

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

Name of Trade Union:	Association of School and College Leaders				
Year ended:	31 December 2024				
List no:	564T				
Head or Main Office address:	Second Floor				
	Peat House				
	1 Waterloo Way				
	Leicester				
Postcode	LE1 6LP				
Website address (if available)	<a href="http://www.ascl.org.uk">www.ascl.org.uk</a>				
Has the address changed during the year to which the return relates?	Yes		No	X	('X' in appropriate box)
General Secretary:	Pepe Di'lasio				
Telephone Number:	0116 299 1122				
Contact name for queries regarding the completion of this return	Hayley Dunn				
Telephone Number:	0116 299 1122				
E-mail:	hayley.dunn@ascl.org.uk				

### Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

[returns@certoffice.org](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
	24,478	236	1	63	24,778
<b>Total</b>	24,478	236	1	63	A 24,778

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

24,778

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

8

## 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	John Camp	Manny Botwe	01 September 2024
Vice President	Manny Botwe	Stephen Brierley	01 September 2024
Immediate Past President	Evelyn Forde	John Camp	01 September 2024

State whether the union is:

a. A branch of another trade union?

Yes

No

X

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

X

If yes, state the number of affiliated unions:

and names:

## Officers in post

(see note 12)

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

[illegible]

# General Fund

(see notes 13 to 18)

	£	£
<b>Income</b>		
<b>From Members:</b> Contributions and Subscriptions		7,254,775
<b>From Members:</b> Other income from members (specify)		
<b>Total other income from members</b>		
<b>Total of all income from members</b>		7,254,775
<b>Investment income (as at page 12)</b>		126,727
<b>Other Income</b>		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	1,833,471	
<b>Total of other income (as at page 4)</b>		1,833,471
<b>Total income</b>		9,214,973
<b>Interfund Transfers IN</b>		
<b>Expenditure</b>		
Benefits to members (as at page 5)		3,089,012
Administrative expenses (as at page 10)		5,249,475
<b>Federation and other bodies</b> (specify)		
<b>Total expenditure Federation and other bodies</b>		
<b>Taxation</b>		
<b>Total expenditure</b>		8,338,487
<b>Interfund Transfers OUT</b>		
<b>Surplus (deficit) for year</b>		876,486
<b>Amount of general fund at beginning of year</b>		7,295,140
<b>Amount of general fund at end of year</b>		8,171,626

(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>	25,439
Employment Related Issues		Advisory Services	
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
		Conferences and seminars	132,291
Communications			
Publications and postage	4,659		
Leader magazine	20,780		
Mailings to members			
		Negotiated Discount Services	
		Member support staff salary costs	2,462,656
		Member support staff travel expenses	71,463
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Local reps training and expenses	28,114
		Legal support for members	369,049
<b>carried forward</b>	25,439	<b>Total (should agree with figure in General Fund)</b>	3,089,012

(See notes 21 and 23)

Fund 2		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 3		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		



(See notes 21 and 23)

Fund 4		Fund Account	
Name:		£	£
<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 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:		£	£
<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 8		Fund Account	
Name:		£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 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		

(see notes 24 to 33)

£

£

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**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.

[illegible]



**Political fund account expenditure (e)**

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

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

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

[illegible]

### **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

[illegible]

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

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

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

Total expenditure

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

£


Total expenditure

£

(c) the total amount of all other money expended


Total expenditure

**Total of all expenditures**

# **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	2,912,342
Salaries and Wages included in above	2,833,410
Auditors' fees	24,770
Legal and Professional fees	177,018
Occupancy costs	177,015
Stationery, printing, postage, telephone, etc.	109,406
Expenses of Executive Committee (Head Office)	
Expenses of conferences	457,527
Other administrative expenses (specify)	
Balance of figures from note 5 of financial statements:	
Headquarters and central expenses	217,503
Equipment, supplies and materials	123,905
Other central expenses	476,987
National meetings and working groups	361,435
ASCL FE	36,126
<b>Other Outgoings</b>	
Depreciation of fixed assets	174,006
Outgoings on land and buildings (specify)	
Maintenance	1,435
Other outgoings (specify)	
tretert	
<b>Total</b>	5,249,475
Charged to: General Fund (Page 3)	5,249,475
<b>Total</b>	5,249,475

## Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

## Analysis of investment income

(see notes 47 and 48)

[illegible]

# Balance sheet as at

31 December 2024

(see notes 49 to 52)

Previous Year		£	£
409,318	Fixed Assets (at page 14)		240,019
	Investments (as per analysis on page 15)		
7,063,770	Quoted (Market value £ ( 7,721,837 )		7,721,837
25,000	Unquoted		25,000
	<b>Total Investments</b>		7,746,837
	<b>Other Assets</b>		
	Loans to other trade unions		
448,966	Sundry debtors		523,552
460,582	Cash at bank and in hand		694,022
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
909,548	<b>Total of other assets</b>		1,217,574
8,407,636	<b>Total assets</b>		9,204,430
7,295,140	General fund (page 3)		8,171,626
	Political Fund Account		
	<b>Liabilities</b>		
	Amount held on behalf of central trade union political fund		
£7,132	Pension re FRS102		13,611
£178,174	Tax payable		176,873
£859,842	Sundry creditors and accruals		765,736
£67,348	Pension		76,584
£1,112,496	<b>Total liabilities</b>		1,032,804
£8,407,636	<b>Total assets</b>		9,204,430

## 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		409,985	811,457			1,221,442
Additions			4,707			4,707
Disposals						
Revaluation/Transfers						
At end of year		409,985	816,164			1,226,149
<b>Accumulated Depreciation</b>						
At start of year		172,358	639,766			812,124
Charges for year		87,997	86,009			174,006
Disposals						
Revaluation/Transfers						
At end of year		260,355	725,775			986,130
Net book value at end of year		149,630	90,389			240,019
Net book value at end of previous year		237,628	171,691			409,319



# Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)		
	Equities	5,107,328	
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Cash and fixed interest securities	2,614,509	
	Total quoted (as Balance Sheet)	7,721,837	
	Market Value of Quoted Investment	7,721,837	
Unquoted	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Investment in ASCL PD Ltd	25,000	
	Total unquoted (as Balance Sheet)	25,000	
	Market Value of Unquoted Investments		

# Analysis of investment income (controlling interests)

(see notes 60 and 61)

<b>Does the union, or any constituent part of the union, have a controlling interest in any limited company?</b>		Yes <input checked="checked" type="checkbox"/>	No <input type="checkbox"/>
If YES name the relevant companies:			
Company name	Company registration number (if not registered in England & Wales, state where registered)		
ASCL Professional Development Ltd	02484662		

<b>Are the shares which are controlled by the union registered in the names of the union's trustees?</b>		Yes <input checked="checked" type="checkbox"/>	No <input type="checkbox"/>
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	7,254,775		7,254,775
From Investments	126,727		126,727
Other Income (including increases by revaluation of assets)	1,833,471		1,833,471
<b>Total Income</b>	9,214,973		9,214,973
<b>Expenditure</b> (including decreases by revaluation of assets)			
<b>Total Expenditure</b>	8,338,487		8,338,487
<b>Funds at beginning of year</b> (including reserves)	7,295,140		7,295,140
<b>Funds at end of year</b> (including reserves)	8,171,626		8,171,626
<b>Assets</b>			
	Fixed Assets		240,019
	Investment Assets		7,746,837
	Other Assets		1,217,574
	<b>Total Assets</b>		9,204,430
<b>Liabilities</b>		<b>Total Liabilities</b>	1,032,804
<b>Net Assets (Total Assets less Total Liabilities)</b>			8,171,626

# Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

<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; display: inline-block;">No</div>
If Yes How many ballots were held: <div style="border: 1px solid black; width: 50px; height: 15px; display: inline-block;"></div>	
For each ballot held please complete the information below:	
<div> <div><b>Ballot 1</b></div> <div>                     Number of individual who were entitled to vote in the ballot                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> </div> <div> <b>Number of votes cast in the ballot</b> <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> </div> <div>                     Number of Individuals answering "Yes" to the question                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> <sup>1</sup> </div> <div>                     Number of individuals answering "No" to the question                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> <sup>2</sup> </div> <div>                     Number of invalid or otherwise spoiled voting papers returned                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> <sup>3</sup> </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: 15px; display: inline-block;"></div> </div> <div style="margin-top: 10px;">                     Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?                     <div style="border: 1px solid black; width: 60px; height: 15px; display: inline-block;"></div> </div> <div style="margin-top: 10px;">                     If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot                     <div style="border: 1px solid black; width: 60px; height: 15px; display: inline-block;"></div> </div> </div>	
<div> <div><b>Ballot 2</b></div> <div>                     Number of individual who were entitled to vote in the ballot                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> </div> <div> <b>Number of votes cast in the ballot</b> <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> </div> <div>                     Number of Individuals answering "Yes" to the question                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> <sup>1</sup> </div> <div>                     Number of individuals answering "No" to the question                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> <sup>2</sup> </div> <div>                     Number of invalid or otherwise spoiled voting papers returned                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> <sup>3</sup> </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: 15px; display: inline-block;"></div> </div> <div style="margin-top: 10px;">                     Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?                     <div style="border: 1px solid black; width: 60px; height: 15px; display: inline-block;"></div> </div> <div style="margin-top: 10px;">                     If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot                     <div style="border: 1px solid black; width: 60px; height: 15px; display: inline-block;"></div> </div> </div>	
<div> <div><b>Ballot 3</b></div> <div>                     Number of individual who were entitled to vote in the ballot                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> </div> <div> <b>Number of votes cast in the ballot</b> <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> </div> <div>                     Number of Individuals answering "Yes" to the question                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> <sup>1</sup> </div> <div>                     Number of individuals answering "No" to the question                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> <sup>2</sup> </div> <div>                     Number of invalid or otherwise spoiled voting papers returned                     <div style="border: 1px solid black; width: 80px; height: 15px; display: inline-block;"></div> <sup>3</sup> </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: 15px; display: inline-block;"></div> </div> <div style="margin-top: 10px;">                     Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?                     <div style="border: 1px solid black; width: 60px; height: 15px; display: inline-block;"></div> </div> <div style="margin-top: 10px;">                     If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot                     <div style="border: 1px solid black; width: 60px; height: 15px; display: inline-block;"></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**

No

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

**Industrial Action 1**

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 2**

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**Industrial Action 3**

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

**use a continuation page if necessary**

### Industrial Action 4

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

### Industrial Action 5

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

### Industrial Action 6

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

### Industrial Action 7

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

### Industrial Action 8

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken:  to

3. Number of days of industrial action:

4. Nature of industrial action.

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



## Notes to the accounts

(see notes 82 and 83)

**All notes to the accounts must be entered on or attached to this part of the return.**

Please refer to the notes to the accounts as set out on pages 11 to 21 of the Annual Report and Accounts.

**ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

**ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2024**

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# **ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

## **GENERAL INFORMATION**

### **FOR THE YEAR ENDED 31 DECEMBER 2024**

#### **Officers**

Manny Botwe, President

Stephen Brierley, Vice President (appointed 1 September 2024; resigned 31 December 2024)

Jo Rowley, Vice President (appointed 1 January 2025)

John Camp, Immediate Past President

Chris Hildrew, Honorary Treasurer

Sarah Bone, Membership Officer (appointed 1 September 2024)

Richard Atterton, Honorary Secretary (appointed 1 September 2024)

#### **Trustees**

Sian Carr

Allan Foulds

Richard Sheriff

Dr Peter Kent

Dame Joan McVittie

#### **Key Management**

Geoff Barton, General Secretary (retired 8 April 2024)

Pepe Di'lasio, General Secretary (appointed 8 April 2024)

Richard Bettsworth, Director of Public Affairs

Julie McCulloch, Senior Director of Strategy, Policy & Professional Development

Richard Tanton, Director of Member Support (retired 31 December 2024)

Kcarrie Valentine, Director of ASCL PD, People and Partnerships

Hayley Dunn, Director of Finance, IT and Governance

John Trueman, Director of Northern Ireland

Claire Armitstead, Director of ASCL Cymru (appointed 1 September 2024)

Eithne Hughes, Director of ASCL Cymru (retired 31 August 2024)

Mike Smith, Director of Member Support (appointed 1 January 2025)

#### **Registered Office Address**

2nd Floor  
Peat House  
1 Waterloo Way  
Leicester  
LE1 6LP

#### **Auditors**

Cooper Parry Group Limited  
Sky View  
Argosy Road  
East Midlands Airport  
Castle Donington  
Derby  
DE74 2SA

# **ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

## **GENERAL INFORMATION**

**FOR THE YEAR ENDED 31 DECEMBER 2024**

### **Bankers**

National Westminster Bank Plc  
1 Granby Street  
Leicester  
LE1 6EJ

### **Investment Managers**

Meridiam Investment Management Limited  
Riverside House  
2a Southwark Bridge Road  
London  
SE1 9HA

### **Solicitors**

Browne Jacobson  
Mowbray House  
Castle Meadow Road  
Nottingham  
NG2 1BJ

Pennington Manches Cooper LLP  
125 Wood Street  
London  
EC2V 7AW

# **ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

## **MANAGEMENT BOARD'S REPORT**

### **FOR THE YEAR ENDED 31 DECEMBER 2024**

The Association of School and College Leaders is a professional association and a registered trade union serving the leaders of secondary schools and colleges.

#### **Statement of Officers' Responsibilities**

The constitution requires the officers to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association of School and College Leaders and of the income and expenditure of the Association for that period. The financial statements have been prepared in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In preparing those financial statements, the officers are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue.

The Officers are responsible for keeping proper accounting records that are sufficient to show and explain the Association's transactions and disclose with reasonable accuracy at any time the financial position of the Association of School and College Leaders and to enable them to ensure that the financial statements comply with accounting standards. They are also responsible for safeguarding the assets of the Association of School and College Leaders and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and the maintenance of appropriate internal controls.

The officers ensure that the financial statements are free from material misstatement, whether due to fraud or error, through the implementation of robust financial controls and governance procedures.

The Officers are responsible for the maintenance and integrity of the corporate and financial information included on the Association of School and College Leaders' website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

So far as each of the officers are aware at the time the report is approved:

- there is no relevant audit information of which the auditors are unaware; and
- the officers have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

#### **Honorary Treasurer's Report**

##### **Support for Members**

Support for ASCL members continues to remain the cornerstone of the Association. The budget enabled a wide range of activities, advice, guidance, and direct member support throughout the year.

ASCL continues to influence and shape national education policies for the benefit of members, advocating on their behalf, while providing high-quality professional development through national and regional information conferences across the UK.

In addition, ASCL undertook strategic campaigns and stakeholder engagement to address members concerns, most notably in response to the Government's curriculum and assessment review; Ofsted's removal of single-word judgements and proposed school report cards; ongoing funding pressures and the critical and complex issues related to special education needs.

# **ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

## **MANAGEMENT BOARD'S REPORT**

### **FOR THE YEAR ENDED 31 DECEMBER 2024**

#### **150th Anniversary Celebration**

The Association of School and College Leaders marked an extraordinary milestone in 2024, celebrating its 150th year since the founding of the Association of Headmistresses in 1874. This historic anniversary was an opportunity to reflect on the Association's long-standing commitment to supporting educational leaders and shaping the future of education.

Throughout the year, the Association organised special events and initiatives to honour its heritage, celebrate its achievements, and recognise the contributions of its members over the past century and a half. These celebrations highlighted the evolution of the Association from its roots in representing headmistresses to becoming the diverse and inclusive organisation it is today, supporting all leaders of schools, trusts and colleges.

This milestone year has reinforced the Association's mission and values while paving the way for continued success in the years to come.

#### **Financial Performance**

After the financial outcomes of previous years, 2024 resulted in an overall financial outturn of £876,486 surplus, reflecting the Association's prudent financial management, effective cost control, and ability to sustain membership. However, like many organisations, ASCL faced pressures from increased operating costs and challenging economic conditions.

A significant factor influencing the financial results was the performance of the investment portfolio, with an unrealised net gain of £632,868 (2023: £755,536). This reflects the recovery in global financial markets and the strategic approach taken in management of the portfolio.

Total assets carried forward amounted to £8,171,626 (2023: £7,295,140), which incorporates the provision of a pension creditor in accordance with the accounting requirements of FRS 102.

The year saw strong income streams from membership subscriptions, conferences, exhibitions, and sponsorship.

#### **Challenges and Investments**

Despite the positive overall financial outcome, the Association faced challenges such as economic pressures on educational leaders, the cost-of-living crisis, and increased demand for member support services. To address these challenges, the Association made significant investments in:

- Legal support for members;
- Policy and marketing;
- Research and development;
- Digital and commercial strategies.

#### **Membership Performance**

Membership remained stable during 2024, with total membership at the year-end standing at 24,778 (2023: 24,913). This slight decrease is largely due to typical end-of-term retirements and resignations.

Strategic investments in marketing campaigns and enhanced member support services contributed to maintaining a robust membership base throughout the year. Recruitment efforts peaked in February 2024, with a high of 25,162 members.

The Association continues to strive to provide first-class service to its members while embracing ongoing technological advancements to improve efficiency and performance.

Looking ahead, the Association is committed to investing in strategies to sustain and grow membership, ensuring responsiveness to the evolving needs of educational leaders across all regions.

**ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

**MANAGEMENT BOARD'S REPORT**

**FOR THE YEAR ENDED 31 DECEMBER 2024**

**Auditors**

Cooper Parry Group Ltd have indicated their willingness to continue in office.

This report was approved by the ASCL Council on 12 June 2025 and signed on its behalf by:

**Pepe Di'lasio**  
**General Secretary**



## **ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

### **INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

#### **Opinion**

We have audited the financial statements of the Association of School and College Leaders (the 'Association') for the year ended 31 December 2024 which comprise the Income and Expenditure account, the Balance Sheet and the related notes 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 (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland.'

In our opinion, the financial statements:

- give a true and fair view of the state of the Association's affairs as at 31 December 2024 and of the income and expenditure, for the year ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

#### **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 Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the Officers' 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 Association's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

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

#### **Other information**

The Officers are responsible for the other information. The other information comprises the information included in the report of the Officers, 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.

## **ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

### **INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the Association and its environment obtained in the course of the audit, we have not identified material misstatements in the Officers' Report.

We have nothing to report in respect of the following matters in relation to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the organisation, or returns adequate for our audit have not been received from branches not visited by us; or
- the Association's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Officers' remuneration specified by law are not made; or
- a satisfactory system of control over transactions has not been maintained throughout the year; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of officers**

As explained more fully in the Officers' responsibilities statement set out on page 3, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Officers are responsible for assessing the Association'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 Officers either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud, is detailed below:

Our assessment focussed on key laws and regulations the organisation has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Trade Union and Labour Relations (Consolidation) Act 1992, Generally Accepted Accounting Practice in the UK (UK GAAP), taxation legislation, data protection, anti-bribery and employment legislation.

We are not responsible for preventing irregularities, including fraud. Our approach to detecting irregularities, including fraud, included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the Association and how the Association is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the Association's control environment and how the Association has applied relevant control procedures, through discussions with Officers and management and by performing walkthrough testing over key areas;

## **ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

### **INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS TO THE MEMBERS OF THE ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

- obtaining an understanding of the Association's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection of fraud based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's 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 Association's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Association and the Association's members as a body, for our audit work, for this report, or for the opinions we have formed.

#### **Cooper Parry Group Limited**

Statutory Auditors  
Sky View  
Argosy Road  
East Midlands Airport  
Castle Donington  
Derby  
DE74 2SA

12 June 2025

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 £	2023 £
<b>Income</b>			
Subscriptions		7,254,775	6,457,541
Conferencing and partnerships	3	342,342	402,689
Communications	3	15,866	35,188
Annual conference		537,545	519,166
Investment income	3	126,727	102,568
Fees and shared services		203,879	196,750
Other income		100,971	32,885
<b>Total income</b>		<u>8,582,105</u>	<u>7,746,787</u>
<b>Expenditure</b>			
Staff costs	4	5,296,066	4,774,158
HQ and central services	5	474,885	464,509
Equipment, supplies and materials	5	233,311	224,876
Other central costs	5	678,775	574,793
Support for members	5	626,356	528,911
National meetings and working groups	5	361,435	379,335
Annual conference		457,527	447,702
Depreciation	6	174,006	179,993
ASCL FE costs		36,126	34,578
		<u>8,338,487</u>	<u>7,608,855</u>
<b>Net income / (expenditure) before other recognised gains / (losses)</b>		<u>243,618</u>	<u>137,932</u>
<b>Other recognised gains / (losses)</b>			
Realised and unrealised (loss)/gain on investments	7	<u>632,868</u>	<u>755,536</u>
<b>Net movement on funds</b>		<u>876,486</u>	<u>893,468</u>
<b>Reconciliation of funds:</b>			
<b>Funds brought forward at 1 January 2024</b>	12	<u>7,295,140</u>	<u>6,401,672</u>
<b>Funds carried forward at 31 December 2024</b>	12	<u>8,171,626</u>	<u>7,295,140</u>

The notes on pages 11 to 21 form part of these financial statements.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## BALANCE SHEET

AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible fixed assets	6	240,019	409,318
Investments	7	7,721,837	7,063,770
Investment in subsidiary company	8	25,000	25,000
		<u>7,986,856</u>	<u>7,498,088</u>
<b>Current assets</b>			
Debtors	9	523,552	448,966
Cast at bank and in hand		694,022	460,582
		<u>1,217,574</u>	<u>909,548</u>
<b>Creditors: amounts falling due within one year</b>			
Creditors	10	(1,019,193)	(1,105,364)
		<u>(1,019,193)</u>	<u>(1,105,364)</u>
<b>Net current assets</b>		<u>198,381</u>	<u>(195,816)</u>
<b>Total assets less current liabilities</b>		<u>8,185,237</u>	<u>7,302,272</u>
Provisions for liabilities and charges	11,14	(13,611)	(7,132)
<b>Net assets</b>		<u>8,171,626</u>	<u>7,295,140</u>
<b>Funds</b>			
Fixed asset funds	12	240,019	409,318
General fund	12	4,945,218	3,892,954
ASCL reserve fund	12	3,000,000	3,000,000
Pension liability fund	12	(13,611)	(7,132)
<b>Total reserves</b>		<u>8,171,626</u>	<u>7,295,140</u>

The financial statements were approved and authorised for issue by the Council on 12 June 2025 and signed on their behalf by

**Chris Hildrew**  
Honorary Treasurer

**Pepe Di'lasio**  
General Secretary

The notes on pages 11 to 21 form part of these financial statements.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 1 Accounting policies

##### General information

The Association of School and College Leaders is a professional association and a registered trade union and is domiciled in the United Kingdom. The address of the registered office is shown on the general information page.

The financial statements are presented in sterling which is the functional currency of the Association.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

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

The financial statements have been prepared under the historical cost convention as modified for the revaluation of certain fixed assets and investments and in accordance with Financial Reporting Standard 102 (FRS 102), the Financial Reporting Standard applicable in the UK and the Republic of Ireland (including section 1a of FRS 102) and the Trade Union and Labour Relations (Consolidation) Act 1992.

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in the process of applying the Association's accounting policies. The areas involving a higher degree of judgment or complexity or areas where assumptions and estimates are significant to the financial statements are disclosed in note 2.

##### (b) Going concern

The financial forecasts prepared by the officers' show that the Association will be able to operate within the facilities available to it. On that basis, the officers have prepared these financial statements on a going concern basis.

##### (c) Income

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Association and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding value added tax.

##### (d) Fixed assets

Depreciation was charged on the freehold buildings in order to write off their valuation over their expected useful lives. The rate used is 2% on valuation. No depreciation is provided on land.

Depreciation on other tangible fixed assets is charged so as to write off their full cost less estimated residual value over their expected useful lives at the following rates:

Improvements to leasehold property	- 20% of cost per annum
Office furniture and equipment	- 20% of cost per annum
Computer equipment	- 33.3% of cost per annum

##### (e) Investments

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains/(losses) on investments' in the Income and Expenditure Account if the shares are publicly traded or their fair value can otherwise be measured reliably.

Other investments are measured at cost less impairment.

# **ASSOCIATION OF SCHOOL AND COLLEGE LEADERS**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **FOR THE YEAR ENDED 31 DECEMBER 2024**

#### **1 Accounting policies (continued)**

##### **(e) Investments (continued)**

Current asset investments are short term highly liquid investments and are held at fair value. These include cash on deposit and cash equivalents with a maturity of less than one year.

##### **(f) Debtors**

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

##### **(g) Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible into known amounts of cash with insignificant risk of change in value.

##### **(h) Financial instruments**

The Association enters into only basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, loans from banks and other third parties, loans to related parties and investments in non-puttable ordinary shares. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

##### **(i) Creditors**

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

##### **(j) Pension costs and liabilities**

For certain employees, the Association participates in the Pensions Trust Growth Plan Scheme. The scheme is a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Association to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme and it is therefore accounted for as a defined contribution scheme and the pension charge in relation to the scheme represents the contributions payable by the Association to the scheme in respect of the year.

As the Pensions Trust Growth Plan Scheme is in overall deficit, the Association has agreed to a deficit funding arrangement the Association recognises a liability for this obligation. The amount recognised is the net present value of the future deficit reduction contributions payable under the agreement. The net present value is calculated using an appropriate discount rate.

For certain other employees, the Association contributes to the Royal London and Aviva Pension Scheme which are both defined contribution pension schemes and the pension charge in relation to these schemes represents the contributions payable by the Association to the schemes in respect of the year.

##### **(k) Taxation**

The Association is exempt from corporation tax on income which is not trading income.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 2 Judgements in applying accounting policies and key sources of estimation uncertainty

The Association makes estimates and assumptions concerning the future. Management are also required to exercise judgement in the process of applying the Association's accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The estimates and assumptions that have a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

In preparing these financial statements, the officers have made the following judgements:

- **Impairment of other assets:** The Association reviews the carrying value of all other assets for indications of impairment at each period end. If indicators of impairment exist, the carrying value of the asset is subject to further testing to determine whether its carrying value exceeds its recoverable amount. This process will usually involve the estimation of future cash flows which are likely to be generated by the asset.
- A provision is recognised when the Association has a present legal or constructive obligation as a result of past event for which it is probable that an outflow of resources will be required to settle the obligation, and the amount can be reliably estimated. If the effect is material, provisions are determined by discounting the expected future cash flow at a rate that reflects the time value of money and the risks specific to the liability.

Whether a present obligation is probable or not requires judgment. The nature and type of risks for these provisions differ and management's judgement is applied regarding the nature and extent of obligations in deciding if an outflow of resources is probable or not.

The following are the Association's key sources of estimation uncertainty:

**Pension scheme.** The pension provision is based on discounted future agreed deficit contributions. It is recognised based on the net present value calculations, based upon agreed future deficit contributions and the discount rate prevalent at the period end.

The following are the Association's other sources of estimation uncertainty:

**Recoverability of trade debtors.** Trade and other receivables are recognised to the extent that they are judged recoverable. Management reviews are performed to estimate the level of reserves required for irrecoverable debt. Provisions are made specifically against invoices where recoverability is uncertain.

Management makes allowance for doubtful debts based on an assessment of the recoverability of debtors. Allowances are applied to debtors where events or changes in circumstances indicate that the carrying amounts may not be recoverable. Management specifically analyse historical bad debts, making a judgment to evaluate the adequacy of the provision for doubtful debts. Where the expectation is different from the original estimate, such difference will impact the carrying value of debtors and the charge in the income and expenditure account.

**Depreciation and residual values.** The Officers have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings and have concluded that asset lives and residual values are appropriate.

The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projects disposal values.



# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 3 Income

	2024 £	2023 £
<b><i>Conferencing and partnerships</i></b>		
Conferences and seminars	182,036	173,441
Partnership income	160,306	229,248
	<u>342,342</u>	<u>402,689</u>
<b><i>Communications</i></b>		
Leader	4,832	15,962
Website charges	11,034	19,226
	<u>15,866</u>	<u>35,188</u>
<b><i>Investment income</i></b>		
Dividends from investments	104,317	93,437
Interest income	22,410	9,131
	<u>126,727</u>	<u>102,568</u>

#### 4 Staff Costs

	2024 £	2023 £
Wages and salaries	4,290,813	3,896,767
Social security costs	503,764	432,240
Pension costs	501,489	445,151
	<u>5,296,066</u>	<u>4,774,158</u>

During the year ended 31 December 2024 there were no termination payments (2023: one payment amounting to £9,750).

The average monthly number of persons employed during the year was as follows:

	2024 No.	2023 No.
Member Support	54	41
Policy and Specialists	12	12
General Secretariat and Public Relations	5	8
Operations, Membership and Marketing	10	18
	<u>81</u>	<u>79</u>

Key management personnel comprise members of the Leadership Group of ASCL as detailed on page 1. During the year, a total of £955,445 related to the above total staff costs was paid to these individuals (2023: £728,278) including employers pension and National Insurance contributions.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 5 Expenditure

	2024 £	2023 £
<b><i>HQ and central services</i></b>		
Bank charges	21,507	20,541
Rates, light, heating and cleaning	59,614	56,992
Building maintenance	1,435	1,352
Staff training and development	42,959	29,180
HQ travel expenses	78,932	64,214
Insurance	49,820	46,127
Staff related and recruitment costs	104,395	123,284
Business continuity costs	(1,178)	6,185
HQ rental, service charge and sundry expenses	117,401	116,634
	<u>474,885</u>	<u>464,509</u>
<b><i>Equipment, supplies and materials</i></b>		
Hire and maintenance of equipment	66,493	63,240
Postage, telephone and mobile connectivity	82,618	82,913
Website, app and IT purchases	57,412	52,586
General printing, stationery and books	26,788	26,137
	<u>233,311</u>	<u>224,876</u>
<b><i>Other central expenses</i></b>		
Audit, legal and professional fees	207,765	95,340
Investment fund management fees	79,118	83,264
Database support and training	95,124	93,898
Donation to ASCL Benevolent Fund	21,440	19,329
Affiliation fees and subscriptions	15,227	11,975
Media and communications	32,588	19,516
Policy strategy and manifesto costs	35,047	8,467
Member recruitment and advertising	65,574	57,575
Exhibition costs	24,458	7,622
Party political conferences	25,559	30,835
Hospitality and sundry expenses	17,410	9,733
Industrial action costs	-	59,591
IT managed services	55,345	52,665
Corporation tax	4,120	3,971
Irrecoverable VAT	-	21,022
	<u>678,775</u>	<u>574,793</u>
<b><i>Support for members</i></b>		
Conferences and seminars – direct costs	132,291	111,848
Legal support for members	369,049	231,681
Publications and postage	4,659	57,142
Leader magazine	20,780	51,114
Mailings to members	-	3,994
Member support travel and expenses	71,463	64,700
Local representations training and expenses	28,114	8,432
	<u>626,356</u>	<u>528,911</u>

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 5 Expenditure (continued)

	2024 £	2023 £
<b><i>National meetings and working groups</i></b>		
Presidential support	134,322	126,059
Council meetings	105,127	113,508
Panels and working groups	6,105	9,740
Subscriptions	2,947	9,727
Travel expenses	41,964	28,418
Specialists travel expenses	46,569	45,184
National and District elections	24,401	46,699
	<u>361,435</u>	<u>379,335</u>

#### 6 Tangible fixed assets

	Leasehold improvements £	Office equipment £	Total £
<b>Cost</b>			
At 1 April 2023	409,985	811,457	1,221,442
Additions	-	4,707	4,707
At 31 March 2024	<u>409,985</u>	<u>816,164</u>	<u>1,226,149</u>
<b>Depreciation</b>			
At 1 April 2023	172,358	639,766	812,124
Charge for the year	87,997	86,009	174,006
At 31 March 2024	<u>260,355</u>	<u>725,773</u>	<u>986,130</u>
<b>Net book value</b>			
31 March 2024	<u>149,630</u>	<u>90,389</u>	<u>240,019</u>
31 March 2023	<u>237,628</u>	<u>171,691</u>	<u>409,318</u>

#### 7 Investments

	2024 £	2023 £
Market value at 1 January	7,063,770	6,287,172
Additions	1,409,361	1,317,570
Disposals	(737,167)	(967,485)
Movements in cash	(646,995)	(329,023)
Net investment gains / (losses)	632,868	755,536
Market value at 31 December	<u>7,721,837</u>	<u>7,063,770</u>

	Market Value		Cost	
	2024 £	2023 £	2024 £	2023 £
Equities	5,107,328	4,732,146	3,074,479	3,138,853
Cash and fixed interest securities	2,614,509	2,331,624	2,510,793	2,211,428
	<u>7,721,837</u>	<u>7,063,770</u>	<u>5,585,272</u>	<u>5,350,281</u>

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 7 Investments (continued)

The fair value of listed investments is determined by reference to the quoted price for identical assets in an active market at the balance sheet date.

All investments are carried at their fair value. Investments in equities and fixed interest securities are all traded in quoted public markets, primarily the London Stock Exchange. Holdings in common investment funds, unit trusts and open-ended investment companies are at the bid price. The basis of fair value for quoted investments is equivalent to the market value, using the bid price. Asset sale and purchases are recognised at the date of trade at cost (that is their transaction value).

The main risk to the Association from financial instruments lies in the combination of uncertain investment markets and volatility in yield. Liquidity risk is anticipated to be low as all assets are traded. The Association's investments are mainly traded in markets with good liquidity and high trading volumes. The Association has no material investment holdings in markets subject to exchange controls or trading restrictions.

The Association manages these investment risks by retaining expert advisors and operating an investment policy that provides for a high degree of diversification of holdings within investment classes that are quoted on recognised stock exchanges.

#### 8 Investment in subsidiary company

The Association's investment at the balance sheet date in the share capital of unlisted companies is as follows:

Subsidiary Undertaking:	ASCL Professional Development Limited
Nature of business:	Provider of professional development for ASCL members and other members of school and college leadership teams
Class of shares held:	25,000 Ordinary shares
% held:	100%
Net assets as at 31 December 2024:	£53,891 (2023: £53,506)
Result after tax for the year ended 31 December 2024:	£385 profit (2023: £20,360 loss)

#### 9 Debtors

	2024 £	2023 £
Trade debtors	120,689	83,746
Sundry debtors and prepayments	348,321	293,419
Accrued income	3,990	11,640
Amount due from subsidiary undertaking	48,782	58,512
Amount due from ASCL Benevolent Fund	1,770	1,649
	<u>523,552</u>	<u>448,966</u>

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 10 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	178,028	247,021
PAYE and NIC creditors	150,343	139,306
SWPF and other pension creditors	76,584	67,348
Accruals	183,137	166,208
Deferred income	264,648	316,220
Subscriptions in advance	50,112	48,917
Subscriptions for lifetime members	54,659	54,374
Partnership commissions received in advance	35,300	27,530
VAT payable	26,530	38,868
Corporation tax	(148)	(428)
	<u>1,019,193</u>	<u>1,105,364</u>

#### 11 Provision for liabilities and charges

	2024 £	2023 £
<b>Pension fund liability (note 14)</b>		
At 1 January	7,132	13,413
Movement in the year through the income and expenditure account	6,479	(6,281)
At 31 December	<u>13,611</u>	<u>7,132</u>

#### 12 Funds

	At 1 January 2024 £	Income £	Expenditure £	Funds transfers and other gains / (losses) £	At 31 December 2024 £
Fixed asset funds	409,318	-	(174,006)	4,707	240,019
General fund	3,892,954	8,582,105	(8,158,002)	628,161	4,945,218
ASCL reserve fund	3,000,000	-	-	-	3,000,000
Pension liability fund	(7,132)	-	(6,479)	-	(13,611)
	<u>7,295,140</u>	<u>8,582,105</u>	<u>(8,338,487)</u>	<u>632,868</u>	<u>8,171,626</u>

**Fixed Asset Fund:** The purpose of this fund is to represent the net book value of fixed assets which will be depreciated over future years.

**General Fund:** The fund represents the accumulated un-earmarked reserves of the Association.

**Pension Liability Fund:** This fund matches the provisions in respect of deficit contribution payments due from the Association to the Pensions Trust Growth Plan defined benefits scheme.

**ASCL Reserve Fund:** The purpose of this fund is to cover any extraordinary costs (including legal defence) that may arise in future years. The Officers have established a policy whereby the Fund should be maintained at a level of £3.0m with any shortfall or excess being transferred from or to the General Fund.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 13 Regional funds

The financial statements exclude any funds relating to regions of the Association. The known value of funds of the regions of the Association at 31 December 2024 are £8,313 (2023: £10,000).

#### 14 Pension Schemes

The Association operates three different pension schemes for its employees as detailed below. The total contributions payable to the schemes at 31 December 2024 were £76,584 (2023: £67,348) and are included within creditors.

##### Defined Benefits Scheme

The Association participates in the Pensions Trust Growth Plan Scheme, a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the Association to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. It therefore accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last-man standing arrangement'. Therefore, the Association is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Scheme Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

##### Deficit contributions

From 1 April 2025 to 31 March 2028:	£2,100,000 (payable monthly)	per	annum
-------------------------------------	---------------------------------	-----	-------

Unless a concession has been agreed with the Trustees, the term to 31 March 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee asked the participating employers to pay additional contributions to the scheme as follows:

##### Deficit contributions

From 1 April 2022 to 31 January 2025:	£3,312,000 (payable monthly)	per	annum
---------------------------------------	---------------------------------	-----	-------

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and 2 scheme liabilities.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 14 Pension Schemes (continued)

##### Defined Benefits Scheme (continued)

Where the scheme is in deficit and where the Association has agreed to a deficit funding arrangement the Association recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

	2024 £	2023 £
<b>Amounts recognised in the balance sheet</b>		
Present value of provision	(13,611)	(7,132)
<b>Reconciliation of opening and closing provisions</b>		
	2024 £	2023 £
Provision at the beginning of the year	7,132	13,413
Unwinding of the discount factor (interest expense)	201	486
Deficit contribution paid	(6,755)	(6,755)
Re-measurements - impact of any change in assumptions	85	(12)
Re-measurements - amendments to the contribution schedule	12,948	-
Provision at end of the year	13,611	7,132
<b>Key assumptions</b>		
	2024	2023
Discount rate	4.90%	5.31%

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.

The pension charge for the year in relation to Pensions Trust Growth Plan Scheme also includes the employer contributions paid into the scheme in the year which amounted to £194,007 (2023: £200,356) and scheme expenses of £7,932 (2023: £7,701).

##### Defined Contribution Schemes

The Association also contributes to the Royal London Pension Scheme and Aviva Pension Scheme, both of which are defined contribution pension schemes. The assets of these schemes are held separately from those of the Association in independently administered funds. The pension charge for the year in relation to these schemes represents the contributions payable by the Association to the schemes and amount to £282,178 (2023: £247,717) in respect of the Royal London Pension Scheme and £4,136 (2023: £3,902) in respect of the Aviva Pension Scheme.

# ASSOCIATION OF SCHOOL AND COLLEGE LEADERS

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 DECEMBER 2024

#### 15 Operating lease commitments

At 31 December 2024 the Association had commitments under non-cancellable operating leases as follows:

	2024 £	2023 £
<b>Land and buildings:</b>		
Not later than one year	53,387	60,870
Later than one year	24,328	101,450
	<u>82,715</u>	<u>162,320</u>

#### 16 Capital commitments

The Association had no capital commitments totalling at 31 December 2024 (2023: £Nil).

#### 17 Related party transactions

During the year, The Association paid for expenses on behalf of ASCL Professional Development Limited totalling £380,188 (2023: £389,968).

In addition, during the year net purchases of £Nil (2023: £Nil) were made from ASCL Professional Development Limited.

The net balance due to the Association from ASCL Professional Development Limited as at the year ended 31 December 2024 was £48,782 (2023: £58,512 owed to the Association).

A number of the Association's officers are Trustees of the ASCL Benevolent Fund, from whom £1,770 (2023: £1,649) was due at the year end.

During the year there are instances where invoices are recharged between ASCL and ASCL Benevolent Fund through the intercompany account due to where the monies/invoice has been received. There is also management fee income of £2,838 (2023: £3,179) for time spent on the Benevolent Fund through the year and a donation to ASCL Benevolent Fund of £21,440 (2023: £19,329).

A number of the Association's officers are also Trustees of The ASCL Educational Development Trust, from whom £nil (2023: £Nil) was due at the year end.



## Accounting policies



(see notes 84 and 85)

Please refer to Notes 1 and 2 of the Accounting Policies on pages 11 to 13 of the Annual Report and Accounts.

## Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
Name:	Pepe Di'lasio, General Secretary	Name:	Hayley Dunn, Director of Finance, IT and Governance
Date:	13 May 2025	Date:	13 May 2025

## Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

# Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

**In our opinion the financial statements:**

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

## Auditor's report (continued)

Please refer to the Independent Auditor's Report on pages 6 to 8 of the Annual Report and Accounts.

Signature(s) of auditor or auditors:

*Cooper Parry Group Limited*

Name(s):

Cooper Parry Group Limited

Profession(s) or Calling(s):

Statutory Auditor

Address(es):

Sky View, Argosy Road

East Midlands Airport

Castle Donington

Derby

Postcode

DE74 2SA

Date

22-May-25

Contact name for inquiries and  
telephone number:

Andy Jones, 01332 411 163

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

## Membership audit certificate

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

(See notes 97 to 103)

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

**Yes**

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

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

## Membership audit certificate

### Section one

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

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

**Yes**


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

**Yes**

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

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

## Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	12.03.2025
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

## Membership audit certificate

### Section two

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

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

**Yes / No**

If "No" Please explain below:

--	--

Signature	
-----------	--

Name	
------	--

Office held	
-------------	--

Date	
------	--

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