms of FRS 102, the Institute and the EIS Superannuation Scheme for Officials and Staff are related parties and as such there is a requirement to disclose material transactions between them. A standard security over the Institute's property at 46-48 Moray Place, Edinburgh in favour of the Trustees was granted by the Institute on 30 April 1982 the purpose of which is to enable, in certain circumstances, the Trustees to meet the Scheme's liabilities should, at the time those liabilities become due, the Superannuation Fund be insufficient to meet those liabilities. The Standard Security originally granted on 30 April 1982 has been replaced by revised Standard Securities issued in July 2005 and March 2007. The Institute's contributions to the Scheme are shown in Notes 9 and 24.

(C) Educational Institute of Scotland Benevolent Funds

The Institute and its Benevolent Funds are related parties on the basis that the Trustees of the Benevolent Funds comprise the EIS itself, its elected officials and members of the Institute's Employment Relations Committee. As such there is a requirement to disclose material transactions between them.

During the year, the Institute and its Local Associations made donations of £206,550 (2023 £194,750) to the EIS Benevolent Funds.

The administrative costs of operating the Benevolent Fund are met by the Institute.

As at 31 August 2024 the Educational Institute of Scotland Benevolent Funds were due the Institute £43,114 (2022 £40,914).



Accounting policies

(see notes 84 and 85)

Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Andrea Bradley - General Secretary	Name:	Allan Crosbie - President
Date:	03 February 2025	Date:	03 February 2025

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:

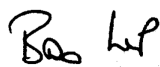
In our opinion the financial statements:

- **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)

See attached signed audit report

Signature(s) of auditor or auditors:



Name(s):

BDO LLP

Profession(s) or Calling(s):

Chartered Accountants

Address(es):

Citypoint

65 Haymarket Terrace

Edinburgh

Postcode

EH12 5HD

Date

03/02/2025

Contact name for inquiries and
telephone number:

Martin Gill
+(0)131 347 0347

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE EDUCATIONAL INSTITUTE OF SCOTLAND

Opinion

In our opinion, the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 August 2024 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 the Educational Institute of Scotland ("the Union") for the year ended 31 August 2024 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 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 Executive Committee's with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE EDUCATIONAL INSTITUTE OF SCOTLAND (Continued)

Other information

The Executive Committee is responsible for the other information. The other information comprises the information included in the accounts, 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 Executive Committee

As explained more fully in the Statement of Executive Committee's Responsibilities, the 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 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 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 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE EDUCATIONAL INSTITUTE OF SCOTLAND (Continued)

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

Based on:

- Our understanding of the Union and the sector in which it operates;
- Discussion with management and those charged with governance; and
- Obtaining and understanding of the Union's policies and procedures regarding compliance with laws and regulations;

we considered the significant laws and regulations to be Trade Union and Labour Relations (Consolidation) Act 1992.

The Union is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to be Equality Act 2010, Trade Union and Labour Relations (Consolidation) Act 1992, HMRC VAT and employment tax laws.

Our procedures in respect of the above included:

- Review of minutes of meeting of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation; and
- Review of legal expenditure accounts to understand the nature of expenditure incurred.

Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- enquiring of Executive Members, and where appropriate, management as to whether:
 - the Institute is in compliance with laws and regulations that have a material effect on the financial statements;
 - they have any knowledge of any actual, suspected or alleged fraud;
- performing analytical procedures to identify unusual or unexpected relationships that may indicate risks of material misstatement due to fraud. Areas of identified risk are then tested substantively;
- assessing whether the accounting policies, treatments and presentation adopted in the financial statements is in accordance with applicable laws and regulations and whether there are instances of potential bias in areas with significant degrees of judgement such as revenue recognition;
- vouching balances and reconciling items in management's key control account reconciliations to supporting documentation as at 31 August 2024; and

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE EDUCATIONAL INSTITUTE OF SCOTLAND (Continued)

- carrying out detailed testing, on a sample basis, of material transactions, financial statement categories and balances to appropriate documentary evidence to verify the completeness, existence and accuracy of the reported financial statements.

Based on our risk assessment, we considered the areas most susceptible to fraud to be income and accounting estimates.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, which met a defined risk criteria, by agreeing to supporting documentation; and
- Assessing significant estimates made by management for bias, including the assumptions related to the defined benefit pension obligation which was tested through agreed of inputs to supporting documentation and consultation of an auditor's expert.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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 the Educational Institute of Scotland, 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.

BDO LLP, Statutory Auditor
Edinburgh, UK
3 February 2025

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes

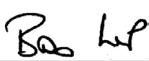
- 2 In the opinion of the assurer has he/she obtained the inforamation and explanations necessary for the performance of his/her functions?

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	BDO LLP
Address	Citypoint 65 Haymarket Terrace Edinburgh EH12 5HD
Date	29/1/2024
Contact name and telephone number	Martin Gill +44(0)131 347 0347

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	