

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	National Education Union		
Year ended:	31 August 2024		
List no:	8287		
Head or Main Office address:	Hamilton House		
	Mabledon Place		
	London		
Postcode	EC1H 9BD		
Website address (if available)	<a href="http://NEU.Org.UK">NEU.Org.UK</a>		
Has the address changed during the year to which the return relates?	Yes	No	<b>X</b> ('X' in appropriate box)
General Secretary:	Daniel Kebede		
Telephone Number:	0345 811 811		
Contact name for queries regarding the completion of this return	Mr T Nandhra		
Telephone Number:	0345 811 811		
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### 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](mailto:returns@certoffice.org)

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# Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	482,342	3,051	14	2,013	487,420
<b>Total</b>	482,342	3,051	14	2,013	A 487,420

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

461,121

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

282

## 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	Louise Atkinson	Emma Rose	01 September 2023
Senior Vice President	Emma Rose	Phil Clarke	01 September 2023
Junior Vice President	Phil Clarke	Sarah Kilpatrick	01 September 2023
Ex President		Louise Atkinson	01 September 2023

State whether the union is:

a. A branch of another trade union?

Yes ☐

No ☒

If yes, state the name of that other union:

b. A federation of trade unions?

Yes ☐

No ☒

If yes, state the number of affiliated unions:

and names:

(see note 12)

[illegible]

<b>Name:</b>	<b>Position:</b>	<b>Date Elected (a):</b>	<b>Date Elected (b):</b>	<b>Date Left:</b>
Emma Rose	President	01/09/2022	01/09/2022	
Phil Clarke	Vice President	01/09/2022	01/09/2022	
Hazel Danson	Treasurer	01/09/2022	01/09/2022	
Louise Birch	Past President	01/09/2022	01/09/2022	
Nicola Hawkins	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Paul Welch	Executive Member	01/09/2023	01/09/2023	
Louise Moores	Executive Member	10/06/2024	10/06/2024	
Debbie Kahler	Executive Member	02/02/2024	02/02/2024	
Louise Lewis	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Helen Bettamy	Executive Member	01/09/2023	01/09/2023	
Anna Scott	Executive Member	01/09/2023	01/09/2023	
Wendy Hardy	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Louise Regan	Executive Member	01/09/2023	01/09/2023	
Siobhan Collingwood	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Peter Glover	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Deborah Gwynn	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Joanne Amy Fleet	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Dawn Taylor	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Nick Wigmore	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Emma Brady	Executive Member	01/09/2023	01/09/2023	
Shelagh Kavanagh	Executive Member	01/09/2023	01/09/2023	
David Mingay	Executive Member	01/04/2022	Re-elected - 01/09/2023	
Christopher Denson	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Shirley Perry	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Kate Taylor	Executive Member	21/10/2022	Re-elected - 01/09/2023	
Sarah Carter	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Chris Dutton	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Leigh Seedhouse	Executive Member	01/09/2022	Re-elected - 01/09/2023	
Phillipa Kearns	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Murray Sackwild	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Georgia Townshend	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Christopher Lilley	Executive Member	01/09/2022	Re-elected - 01/09/2023	
Holly Williams	Executive Member	13/06/2022	Re-elected - 01/09/2023	
Liz Ritson	Executive Member	29/09/2023	29/09/2023	
Susan Kent	Executive Member	18/03/2021	Re-elected - 01/09/2023	
Michelle Purdie	Executive Member	29/04/2024	29/04/2024	
Helen Reeder	Executive Member	12/01/2022	Re-elected - 01/09/2023	
Sheila Caffrey	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Michaela Wilde	Executive Member	01/09/2023	01/09/2023	
Jon Reddiford	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	
Mairead Canavan	Executive Member	01/09/2019	Re-elected - 01/09/2023	
Elizabeth McLean	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Hannah O'Neill	Executive Member	01/09/2020	Re-elected - 01/09/2023	
James Kerr	Executive Member	01/09/2023	01/09/2023	
Jessica Edwards	Executive Member	01/09/2019	Re-elected - 01/09/2023	
Carly Slingsby	Executive Member	04/07/2022	Re-elected - 01/09/2023	
Debra Beale	Executive Member	01/09/2019	Re-elected - 01/09/2023	
Jenny Cooper	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Stefan Simms	Executive Member	01/09/2019	Re-elected - 01/09/2023	
Mehreen Begg	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Dominic Byrne	Executive Member	01/09/2019	Re-elected - 01/09/2023	
Louise Cuffaro	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Gordon White	Executive Member	01/09/2019	Re-elected - 01/09/2023	
Denise Henry	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Kacey de Groot	Executive Member	01/09/2020	Re-elected - 01/09/2023	
Colleen Johnson	Executive Member	01/09/2019	Re-elected - 01/09/2023	
Emma Farthing	Executive Member	01/09/2023	01/09/2023	
Brian Metcalf	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Duncan Blackie	Executive Member	01/09/2021	Re-elected - 01/09/2023	
Amy Kilpatrick	Executive Member	01/09/2021	Re-elected - 01/09/2023	04/12/2023
Karen Williams	Executive Member	Re-elected - 01/09/2021	Re-elected - 01/09/2023	29/01/2024



# General Fund

(see notes 13 to 18)

	£	£
<b>Income</b>		
<b>From Members:</b> Contributions and Subscriptions		67,690,391
<b>From Members:</b> Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		67,690,391
<b>Investment income (as at page 12)</b>		3,055,594
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	5,148,046	
<b>Total of other income (as at page 4)</b>		5,148,046
<b>Total income</b>		75,894,031
<b>Interfund Transfers IN</b>		
<b>Expenditure</b>		
Benefits to members (as at page 5)		30,210,004
Administrative expenses (as at page 10)		25,430,230
<b>Federation and other bodies (specify)</b>		
TUC		1,496,892
EI/ETUCE		809,912
Other subscriptions and donations		1,203,105
<b>Total expenditure Federation and other bodies</b>		3,509,909
<b>Taxation</b>		883,000
<b>Total expenditure</b>		60,033,143
<b>Interfund Transfers OUT</b>		7,457,000
<b>Surplus (deficit) for year</b>		15,860,888
<b>Amount of general fund at beginning of year</b>		88,362,107
<b>Amount of general fund at end of year</b>		96,765,995

(see notes 19 and 20)

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# Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		<b>brought forward</b>	4,977,094
Employment Related Issues		Advisory Services	
Legal Services	1,295,823		
Representation –		Other Cash Payments	
Nón Employment Related Issues			
		Education and Training services	
		Training	1,493,329
Communications			
Union Magazines	2,676,418		
Website	1,004,853		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Branch & Other Grants	135,143
		Staff Costs	23,021,259
		Insurance	292,193
		Travel & Subsistence	265,694
		Members discount scheme	25,292
<b>carried forward</b>	4,977,094	<b>Total (should agree with figure in General Fund)</b>	30,210,004

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Sustentation Fund	£	£
<b>Income</b>			
	From members		689,752
	Investment income (as at page 12)		125,197
	Other income (specify)		
	Unrealised gain on Investment		347,873
	<b>Total other income as specified</b>		347,873
	<b>Total Income</b>		1,162,822
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		872,001
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		872,001
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		290,821
	<b>Amount of fund at beginning of year</b>		8,426,131
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		8,716,952
	<b>Number of members contributing at end of year</b>		461,121

Fund 3		Fund Account	
Name:	International	£	£
<b>Income</b>			
	From members		689,752
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		689,752
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		734,663
	<b>Total Expenditure</b>		734,663
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		-44,911
	<b>Amount of fund at beginning of year</b>		546,236
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		501,325
	<b>Number of members contributing at end of year</b>		

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	District Fund	£	£
<b>Income</b>			
	From members		6,731,540
	Investment income (as at page 12)		
	Other income (specify)		
	Other Income		86,173
	<b>Total other income as specified</b>		86,173
	<b>Total Income</b>		6,817,713
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		6,207,106
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		6,207,106
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		610,607
	<b>Amount of fund at beginning of year</b>		13,029,206
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		13,639,813
	<b>Number of members contributing at end of year</b>		461,121

Fund 5		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

(See notes 21 and 23)

Fund 6		Fund Account	
Name:		£	£
<b>Income</b>	From members		
	Investment income (as at page 12)		
	Other income (specify)		
<b>Total other income as specified</b>			
<b>Total Income</b>			
Interfund Transfers IN			
<b>Expenditure</b>	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
<b>Surplus (Deficit) for the year</b>			
<b>Amount of fund at beginning of year</b>			
<b>Amount of fund at the end of year (as Balance Sheet)</b>			
<b>Number of members contributing at end of year</b>			

Fund 7		Fund Account	
Name:	Pension Reserve	£	£
<b>Income</b>	From members		
	Investment income (as at page 12)		
	Other income (specify)		
<b>Total other income as specified</b>			
<b>Total Income</b>			
Interfund Transfers IN			7,457,000
<b>Expenditure</b>	Benefits to members		2,723,840
	Administrative expenses and other expenditure (as at page 10)		1,577,160
	<b>Total Expenditure</b>		4,301,000
	Interfund Transfers OUT		
<b>Surplus (Deficit) for the year</b>			-4,301,000
<b>Amount of fund at beginning of year</b>			-3,156,000
<b>Amount of fund at the end of year (as Balance Sheet)</b>			
<b>Number of members contributing at end of year</b>			

(See notes 21 and 23)

Fund 8		Fund Account	
Name:		£	£
<b>Income</b>			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	<b>Total other income as specified</b>		
	<b>Total Income</b>		
	Interfund Transfers IN		
<b>Expenditure</b>			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	<b>Total Expenditure</b>		
	Interfund Transfers OUT		
	<b>Surplus (Deficit) for the year</b>		
	<b>Amount of fund at beginning of year</b>		
	<b>Amount of fund at the end of year (as Balance Sheet)</b>		
	<b>Number of members contributing at end of year</b>		

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)

£

£

<b>Political fund account 1</b>		<b>To be completed by trade unions which maintain their own political fund</b>	
<b>Income</b>	Members contributions and levies		487,871
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total income		487,871
<b>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</b>			
	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)		177,238
	Expenditure F (as at page vi)		267,200
	Non-political expenditure (as at page vii)		49,158
	Total expenditure		493,596
	Surplus (deficit) for year		-5,725
	Amount of political fund at beginning of year		965,659
	Amount of political fund at the end of year (as <u>Balance Sheet</u> )		959,934
	Number of members at end of year contributing to the political fund		214,640
	Number of members at end of the year not contributing to the political fund		272,780
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		29,340
<b>Political fund account 2 To be completed by trade unions which act as components of a central trade union</b>			
<b>Income</b>	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		
<b>Expenditure</b>	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

[illegible]

### **Political fund account expenditure (d)**

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

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

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
<b>Total</b>	

**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	£
Labour	103,520
Liberal Democrats	29,410
Conservative	26,681
Green Party	17,627
<b>Total</b>	<b>177,238</b>

### 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	£
Stand up to Racism	150,000
Hope not Hate	100,000
Love Music Hate Racism	10,000
Youth Zone	7,200
<b>Total</b>	<b>267,200</b>

**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		£
Solu4ions		31,033

**Total expenditure** 31,033

(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

£

Staff Travel & Sus.	18,125

**Total expenditure** 18,125

£

(c) the total amount of all other money expended


**Total expenditure**

**Total of all expenditures** 49,158

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

(see notes 34 and 35)

			£
<b>Administrative Expenses</b>			
Remuneration and expenses of staff			10,649,935
Salaries and Wages included in above	8,130,031		
Auditors' fees			105,059
Legal and Professional fees			386,822
Occupancy costs			3,327,026
Stationery, printing, postage, telephone, etc.			1,039,386
Expenses of Executive Committee (Head Office)			
Expenses of conferences			1,835,677
Other administrative expenses (specify)			
Campaigns & Action			4,120,548
Member Recruitment			57,782
Research Fees			514,691
Staff Recruitment & Training			551,280
Computer Support & Systems Maintenance			1,701,087
Other Member Services			73,103
Other Admin Costs			145,458
Books & Publications			100,687
Executive Costs			539,216
Office Expenses			125,903
<b>Other Outgoings</b>			
Bank Charges			214,615
Depreciation & Impairment			1,547,561
Loss on disposal of fixed assest			
Bad Debt Writeoff			-10,783
Outgoings on land and buildings (specify)			
Other outgoings (specify)			
Pension Running Costs			448,000
Pension Interest Expense			78,000
Pension Actuarial Loss			191,000
<b>Total</b>			27,742,053
Charged to:	General Fund (Page 3)		25,430,230
	Sustentation Fund		
	International		734,663
	District Fund		
	Pension Reserve		1,577,160
<b>Total</b>			27,742,053

## Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

## Analysis of investment income

(see notes 47 and 48)

[illegible]



## 31 August 2024

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## Fixed assets account

(see notes 53 to 57)

	Land and Buildings Freehold      Leasehold		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	£	£	£	£	£	£
<b>Cost or Valuation</b>						
At start of year	40,430,594	4,500,858	3,844,422			48,775,874
Additions	999,121		175,695			1,174,816
Disposals		-2,291,038	-605,784			-2,896,822
Revaluation/Transfers	13,700	-52,272	29,244			-9,328
At end of year	41,443,415	2,157,548	3,443,577			47,044,540
<b>Accumulated Depreciation</b>						
At start of year	4,533,200	1,407,651	2,552,951			8,493,802
Charges for year	912,156	66,448	559,628			1,538,232
Disposals		-770,022	-605,784			-1,375,806
Revaluation/Transfers						
At end of year	5,445,356	704,077	2,506,795			8,656,228
Net book value at end of year	35,998,059	1,453,471	936,782			38,388,312
Net book value at end of previous year	35,897,394	3,093,207	1,291,471			40,282,072

## Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)	8,082,800	
	Government Securities (Gilts)	2,450,331	
	Other quoted securities (to be specified)	19,841,531	
	Total quoted (as Balance Sheet)	30,374,662	
	Market Value of Quoted Investment		
Unquoted	Equities	2,123,078	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)	2,123,078	
	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 £
<b>Income</b>			
From Members	75,801,435	487,871	76,289,306
From Investments	3,180,791		3,180,791
Other Income (including increases by revaluation of assets)	5,582,092		5,582,092
<b>Total Income</b>	84,564,318	487,871	85,052,189
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	72,147,913	493,596	72,641,509
<b>Funds at beginning of year</b> (including reserves)	107,207,680	965,659	108,173,339
<b>Funds at end of year</b> (including reserves)	119,624,085	959,934	120,584,019
<b>Assets</b>			
Fixed Assets			38,388,312
Investment Assets			32,497,740
Other Assets			58,770,925
<b>Total Assets</b>			129,656,977
<b>Liabilities</b>		<b>Total Liabilities</b>	9,072,958
<b>Net Assets (Total Assets less Total Liabilities)</b>			120,584,019

# Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

<b>Did the union hold any ballots in respect of industrial action during the return period?</b>		<div style="border: 1px solid black; padding: 2px 10px;">Yes</div>
If Yes How many ballots were held: <div style="border: 1px solid black; width: 50px; height: 20px; display: inline-block;"></div>		
For each ballot held please complete the information below:		
<div> <div style="display: flex; justify-content: space-between;"> <div> <b>Ballot 1</b>                      Number of individual who were entitled to vote in the ballot   <b>Number of votes cast in the ballot</b>                      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                 </div> <div style="display: flex; flex-direction: column; align-items: flex-end;"> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px; text-align: right;">1</div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px; text-align: right;">2</div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px; text-align: right;">3</div> </div> </div> <div style="text-align: right; margin-top: 10px;"> <b>1-3 should total "Number of votes cast"</b> </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: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div style="margin-top: 5px;">                     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: 60px; height: 20px; display: inline-block; margin-left: 10px;"></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: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> </div>		
<div> <div style="display: flex; justify-content: space-between;"> <div> <b>Ballot 2</b>                      Number of individual who were entitled to vote in the ballot   <b>Number of votes cast in the ballot</b>                      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                 </div> <div style="display: flex; flex-direction: column; align-items: flex-end;"> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px; text-align: right;">1</div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px; text-align: right;">2</div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px; text-align: right;">3</div> </div> </div> <div style="text-align: right; margin-top: 10px;"> <b>1-3 should total "Number of votes cast"</b> </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: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div style="margin-top: 5px;">                     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: 60px; height: 20px; display: inline-block; margin-left: 10px;"></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: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> </div>		
<div> <div style="display: flex; justify-content: space-between;"> <div> <b>Ballot 3</b>                      Number of individual who were entitled to vote in the ballot   <b>Number of votes cast in the ballot</b>                      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                 </div> <div style="display: flex; flex-direction: column; align-items: flex-end;"> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px;"></div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px; text-align: right;">1</div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px; text-align: right;">2</div> <div style="border: 1px solid black; width: 80px; height: 20px; margin-bottom: 2px; text-align: right;">3</div> </div> </div> <div style="text-align: right; margin-top: 10px;"> <b>1-3 should total "Number of votes cast"</b> </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: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div style="margin-top: 5px;">                     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: 60px; height: 20px; display: inline-block; margin-left: 10px;"></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: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> </div>		

**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:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 2**

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 3**

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

#### Industrial Action 4

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

#### Industrial Action 5

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

#### Industrial Action 6

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

#### Industrial Action 7

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

#### Industrial Action 8

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

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

## Information on Industrial Action Ballots

Name of Organisation:		National Education Union			Reporting Period	1/09/23-31/08/24		
Did the union hold any ballots in respect of industrial action during the return period?  If yes, how many ballots were held?		Yes			For each ballot held please complete the information below			
		139						
Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot?	Does 226(2B) of the 1992 Act apply to this ballot?	If yes, were the number of individuals answering "Yes" to the question(or each question) at least 40% of the number of individuals who were entitled to vote in the ballot?
1	55	45	36	9	0	Yes	Yes	Yes
2	22	14	13	1	0	Yes	Yes	Yes
3	36	22	19	3	0	Yes	Yes	Yes
4	47	37	33	4	0	Yes	Yes	Yes
5	29	14	14	0	0	No	Yes	Yes
6	28	4	4	0	0	No	No	No
7	21	5	4	1	0	No	Yes	No
8	73	38	28	10	0	Yes	Yes	No
9	47	39	39	0	0	Yes	Yes	Yes
10	19	17	17	0	0	Yes	Yes	Yes
11	11	9	8	1	0	Yes	Yes	Yes
12	46	44	43	1	0	Yes	Yes	Yes
13	25	17	17	0	0	Yes	Yes	Yes
14	41	31	30	1	0	Yes	Yes	Yes
15	21	20	20	0	0	Yes	Yes	Yes
16	34	26	24	2	0	Yes	Yes	Yes

17	69	56	53	3	0 Yes	Yes	Yes
18	45	19	18	1	0 No	Yes	Yes
19	94	57	47	10	0 Yes	Yes	No
20	63	58	53	5	0 Yes	Yes	Yes
21	23	14	13	1	0 Yes	Yes	Yes
22	19	13	13	0	0 Yes	Yes	Yes
23	10	8	6	2	0 Yes	Yes	Yes
24	33	28	23	5	0 Yes	Yes	Yes
25	10	8	6	2	0 Yes	Yes	Yes
26	56	42	40	2	0 Yes	Yes	Yes
27	70	64	64	0	0 Yes	Yes	Yes
28	47	38	36	2	0 Yes	Yes	Yes
29	42	11	10	1	0 No	Yes	No
30	66	56	56	0	0 Yes	Yes	Yes
31	42	37	28	9	0 Yes	Yes	Yes
32	91	72	66	6	0 Yes	Yes	Yes
33	32	25	18	7	0 Yes	Yes	Yes
34	28	24	20	4	0 Yes	Yes	Yes
35	10	9	9	0	0 Yes	Yes	Yes
36	8	8	8	0	0 Yes	Yes	Yes
37	59	54	45	7	2 Yes	Yes	Yes
38	20	17	14	3	0 Yes	Yes	Yes
39	98	47	29	18	0 No	Yes	No
40	50	41	38	3	0 Yes	Yes	Yes
41	29	22	22	0	0 Yes	Yes	Yes
42	51	39	36	2	1 Yes	Yes	Yes
43	14	8	7	1	0 Yes	Yes	Yes
44	50	38	38	0	0 Yes	Yes	Yes
45	41	32	28	4	0 Yes	Yes	Yes
46	66	43	42	1	0 Yes	Yes	Yes
47	64	55	52	3	0 Yes	Yes	Yes
48	28	13	11	2	0 No	Yes	No
49	37	18	15	3	0 No	Yes	No



50	50	25	22	3	0 Yes	Yes	Yes
51	114	89	86	3	0 Yes	Yes	Yes
52	7	7	7		0 Yes	Yes	Yes
53	74	49	38	11	0 Yes	Yes	Yes
54	10	8	7	1	0 Yes	Yes	Yes
55	98	42	39	3	0 No	Yes	No
56	108	74	72	2	0 Yes	Yes	Yes
57	12	12	9	3	0 Yes	Yes	Yes
58	65	48	45	3	0 Yes	Yes	Yes
59	31	23	22	1	0 Yes	Yes	Yes
60	17	9	7	2	0 Yes	Yes	Yes
61	36	27	24	3	0 Yes	Yes	Yes
62	62	31	25	6	0 Yes	Yes	Yes
63	43	37	33	4	0 Yes	Yes	Yes
64	39	25	25	0	0 Yes	Yes	Yes
65	26	18	17	1	0 Yes	Yes	Yes
66	79	60	59	1	0 Yes	Yes	Yes
67	91	70	68	2	0 Yes	Yes	Yes
68	58	33	29	4	0 Yes	Yes	Yes
69	46	31	29	2	0 Yes	Yes	Yes
70	21	17	15	2	0 Yes	Yes	Yes
71	22	13	12	1	0 Yes	Yes	Yes
72	9	6	5	1	0 Yes	Yes	Yes
73	17	8	7	1	0 No	Yes	Yes
74	66	22	20	2	0 No	Yes	No
75	46	34	30	4	0 Yes	Yes	Yes
76	65	59	53	6	0 Yes	Yes	Yes
77	51	31	30	1	0 Yes	Yes	Yes
78	22	18	18	0	0 Yes	Yes	Yes
79	25	20	19	0	1 Yes	Yes	Yes
80	6	5	4	1	0 Yes	Yes	Yes
81	16	6	5	1	0 No	Yes	Yes
82	18	11	9	2	0 Yes	Yes	Yes

83	31	29	29	0	0	Yes	Yes	Yes
84	32	31	31	0	0	Yes	Yes	Yes
85	78	45	37	7	1	Yes	Yes	Yes
86	52	35	29	6	0	Yes	Yes	Yes
87	126	104	97	7	0	Yes	Yes	Yes
88	41	36	32	4	0	Yes	Yes	Yes
89	24	16	16	0	0	Yes	Yes	Yes
90	57	41	31	10	0	Yes	Yes	Yes
91	3	3	3	0	0	Yes	Yes	Yes
92	82	62	58	3	1	Yes	Yes	Yes
93	208	164	156	8	0	Yes	Yes	Yes
94	18	11	8	3	0	Yes	Yes	Yes
95	101	77	71	6	0	Yes	Yes	Yes
96	51	42	41	1	0	Yes	Yes	Yes
97	21	15	15	0	0	Yes	Yes	Yes
98	44	39	39	0	0	Yes	Yes	Yes
99	19	11	9	2	0	Yes	Yes	Yes
100	27	11	9	2	0	No	Yes	No
101	67	45	42	2	1	Yes	Yes	Yes
102	19	14	12	2	0	Yes	Yes	Yes
103	53	43	36	7	0	Yes	Yes	Yes
104	48	39	39	0	0	Yes	Yes	Yes
105	29	21	19	2	0	Yes	Yes	Yes
106	73	54	52	2	0	Yes	Yes	Yes
107	59	44	38	6	0	Yes	Yes	Yes
108	35	26	23	3	0	Yes	Yes	Yes
109	33	27	25	2	0	Yes	Yes	Yes
110	29	18	15	3	0	Yes	Yes	Yes
111	49	33	20	13	0	Yes	Yes	Yes
112	45	38	33	4	1	Yes	Yes	Yes
113	24	17	16	1	0	Yes	Yes	Yes
114	23	18	17	1	0	Yes	Yes	Yes
115	5	3	3	0	0	Yes	Yes	Yes

116	24	22	21	1	0 Yes	Yes	Yes
117	21	11	10	1	0 Yes	Yes	Yes
118	36	34	31	3	0 Yes	Yes	Yes
119	33	27	27	0	0 Yes	Yes	Yes
120	25	19	19	0	0 Yes	Yes	Yes
121	43	21	20	1	0 No	Yes	Yes
122	18	15	14	1	0 Yes	Yes	Yes
123	13	10	5	5	0 Yes	Yes	No
124	33	22	22	0	0 Yes	Yes	Yes
125	5	4	4	0	0 Yes	Yes	Yes
126	31	23	23	0	0 Yes	Yes	Yes
127	43	31	28	3	0 Yes	Yes	Yes
128	12	9	8	1	0 Yes	Yes	Yes
129	12	4	4	0	0 No	Yes	Yes
130	69	33	32	1	0 No	Yes	Yes
131	26	17	15	2	0 Yes	Yes	Yes
132	28	22	17	5	0 Yes	Yes	Yes
133	35	25	21	4	0 Yes	Yes	Yes
134	80	52	46	6	0 Yes	Yes	Yes
135	49	31	30	1	0 Yes	Yes	Yes
136	33	27	22	5	0 Yes	Yes	Yes
137	38	26	21	5	0 Yes	Yes	Yes
138	37	21	21	0	0 Yes	Yes	Yes
139	58	35	31	4	0 Yes	Yes	Yes





## 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.**

1. The first part of the document is a title page. It contains the title of the report, the author's name, and the date of the report.

2. The second part of the document is an abstract. It provides a brief summary of the main findings of the report.

3. The third part of the document is the introduction. It discusses the background of the study and the objectives of the research.

4. The fourth part of the document is the methodology. It describes the methods used to collect and analyze the data.

5. The fifth part of the document is the results. It presents the findings of the study in a clear and concise manner.

6. The sixth part of the document is the discussion. It interprets the results and discusses their implications.

7. The seventh part of the document is the conclusion. It summarizes the main findings and provides recommendations for future research.

8. The eighth part of the document is the references. It lists the sources of information used in the study.

9. The ninth part of the document is the appendix. It contains additional information that supports the main findings of the study.

10. The tenth part of the document is the index. It provides a list of the topics covered in the report and the page numbers where they can be found.

## 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: <i>Daniel Kebede</i>	Chairman's Signature: <i>H. Danson</i>
	(or other official whose position should be stated)
Name: Daniel Kebede	Name: Hazel Danson
Date: 24 March 2025	Date: 24 March 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		No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes		No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes		No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes		No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes		No	
A member statement is: (see Note 80)	Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes		To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes		No	

# National Education Union

## Notes forming part of the Financial Statements for the year ended 31 August 2024

### 1 Accounting Policies

#### (a) Basis of preparation of financial statements

The National Education Union was formed on the 1 September 2017 following the amalgamation of the National Union of Teachers and the Association of Teachers and Lecturers. The assets and liabilities of the two unions were transferred to the National Education Union to form the opening position for the National Education Union. The Union's activities of the former unions have continued without interruption. The financial statements have therefore been prepared on a going concern basis and the Executive Committee consider that there are no material uncertainties about the Union's ability to continue as a going concern. Refer to 1(e) below.

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

The Union is a public benefit entity.

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

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

#### (b) Income recognition

The financial statements are prepared on an accruals basis, whilst commissions are accounted for when the Union is notified of the sum due. Subscription income is accounted for on a receivable basis for the current year. All investment and rental income are credited to the General Fund when receivable.

#### (c) Designated funds

All income and expenditure is credited/(charged) to the statement of comprehensive income. Transfers to/(from) designated funds are made for investment income earned on each fund's assets together with specific donations and, where relevant, apportionment of subscription income due to the funds net of any expenditure attributable to the funds. Reserves which are earmarked by the Union for specific purposes are termed Designated Reserves (note 30).

Subscribing members, who have opted in, contribute 1% of the full subscription fee to the Political Fund. Expenditure in connection with Political activities must be charged against this Fund.

#### (d) Defined benefit pension scheme

The surplus or deficit arising on the Union's defined benefit pension scheme is disclosed on the Union's statement of financial position. Movements on the Pension Scheme, asset, or liability are reflected through the statement of comprehensive income to the extent that they relate to 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 Income). Movements arising from changes in actuarial assumptions, including differences between the actual returns on Scheme assets and the expected returns and experience gains/ (losses) arising on the Scheme's liabilities are reflected through the statement of comprehensive income.

Pension scheme assets are measured using market values; quoted securities are valued at current bid price. Pension scheme liabilities are measured using a projected unit method and discounted at the current rate of return on a high-quality corporate bond of equivalent term and currency to the liability.

# National Education Union

## Notes forming part of the Financial Statements for the year ended 31 August 2024

### 1 Accounting Policies *(continued)*

#### (e) Going Concern

The officers of the Union have considered their obligation to prepare these financial statements on an appropriate basis, having regard to the Union's financial position as at the year end and with reference to budgets and forecasts for the 2025 financial year, extended for the 12 month period from the anticipated date of signing the accounts. Management are confident that the accounts should be prepared as a going concern, taking into account estimated subscription income based on a review of membership numbers, projected expenditure and reserve levels. During a year of significant campaigning, the NEU has increased its income through an increase in membership numbers. While the NEU has had an operating deficit for the year, that is attributed to the increased spending during the pay campaign. The NEU has sufficient cash reserves to meet this deficit. The latest review of membership numbers demonstrates that membership levels remain in line with the forecast for the next financial year, which underpinned a projected budget surplus.

#### (f) Corporation taxation

As an unincorporated association, the National Education Union is liable to Corporation Tax on its investment income and realised gains on investments sold. As a trade union, relief is available in respect of provident benefits expenditure, as statutorily defined.

#### (g) Deferred tax

Deferred tax is provided on all material reversing timing differences which arise from transactions reflected through the statement of comprehensive income. Deferred income tax is determined based on the rates expected to apply at the date of reversal, using tax rates and laws that have been enacted or substantively enacted by the reporting date.

#### (h) Operating leases

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

#### (i) Fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management. Fixed assets are initially recognised at cost. Items over £1,000 either individually or purchased in bulk, which meet the definition of a fixed asset are capitalised.

Tangible fixed assets are reviewed at each year end date, or where there are changes in the circumstances which indicate that the carrying amount may not be recoverable. Depreciation is calculated to write down the cost of fixed assets to estimated realisable values on a straight-line basis over the expected useful lives of the assets concerned.

## National Education Union

### Notes forming part of the Financial Statements for the year ended 31 August 2024

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The principal annual rates are:

Freehold property		2% on cost excluding land
Leasehold improvements	-	Over the balance of the property's expected useful life
Leasehold property	-	Over the period of the lease (or 50 years if shorter)
Plant and machinery	-	10%
Furniture and office equipment	-	At varying rates of between 10% and 33⅓%

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Statement of Comprehensive Income.

The proportion of the NEU's headquarters which is rented out to third parties is held at fair value at the balance sheet date in accordance with FRS 102. Fair value is reviewed annually by external valuers on the basis of a collation and analysis of appropriate comparable investment and rental transactions, together with evidence of demand within the vicinity of the subject property. No depreciation is charged. The value of the investment property is provided as an accounting estimate.

**(j) Intangible assets**

Significant expenditure on computer software is capitalised as an intangible asset and stated at cost less accumulated amortisation and impairment. Amortisation is charged on a straight-line basis over the estimated useful economic life of the software of 5 years and charged to administration expenses. Amortisation is only charged once the software has been brought into use.

**(k) Financial instruments**

The Union only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like other debtors and creditors.

Debt instruments that are payable or receivable within one year, typically other creditors or debtors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received.

Financial assets that are measured at cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised within the operating surplus or loss. The impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If such a financial instrument has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

**(l) Cash and cash equivalents**

Cash and cash equivalents consist of cash on hand, current asset investments and balances with banks. Where applicable, cash and cash equivalents are revalued based on the relevant exchange rates at the reporting date. This includes amounts held in short term deposit accounts with a maturity period of less than 90 days.

## National Education Union

### Notes forming part of the Financial Statements for the year ended 31 August 2024

#### (m) **Critical accounting assumptions and judgements**

The preparation of financial statements requires management to make judgements, estimates and assumptions in the application of accounting policies that affect the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and judgements are continuously evaluated and are based on historical experience and other factors including expectations of future events that are believed to be reasonable. Revision to accounting estimates are recognised in the period in which the estimates are revised, and any future period affected.

In preparing these financial statements, the Union has made the following judgements:

- Determine whether leases entered by the Union either as lessor or a lessee are operating lease or finance leases. These decisions depend on an assessment of whether the risks and rewards of ownership have been transferred from the lessor to the lessee on a lease-by-lease basis.
- Determine whether there are any indicators of impairment of the Union's tangible fixed assets or investments. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset and where it is a component of a larger cash-generating unit, the viability and expected future performance of that unit.

Key sources of estimation uncertainty are as follows:

- Tangible fixed assets (see note 18) - the basis of calculation and assumption used to perform revaluation and useful economic life of assets used in calculating depreciation. The Union reviews non-current assets each year for impairment, in line with accounting standards.

Investment property (see note 19) - investment properties are professionally valued annually using a yield methodology. This uses market rental values capitalised at a market capitalisation rate but there is an inevitable degree of judgement involved in that each property is unique and value can only ultimately be reliably tested in the market itself.

- Pension Costs (see note 33) - the cost of each of the defined benefit pension schemes is determined using an actuarial valuation. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates.
- Investments (see note 20) - quoted investments are disclosed at mid-market values at the Statement of Financial Position date. Unquoted investments are disclosed at the best available price.

## National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 (*continued*)

### 2 Subscription Income

	Year to 31 August 2024 £	Year to 31 August 2023 £
National subscriptions	69,557,766	63,910,915
Local subscriptions	6,731,540	5,687,457
Total Subscriptions from members	76,289,306	69,598,372

### 3 Investment Income

	Year to 31 August 2024 £	Year to 31 August 2023 £
General Fund	1,684,824	734,820
Sustentation Fund	125,197	129,232
Profit on the sale of investments	382,594	346,849
	2,192,615	1,210,901

### 4 Donations

	Year to 31 August 2024 £	Year to 31 August 2023 £
General Fund donations	1,521	289
Hardship donations	200	15,683
	1,721	15,972

### 5 Other Income

	Year to 31 August 2024 £	Year to 31 August 2023 £
Union Magazine advertising	223,680	166,407
Commissions	31,432	21,090
Legal recovery	1,029,463	1,258,344
Other income	135,952	149,582
Local District Income generated	86,173	232,023
	1,506,700	1,827,446

## National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 (*continued*)

### 6 Staff Costs

	Year to 31 August 2024 £	Year to 31 August 2023 £
Salaries	27,162,361	26,227,828
Social security costs	3,062,131	2,906,810
Childcare vouchers	66,639	49,723
Superannuation contributions (note 30)		
- current service cost	3,584,000	5,429,000
	33,875,131	34,613,361

Average number of employees	555	551
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Key personnel compensation	363,973	£700,816
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(During the period 5 staff were considered key management)

### 7 Grants

	Year to 31 August 2024 £	Year to 31 August 2023 £
District grants	135,143	122,235
Membership Grants (sustentation)	872,001	310,738
	1,007,144	432,973



## National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 (*continued*)

8	Property Costs	Headquarters	Nations/ Regions	Total	Total
		Year to 31 August 2024 £	Year to 31 August 2024 £	Year to 31 August 2024 £	Year to 31 August 2023 £
	Consultants' fees	156,244	-	<b>156,244</b>	44,408
	Heating, lighting and water	183,555	92,791	<b>276,346</b>	456,051
	Repairs, maintenance and decorations	431,595	63,905	<b>495,500</b>	231,386
	Rates	713,700	231,640	<b>945,340</b>	968,965
	Insurance	550,321	-	<b>550,321</b>	466,444
	Telephone	115,197	12,809	<b>128,006</b>	150,790
	Cleaning, laundry and sundries	293,381	155,096	<b>448,477</b>	388,466
	Rent	-	454,798	<b>454,798</b>	523,367
		<b>2,443,993</b>	<b>1,011,039</b>	<b>3,455,032</b>	<b>3,229,877</b>
9	Subscriptions	Year to 31 August 2024 £		Year to 31 August 2023 £	
	TUC	<b>1,496,892</b>		1,383,376	
	EI/ETUCE	<b>809,912</b>		705,894	
	Other subscriptions and donations	<b>1,203,105</b>		806,125	
		<b>3,509,909</b>		<b>2,895,395</b>	

## National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 (*continued*)

### 10 Campaigns and Action

	Year to 31 August 2024	Year to 31 August 2023
	£	£
Campaign expenditure and projects	2,303,207	3,892,878
Promotional materials and merchandise	461,438	1,496,821
Communications and social media	1,849,499	3,314,760
	<u>4,614,144</u>	<u>8,704,459</u>

### 11 Publications

	Year to 31 August 2024	Year to 31 August 2023
	£	£
Union Magazines	2,676,418	2,796,966
	<u>2,676,418</u>	<u>2,796,966</u>

### 12 Travel and Subsistence

	Year to 31 August 2024	Year to 31 August 2023
	£	£
Conferences	339,994	414,641
Executive travel	265,694	146,151
Regional/Nations and Headquarters	1,202,105	1,368,260
General Secretaries	464,095	380,476
Car Costs	853,700	767,787
	<u>3,125,588</u>	<u>3,077,315</u>

## National Education Union

### Notes forming part of the Financial Statements for the year ended 31 August 2024 (continued)

#### 13 Other Members' Services

	Year to 31 August 2024 £	Year to 31 August 2023 £
Training	1,493,329	1,122,278
Legal Expenditure	1,295,823	1,730,405
Insurance for members	292,193	283,239
Recruitment	57,782	57,880
Conferences	10,508	6,061
Member Benefit Discount Scheme	25,292	25,367
Projects & Research fees	514,691	366,018
Printing, postage and stationery	527,590	572,485
Web site/Systems Cost	1,004,853	788,956
Other Costs	73,103	176,758
	5,295,164	5,129,447

#### 14 Other Administration Costs

	Year to 31 August 2024 £	Year to 31 August 2023 £
Audit and accountancy	105,059	139,005
Actuarial and other professional fees	834,822	1,168,265
	939,881	1,307,270
Staff recruitment and training	551,280	562,851
Computer support and systems maintenance	1,701,086	1,456,171
Office expenditure	67,880	68,686
Printing, postage and stationery	383,791	398,425
Books and publications	100,687	91,014
Conference expenditure	1,485,175	650,751
Health and Safety	58,023	32,752
Executive costs	539,216	757,342
Other Costs	145,458	247,580
Bad Debt Write off	(10,783)	(122,112)
Net Interest Cost on pension funds	78,000	352,000
	6,039,694	5,802,730

Auditors' remuneration is **£55,650** (2023: **£56,000**) for audit services, **£3,000** (2023: **£3,000**) for tax compliance, and **£2,000** (2023: **£1,250**) for additional audit services. Figures quoted exclude VAT.

## National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 (*continued*)

<b>15</b>	<b>Financial Expenses</b>	<b>Year to 31 August 2024 £</b>	<b>Year to 31 August 2023 £</b>
	Bank charges	214,615	211,155
<b>16</b>	<b>Taxation</b>	<b>Year to 31 August 2024 £</b>	<b>Year to 31 August 2023 £</b>
	Tax adjustment in respect of prior years		(868,151)
	<b>Deferred tax</b>		
	Deferred tax on the fair value of investments	794,000	(279,000)
	Deferred tax on the fair value of unquoted investments	148,000	231,000
	Deferred tax on revalued investment property	-	(101,000)
	Deferred tax on revalued freehold property	(59,000)	(56,000)
	Total deferred tax charge	883,000	(205,000)
	Tax charge/ (credit)	883,000	(1,073,151)

## National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 (*continued*)

### 17 Intangible Fixed Assets

	As at 31 August 2024	As at 31 August 2023
<b><i>Cost/revaluation</i></b>		
At 31 August 2023	537,900	537,900
<b>At 31 August 2024</b>	<b>537,900</b>	<b>537,900</b>
<b><i>Depreciation</i></b>		
At 31 August 2023	211,927	104,347
Charge for the period	107,580	107,580
Disposals		
<b>At 31 August 2024</b>	<b>319,507</b>	<b>211,927</b>
<b><i>Net book value</i></b>		
<b>At 31 August 2024</b>	<b>218,393</b>	<b>325,973</b>
NBV 31/08/2023	325,973	433,553

Intangible assets represent costs incurred in the development of the NEU's Case Management system, CiviCase.

## National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 (*continued*)

### 18 Tangible Fixed Assets

	Asset under construction	Freehold properties	Leasehold properties	Plant and Machinery	Furniture and office Equipment	Total
	£	£	£	£	£	£
<b>Cost/revaluation</b>						
At 31 August 2023	1,425,816	23,254,778	4,500,858	346,298	2,960,224	32,487,974
Additions	333,173	665,948		31,290	144,406	1,174,817
Disposals		50,180	(59,508)			(9,328)
Transfer			(2,291,038)		(605,784)	(2,896,822)
	(491,542)	455,062	7,236		29,244	-
<b>At 31 August 2024</b>	<b>1,267,447</b>	<b>24,425,968</b>	<b>2,157,548</b>	<b>377,588</b>	<b>2,528,090</b>	<b>30,756,641</b>
<b>Depreciation</b>						
At 31 August 2023	-	4,533,200	1,407,651	241,221	2,099,803	8,281,875
Charge for the period		912,156	66,448	31,700	420,349	1,430,653
Disposals			(770,022)		(605,784)	(1,375,806)
<b>At 31 August 2024</b>	<b>-</b>	<b>5,445,356</b>	<b>704,077</b>	<b>272,921</b>	<b>1,914,368</b>	<b>8,336,722</b>
<b>Net book value</b>						
<b>As at 31 August 2024</b>	<b>1,267,447</b>	<b>18,980,612</b>	<b>1,453,471</b>	<b>104,667</b>	<b>613,722</b>	<b>22,419,919</b>
As at 31 August 2023	1,425,816	18,721,578	3,093,207	105,077	860,421	24,206,099

The NEU headquarters is disclosed at deemed cost. The freehold and leasehold properties of the ATL were transferred at fair value on the amalgamation of the NUT and ATL in September 2017. These properties were valued by CBRE and Wells McFarlane in June 2017. All other freehold and leasehold properties are disclosed at original cost less impairment.

The freehold property used as Union Headquarters is subject to a first legal charge in favour of the NEU Pension Scheme. Details of the current scheme position is shown in note 33. The open market value of this property in existing use was last assessed as at 31 January 2024 and amounted to £50m.

## National Education Union

### Notes forming part of the Financial Statements for the year ended 31 August 2024 (*continued*)

19      Investment Property	As at 31 August 2024 £
Cost/revaluation	15,750,000
At 31 August 2023	
Revaluation	
At 31 August 2024	<u>15,750,000</u>
As at 31 August 2023	15,750,000

The investment property represents the proportion of the NEU headquarters which is rented to third parties and is valued to fair value at each balance sheet date, determined by an independent, professionally qualified RICs valuer.

The last valuation was performed by Knight Frank LLP as at 31 August 2024. The valuation was in accordance with the requirements of the RICS Valuation – Global Standards, January 2020 (incorporating the IVSC International Valuation Standards) and the UK national supplement (the "Red Book"). Refer to the accounting policies for further detail in respect of the basis of the valuation.

If the investment property had been accounted for under the historic cost accounting rules, the property would have a net book value of £7,478,454, being cost of £10,478,000 and accumulated depreciation of £2,999,546.

# National Education Union

## Notes forming part of the Financial Statements for the year ended 31 August 2024 (continued)

### 20 Investments

	As at 31 August 2024	As at 31 August 2023
Listed investments at market value (See 20a)	30,374,662	27,119,360
Other investments	2,123,078	1,528,250
	<u>32,497,740</u>	<u>28,647,610</u>

### 20a Listed Investments at Fair Value Sustentation Fund

Period opening position	5,147,287	4,994,038
Additions	2,157,164	2,019,562
Disposal proceeds	(2,100,399)	(1,568,529)
Realised gain on disposals	31,670	90,386
Unrealised (loss) in revaluation	347,873	(388,170)
As at 31 August	<u>5,583,595</u>	<u>5,147,287</u>
Listed investments at historic cost	4,968,009	4,940,787

### Listed Investments at Fair Value - General Fund

Period opening position	21,972,075	21,281,265
Additions	2,945,567	6,477,910
Disposal proceeds	(2,858,500)	(5,652,800)
Realised gain on disposal	350,925	256,464
Unrealised (loss) on revaluation	2,381,000	(390,764)
As at 31 August	<u>24,791,067</u>	<u>21,972,075</u>
Total Listed Investments	<u>30,374,672</u>	<u>27,119,361</u>
Listed investments at historic cost	18,416,364	18,370,520



## National Education Union

### Notes forming part of the Financial Statements for the year ended 31 August 2024 (*continued*)

20b Other Investments at Fair Value - General Fund	As at 31 August 2024	As at 31 August 2023
	£	£
Unquoted securities at Fair Value (ii)	2,123,078	1,528,250
Unquoted Securities at cost	605,122	605,122
<b>Investment in subsidiaries</b>		
The Teacher Publishing Co. Ltd (i)	-	-

- (i) The Teacher Publishing Co. Limited, incorporated in England, was dormant for several years with no net assets. (Company no. 00102549 – Reg. office Hamilton House, Mabledon Place, London, EC1H 9BD). On 9 July 2023, the director of Teachers Publishing Co. Ltd entered into voluntary liquidation to wind up the company and all associated balances have been written off in the NEU financial statements.

- (ii) The unquoted securities held at an approximation of fair value represent shares held in Unity bank. They were last traded in September 2024, with this trade only being open only to existing shareholders. This price was used to provide an estimated fair value for the year ending 31 August 2024 and the unrecognised gain is reflected in the Statement of Comprehensive Income. The historic cost as at 31 August 2024 is £605,122.

## 21 Receivables

	As at 31 August 2024	As at 31 August 2023
	£	£
Teacher Publishing Co. Limited	-	206,200
Loan	-	(206,199)
Provision	-	(1)
	-	-
Prepayments and accrued income	2,071,065	1,778,384
Sundry Receivables	1,116,096	587,253
	3,187,161	2,365,637

# National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 (continued)

## 22 Short Term Loans

	As at 31 August			As at 31 August
	2023	Loans granted	Repaid in year	2024
Season ticket loans	20,558	37,908	(41,072)	17,394
Car and cycle loans	44,172	43,061	(31,238)	55,995
House deposit & removal loans	1,791		(1,250)	541
Other employee loans	5,226	35,869	(31,877)	9,218
	<u>71,747</u>	<u>116,838</u>	<u>(105,437)</u>	<u>83,148</u>

No interest is charged on short terms loans to employees.

## 23 Cash and cash equivalents

23a	Short term deposits	As at 31 August 2024 £	As at 31 August 2023 £
	Short term deposits	<u>10,389,846</u>	<u>10,187,084</u>
23b	Cash at bank and in hand		
		As at 31 August 2024 £	As at 31 August 2023 £
	Bank balances	31,479,484	27,015,474
	Cash in hand	11,473	13,969
		<u>31,490,957</u>	<u>27,029,443</u>
23c	Local districts		
		As at 31 August 2024 £	As at 31 August 2023 £
	Bank balances	13,619,813	13,009,206
		<u>13,619,813</u>	<u>13,009,206</u>

## National Education Union

### Notes forming part of the Financial Statements for the year ended 31 August 2024 (*continued*)

<b>24</b>	<b>Creditors: Amounts Falling Due within One Year</b>	<b>As at 31 August 2024 £</b>	<b>As at 31 August 2023 £</b>
	Trade creditors	896,638	1,085,056
	Corporation tax payable	-	-
	Taxation and social security	-	773,514
	Other creditors and accruals	1,200,319	2,333,131
		<u>2,096,957</u>	<u>4,191,701</u>
<b>25</b>	<b>Deferred Income</b>	<b>As at 31 August 2024 £</b>	<b>As at 31 August 2023 £</b>
	Rent and other sales received in advance	<u>79,831</u>	<u>69,993</u>
<b>26</b>	<b>Provisions for Liabilities and Charges</b>	<b>As at 31 August 2024 £</b>	<b>As at 31 August 2023 £</b>
	Deferred tax liability (see note 27)	6,726,000	5,843,000
	Unfunded pension	170,170	158,766
		<u>6,896,170</u>	<u>6,001,766</u>

The Union has provided for unfunded pension costs payable to certain employees and former employees, where the Union has agreed to fund the differential between the pension payable under either the Association of Teachers & Lecturers pension scheme and the NUT Superannuation Scheme. Note that these schemes were merged in 2021 to form the NEU Pension Scheme, further detail of which is provided in Note 33.

## National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 *(continued)*

### 27 Deferred tax liability

	As at 1 September 2023	(Released)/ charged	As at 31 August 2024
	£	£	£
FV of Investment Property	2,711,000		2,711,000
Revaluation of freehold property	1,948,000	(59,000)	1,889,000
FV of Quoted Investments	953,000	794,000	1,747,000
FV of Unquoted Investments	231,000	148,000	379,000
	<u>5,843,000</u>	<u>883,000</u>	<u>6,726,000</u>

Full provision has been made in respect of all material reversing timing differences which impact on the statement of comprehensive income.

### 28 Operating Leases Motor Vehicles, Furniture and Equipment, Plant and Machinery

The Union is committed to the following payments under operating leases

	Property 2024	Other 2024	Property 2023	Other 2023
<b>Expiry</b>				
Within one year	260,662	671,921	220,135	452,001
Between one & two years	181,358	560,420	357,131	555,415
Between two & five years	149,043	596,198	110,492	132,688
Over five years	-	-	-	13,962
<b>Total</b>	<u>591,063</u>	<u>1,828,539</u>	<u>687,758</u>	<u>1,154,066</u>

### 29 Financial Commitments

There are no financial commitments at the year end.

## National Education Union

### Notes forming part of the Financial Statements for the year ended 31 August 2024 *(continued)*

#### 30 Designated Reserves

	Sustentation Fund £	International Solidarity Fund £	Political Fund £	District Funds £	Total £
Balance at 31 Aug 2023	8,426,131	546,236	965,659	13,029,206	22,967,232
From Subscription Income	689,752	689,752	487,871	6,731,540	8,598,915
Donation					
Investment Income	125,197				125,197
Other Income				86,173	86,173
Investment Movement	347,873				347,873
Campaign expenditure		(734,663)	(493,596)		(1,228,259)
Grants & Donations	(872,001)				(872,001)
Assoc./District Expenditure				(6,207,106)	(6,207,106)
Transfer (to)/from Income Statement	<b>290,821</b>	<b>(44,911)</b>	<b>(5,725)</b>	<b>610,607</b>	<b>850,792</b>
Balance at 31 August 2024	<b>8,716,952</b>	<b>501,325</b>	<b>959,934</b>	<b>13,639,813</b>	<b>23,818,024</b>

The Sustentation Fund, under the Rules of the Union, may be utilised to make sustentation payments to members involved in industrial action. It may also be utilised to defray the costs of certain campaigns undertaken by the Union to protect the salaries and conditions of service of members. The NEU contributes 1% of membership income towards this Fund with investment income also contributing.

The International Solidarity Fund was established to allow the Union to fund future international solidarity work.

The Political Fund was established to allow the Union to undertake campaigning of a political nature and is funded by voluntary member contribution.

The District Fund represents the sum of funds held by local structures.

## National Education Union

Notes forming part of the Financial Statements  
for the year ended 31 August 2024 (*continued*)

### 31 Reconciliation of Movement in Total Funds

	As at 31 August 2024 £	As at 31 August 2023 £
General Fund (deficit) for the year	11,750,888	225,814
Designated funds surplus for the year	850,792	(2,164,261)
Other recognised gains and losses relating to the year:		
Actuarial gain on defined benefit pension scheme	(191,000)	4,703,000
Net increase in funds	<u>12,410,680</u>	<u>2,764,553</u>
Funds at 1 September	108,173,339	105,408,786
<b>Funds at 31 August</b>	<u><b>120,584,019</b></u>	<u><b>108,173,339</b></u>

### 32 Related Party Transactions

There were no related party transactions for the year to 31 August 2024 (2023: nil).

# National Education Union

## Notes forming part of the Financial Statements for the year ended 31 August 2024 (*continued*)

33

### Defined Benefit Pension Scheme

The NEU operates the NEU Pension Scheme (the Scheme), a year-end registered trust-based pension scheme providing defined benefits. The Scheme was previously known as the ATL Pension Scheme. In July 2021, the NUT Staff Superannuation Fund (NUTSSF) assets and liabilities were bulk transferred into the NEU Pension Scheme.

Pension benefits accrued before 2 July 2021 remain linked to members' final pensionable salaries and service at retirement (or earlier departure). From 2 July 2021, benefits are calculated on a Career Averaged Revalued Earnings (CARE) basis, linking benefits to members' annual salaries and adjusted for inflation (capped at 2.5% annually). The Scheme's Trustees manage operations under the Scheme's Trust Deed and Rules, prioritising beneficiaries' interests.

#### Membership Categories:

- **Active members:** Currently employed by the NEU.
- **Deferred members:** Former employees with accrued benefits, not yet receiving pensions.
- **Pensioner members:** Individuals receiving pensions.

#### Funding Obligations

The Trustees are required to conduct actuarial valuations every three years. The latest valuation, as of 30 September 2022, reported a funding shortfall of £22.1 million. To address this shortfall, the NEU agreed to the following:

Until 31 August 2024: The NEU agreed to pay annual contributions of 19.6% of members' pensionable salaries (net of member contributions) and additional deficit payments equivalent to 11.1% annually.

From 1 September 2024: The NEU will pay a total contribution rate of 30.7% of members' pensionable salaries, less member contributions, comprising future service accrual costs and deficit reduction payments. During the year beginning 1 September 2023, the NEU expects to contribute approximately £7.6 million (net of member contributions) to the Scheme. During the accounting year starting 1 September 2024, Contributions in the year to 31 August 2024 amounted to approximately £7.5 million.

#### Financial Position and Changes

As of 31 August 2024, the Scheme reported a surplus of £4.18 million compared to a deficit of £3.16 million in 2023. This improvement was primarily driven by: Higher-than-expected investment returns and contributions exceeding the cost of benefits accrued. However, these gains were partially offset by changes in actuarial assumptions, including a lower discount rate due to falling corporate bond yields.

The valuation surplus for accounting purposes under FRS102 of £4.18m was reviewed and is only recognisable in the financial statements if it can be recovered by means of either reduced contributions in the future or a refund from the Scheme. Neither of these outcomes is foreseen given Union's wish to follow the Schedule of Contributions agreed with the actuary arising from the formal valuation at 30 September 2022. Therefore a £nil liability has been recognised in the financial statements rather than the £4.18m surplus.

The scheme's trustees are aware of the potential implications of the judgement in the Virgin Media v NTL Trustees case. They are currently reviewing the risk exposure of the scheme and taking appropriate advice but at this stage have not determined whether any additional liability could arise. Therefore, while attention is drawn to this matter, no further liability provision has been made at this stage.

#### Reconciliation of Movements in Obligations

The present value of funded obligations increased to **£136.79 million** (2023: £129.82 million), reflecting actuarial losses of **£1.94 million** (2023: £19.44 million gain) and benefits paid of **£5.80 million** (2023: £4.76 million). Scheme assets grew to **£140.96 million** (2023: £126.66 million), driven by employer and member contributions, investment returns, and other factors.

# National Education Union

## Notes forming part of the Financial Statements for the year ended 31 August 2024 (continued)

### 33 Defined benefit pension scheme (continued)

#### Assumptions

The preliminary results of the most recent formal valuation as at 30 September 2022 have been updated to 31 August 2024 by a qualified independent actuary. The significant actuarial assumptions used were as follows:

	At 31-Aug 2024 (per annum)	At 31-Aug 2023 (per annum)
Rate of increase in salaries	3.20%	3.30%
Discount rate	5.10%	5.30%
Retail Price Inflation assumption	3.00%	3.10%
Consumer Price Inflation assumption	2.70%	2.80%

	31-Aug 2024 £'000	31-Aug 2023 £'000
Present value of funded obligations	(136,785)	(129,815)
Fair value of Scheme assets	140,961	126,659
Net asset/(Liability)	4,176	(3,156)

Change in the present value of the defined benefit obligation	31-Aug 2024 £'000	31-Aug 2023 £'000
Opening defined benefit obligations	129,815	142,135
Employer part of current service cost	3,584	5,429
Interest on obligation	6,833	6,133
Member contributions	405	318
Actuarial losses	1,944	(19,442)
Benefits paid	(5,796)	(4,758)
Closing defined benefit obligation	136,785	129,815



# National Education Union

## Notes forming part of the Financial Statements for the year ended 31 August 2024 (continued)

### 33 Defined benefit pension scheme (continued)

The current allocation of the schemes' assets are as follows:

	Value at 31-Aug- 2024		Value at 31-Aug- 2023	
	£'000		£'000	
Equity	26,645	19%	21,507	17%
Index linked gilts and matching credit	48,942	35%	47,770	38%
Diversified growth	48,320	34%	43,379	34%
Private Equity	13,028	9%	12,599	10%
Cash	4,026	3%	1,404	1%
<b>Total value of assets</b>	<b>140,961</b>	<b>100</b>	<b>126,659</b>	<b>100</b>

	31 August 2024 £'000	31 August 2023 £'000
<b>Change in the Fair Value of Plan Assets</b>		
Opening fair value of plan assets	126,659	133,311
Interest on scheme assets	6,755	5,781
Actuarial (losses)/gains	5,929	(14,739)
Contributions by employer	7,457	7,199
Running costs	(448)	(453)
Contributions by employees	405	318
Benefits paid	(5,796)	(4,758)
Closing fair value of plan assets	<b>140,961</b>	<b>126,659</b>

The following amounts have been included within the operating surplus under FRS 102:

	31 August 2024 £'000	31 August 2023 £'000
Current service cost	3,584	5,429
Running costs	448	453
Interest expense	78	352
Pension cost	<b>4,110</b>	<b>6,234</b>

# National Education Union

## Notes forming part of the Financial Statements for the year ended 31 August 2024 (continued)

### 33 Defined benefit pension scheme (continued)

The following amounts have been recognised in other comprehensive income:

	31 August 2024 £'000	31 August 2023 £'000
Gains on defined benefit obligations	(1,944)	19,442
Return on assets less interest	5,929	(14,739)
	<u>3,985</u>	<u>4,703</u>
Amounts to be recognised in other comprehensive income as per actuarial valuation		
Actuarial gain not recognised	(4,176)	-
	<u>(191)</u>	<u>-</u>
Amount recognised in other comprehensive income		

	31 August 2024 £'000	31 August 2023 £'000
<b>The deficit under FRS 102 has moved as follows during the period:</b>		
Deficit in the scheme at 1 September	(3,156)	(8,824)
Expense included in the Statement of Comprehensive Income	(4,110)	(6,234)
Contribution by the employer	7,457	7,199
Actuarial gain/(loss)	3,985	4,703
	<u>4,176</u>	<u>(3,156)</u>
<b>Asset in Schemes as at 31 August as per actuarial valuation</b>		
Asset not recognised	(4,176)	-
	<u>-</u>	<u>(3,156)</u>
Asset / (liability) as at 31 August		

# National Education Union

## Notes forming part of the Financial Statements for the year ended 31 August 2024 (continued)

34 Reconciliation of Operating surplus to Net Cash Flow from Operating Activities		As at 31 August 2024 £	As at 31 August 2023 £	
Surplus/(Deficit) before taxation		13,484,681	(3,011,598)	
Cash Flows Disclosed Separately				
Less: Investment income	3	(2,192,615)	(1,210,901)	
Add: Financial expenses	15	214,615	211,155	
Charges/(Credits) not Involving Cash Flows				
Depreciation charges	17/18	1,538,233	1,562,223	
Revaluation of investment property	19	9,328	400,000	
Other property revaluations				
Dec/(inc) in the fair value of investments	20a	(3,323,698)	(144,194)	
Profit on sale of property	18	(367,376)	-	
Interest on net pension scheme liabilities	33	78,000	352,000	
Employer's current pension service costs	33	3,584,000	5,429,000	
Pension scheme running costs (ATL pension scheme)	33	448,000	453,000	
Cash Flow Not Recognised in the Income Statement				
Payments to the Pension Scheme		(7,457,000)	(7,199,000)	
Movement in Working Capital				
Decrease/ (increase) in receivables		(821,523)	(887,986)	
Decrease in short term loans		(11,402)	(19,833)	
Increase/ (decrease) in creditors		(2,094,744)	719,418	
Increase / (decrease) in deferred income		9,837	26,536	
Decrease in provision for liabilities		11,404	25,812	
		3,109,740	(3,294,368)	
35 Cash and Cash Equivalents		2023 £	Movement £	2024 £
Short term deposits	23a	10,187,084	202,762	10,389,846
Cash at bank and in hand	23b	27,029,443	4,461,514	31,490,957
Local Associations/Districts	23c	13,009,206	610,607	13,619,813
		50,225,733	5,274,883	55,500,616

**National Education Union**  
Notes forming part of the Financial Statements  
for the year ended 31 August 2024 *(continued)*

36 Analysis of Net Assets by Fund	General Fund £	International			District Fund £	Total £
		Sustentation Fund £	Solidarity Fund £	Political Fund £		
Fixed assets						
- Intangible assets	218,393	-	-	-	-	218,393
- Tangible assets	22,399,919	-	-	-	20,000	22,419,919
- Investment property	15,750,000	-	-	-	-	15,750,000
- Investments	26,914,145	5,583,595	-	-	-	32,497,740
Net current assets	38,379,708	3,133,357	501,325	959,934	13,619,813	56,594,137
Provisions for liabilities and charges	(6,896,170)					(6,896,170)
Pension liability	-					-
<b>Net assets</b>	<b>96,765,995</b>	<b>8,716,952</b>	<b>501,325</b>	<b>959,934</b>	<b>13,639,813</b>	<b>120,584,019</b>

# National Education Union

## Notes forming part of the Financial Statements for the year ended 31 August 2024 *(continued)*

### 37 Local structures income and expenditure

	Year ending 31-Aug 2024 £	Year ending 31-Aug 2023 £
Subscription income	6,731,540	5,687,457
Non-subscription income which consists of:		
Interest received	39,447	17,749
Donations	46,665	153,690
Equipment disposals	61	20,485
Legacy funds received	-	40,099
Other		
<b>Total income</b>	<b>6,817,713</b>	<b>5,919,480</b>
Office and administration	788,083	831,250
Equipment	152,926	152,955
Financial administration	26,036	20,790
NEU Conferences	1,236,038	1,059,370
Meetings and functions	2,129,526	2,547,886
Campaigns	176,529	813,997
Subscriptions and donations	469,888	334,948
Payments to members	762,742	1,705,562
Local admin employee costs	342,813	359,345
Balance sheet movements	122,525	119,202
<b>Total expenditure</b>	<b>6,207,106</b>	<b>7,945,305</b>
<b>Net (deficit)/surplus</b>	<b>610,607</b>	<b>(2,025,825)</b>

### 38 Post Balance sheet events

There were no post balance sheet events during the year.



## 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.**

1. The first step in the process of identifying a problem is to define the problem. This involves identifying the symptoms of the problem and determining the scope of the problem. Once the problem has been defined, the next step is to identify the causes of the problem. This involves identifying the factors that are contributing to the problem and determining the underlying causes. Once the causes have been identified, the next step is to develop a plan of action. This involves identifying the steps that need to be taken to solve the problem and determining the resources that will be needed to implement the plan. Finally, the last step in the process is to implement the plan and monitor the results. This involves putting the plan into action and tracking the progress of the solution. Once the problem has been solved, the final step is to evaluate the results and determine if the solution was effective. This involves comparing the results of the solution to the original problem and determining if the solution was successful. If the solution was successful, the final step is to document the results and share the information with others. If the solution was not successful, the final step is to identify the reasons for the failure and determine if the solution needs to be revised.

Azels Audit Service

AZETS AUDIT SERVICES

## CHARTERED ACCOUNTANTS

REGIS HOUSE  
45 KING WILLIAM STREET  
LONDON

ECUR 9AN

24 February 2025

PHILIP CLARK  
020 7403 1877

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



## National Education Union

### Independent auditor's report

#### Independent Auditor's Report to the National Education Union

##### 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 National Education Union (the 'Union') for the year ended 31 August 2024 which comprise the Statement of Comprehensive Income, Statement of Financial Position, 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 FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

##### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We 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 ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit 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 with respect to going concern are described in the relevant sections of this report.

##### Other information

The Executive Committee is responsible for the other information. The other information comprises the information included in the Report of the National Treasurer, 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.

In connection with our audit of the financial statements, 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 or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## National Education Union

### Independent auditor's report (*continued*)

#### **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 requires us to report to you if, in our opinion:

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

#### *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:

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. We gained an understanding of the legal and regulatory framework applicable to the Union and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Union that were contrary to these laws and regulations, including fraud. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Union & Labour Relations Act 1992 and UK tax legislation.

In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Appropriate procedures included the review and testing of manual journals and key estimates and judgements made by management.

We made enquiries of management with regards to compliance with the above laws and regulations and corroborated any necessary evidence to relevant information, for example, minutes of Executive Committee meetings. Our tests included agreeing the financial statements disclosures to underlying supporting documentation and enquiries with management.

**National Education Union**  
**Independent auditor's report (*continued*)**

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We also completed the following procedures:

- Performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- In addressing the risk of fraud through management override of controls, we tested journal entries and other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial results through more complex areas of the financial statements;
- Assessed the appropriateness of key estimates and judgements made by management and challenged the assumptions used in accounting estimates. We considered the key estimates to be the valuation of the defined benefit pension scheme liability and the carrying value of debtor balances.

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 Councils website at: [www.frc.org.uk/auditorsresponsibilities](http://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 National Education Union, 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.

*Azets Audit Services*

**Azets Audit Services**

Statutory Auditor  
2<sup>nd</sup> Floor  
Regis House  
45 King William Street  
London  
EC4R 9AN

Date: 24 February 2025



## 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**

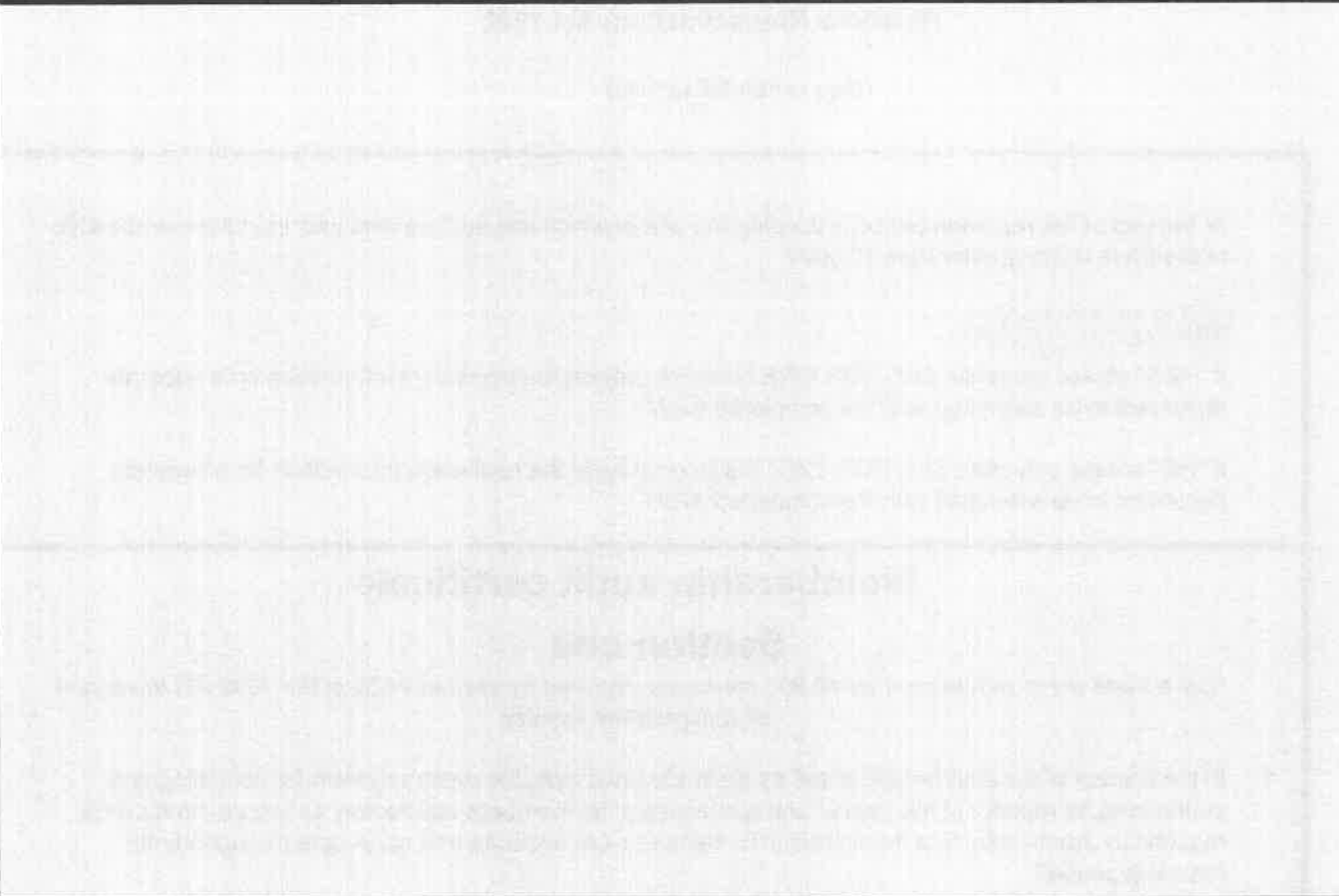
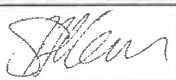
- 2 In the opinion of the assurer has he/she obtained the inforamation and explanations necessary for the performance of his/her functions?

**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	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	21.11.2024
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

**Membership audit certificate**

**Section two**

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

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of it 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	

**Double-click on icon to open guidance**