

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	NASUWT		
Year ended:	31 December 2024		
List no:	167T		
Head or Main Office address:	Hillscourt		
	Rose Hill		
	Rednal		
	Birmingham		
Postcode	B45 8RS		
Website address (if available)	www.nasuwt.org.uk		
Has the address changed during the year to which the return relates?	Yes	No	X ('X' in appropriate box)
General Secretary:	Mr Matt Wrack		
Telephone Number:	0121 453 6150		
Contact name for queries regarding the completion of this return	Mrs Sarah Haarhoff		
Telephone Number:	0121 453 6150		
E-mail:	finance@mail.nasuwt.org.uk		

Please follow the guidance notes in the completion of this return

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

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

returns@certoffice.org

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	242,573	12,604		3,902	259,079
Total	242,573	12,604		3,902	A 259,079

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

231,605

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

8,222

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
Ex President	Angela Butler	Rosemary Carabine	29 March 2024
President	Rosemary Carabine	Rashida Din	29 March 2024
Senior Vice President	Rashida Din	Wayne Broom	29 March 2024
Junior Vice President	Wayne Broom	Mark Dickinson	29 March 2024
Honorary Treasurer	Michelle Connington-Rogers	Chris Holland	31 March 2024

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]

Officers in post

(see note 12)

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

Name of Officer	Position held
Past President	Rosemary Carabine 07/04/2023
President	Rashida Din 07/04/2023
Vice President	Wayne Broom 07/04/2023
Junior Vice President	Mark Dickinson
Honorary Treasurer	Christopher Holland 31/03/2024
District 01	John Hall
District 01	Julie Parkin
District 01	Deborah Egglestone
District 01	Dan Lister
District 02	Lester Russell
District 02	Howard Leighton
District 03	Karen Brocklebank
District 04	Rachel Knight
District 04	Jacqueline Casson
District 05	Claire Ward
District 06	Bryan McConnell
District 06	Anne Rycroft
District 07	Tim Toepritz
District 07	Wendy Shuttleworth
District 08	Fiona Ingrid Hawksley-Cartwright
District 09	Kathleen Oliver
District 10	John Crofts
District 11	Alan Hackett
District 12	Anne Thompson
District 13	Alan Jones
District 14	Harold Gurden
District 15	Caroline Clode
District 16	Mark Burns
District 17	Katherine Moore
District 18	Stephen Howells
District 19	Wendy Exton
District 20	Peter Leigh
District 21	Beverley Anne Alderson
District 22	Ruth Duncan
District 23	Kathleen Duggan
District 23	Omolo Johnson
District 24	Alison Morgan
District 25	John McGill
District 26	Folasade Afolabi
District 27	Colin Mills
District 28	Rowena Martin
District 29	Vacant
District 30	Gwilym Eifion Jones
District 31	Mark Morris
District 31	Sharron Louise Daly
District 32	Helen Johns
District 33	Rod McCready
District 33	Nicholas James
District 34	Delma Boggs
District 34	Raymond Beggs

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		32,242,329
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		32,242,329
Investment income (as at page 12)		643,290
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	2,121,172	
Total of other income (as at page 4)		2,121,172
Total income		35,006,791
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		4,714,403
Administrative expenses (as at page 10)		29,855,266
Federation and other bodies (specify)		
Donation to Central Benevolent Fund		226,685
Other Small affiliations & donations		3,600
Total expenditure Federation and other bodies		230,285
Taxation		41,683
Total expenditure		34,841,637
Interfund Transfers OUT		
Surplus (deficit) for year		165,154
Amount of general fund at beginning of year		54,715,040
Amount of general fund at end of year		54,880,194

(see notes 19 and 20)

P4

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation – Employment Related Issues		brought forward	487,120
		Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	230,002
Communications			
	487,120		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Salary Costs	3,836,410
		Campaign costs	115,599
		Research costs	22,721
		Insurance	22,551
carried forward	487,120	Total (should agree with figure in General Fund)	4,714,403

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Sunderland Reserve Fund	£	£
Income			
	From members		1,220,376
	Investment income (as at page 12)		650,037
	Other income (specify)		
	Unrealised gains on investment		828,762
	Total other income as specified		828,762
	Total Income		2,699,175
	Interfund Transfers IN		
Expenditure			
	Benefits to members		2,420,664
	Administrative expenses and other expenditure (as at page 10)		207,816
	Total Expenditure		2,628,480
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		70,695
	Amount of fund at beginning of year		19,645,969
	Amount of fund at the end of year (as Balance Sheet)		19,716,664
	Number of members contributing at end of year		231,605

Fund 3		Fund Account	
Name:	Central Benevolent Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		91,540
	Other income (specify)		
	Donation from Head Office Income and Services		431,886
	Unrealised gains on investment & investment property		134,613
	Other income		62,335
	Total other income as specified		628,834
	Total Income		720,374
	Interfund Transfers IN		
Expenditure			
	Benefits to members		253,045
	Administrative expenses and other expenditure (as at page 10)		254,990
	Total Expenditure		508,035
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		212,339
	Amount of fund at beginning of year		2,919,007
	Amount of fund at the end of year (as Balance Sheet)		3,131,346
	Number of members contributing at end of year		

(See notes 21 and 23)

Fund 4		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 5		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 6		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 7		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 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		

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1				To be completed by trade unions which maintain their own political fund	
	Income	Members contributions and levies			93,382
		Investment income (as at page 12)			
Other income (specify)					
		Total other income as specified			
		Total income			93,382
Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period					
		Expenditure A (as at page i)			
		Expenditure B (as at page ii)			
		Expenditure C (as at page iii)			
		Expenditure D (as at page iv)			
		Expenditure E (as at page v)			64,382
		Expenditure F (as at page vi)			
		Non-political expenditure (as at page vii)			22,522
		Total expenditure			86,904
		Surplus (deficit) for year			6,478
		Amount of political fund at beginning of year			752,143
		Amount of political fund at the end of year (as <u>Balance Sheet</u>)			758,621
		Number of members at end of year contributing to the political fund			127,585
		Number of members at end of the year not contributing to the political fund			131,494
		Number of members at end of year who have completed an exemption notice and do not contribute to the political fund			
Political fund account 2					
To be completed by trade unions which act as components of a central trade union					
Income	Contributions and levies collected from members on behalf of central political fund				
	Funds received back from central political fund				
	Other income (specify)				
		Total other income as specified			
		Total income			
Expenditure					
	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)				
	Administration expenses in connection with political objects(specify)				
	Non-political expenditure				
	Total expenditure				
	Surplus (deficit) for year				
	Amount held on behalf of trade union political fund at beginning of year				
	Amount remitted to central political				
	Amount held on behalf of central political fund at end of year				
	Number of members at end of year contributing to the political fund				
	Number of members at end of the year not contributing to the political fund				
	Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund				

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

[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

Name of political party	£
Conservative Conference	23,601
Labour Conference	27,425
Lib-Dem Conference	4,616
Other Parties	8,740
Total	64,382

Political fund account expenditure (f)

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

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

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

Name of organisation or political party	£
Total	

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

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

(a) the nature of each cause or campaign for which money was expended, and the total amount expended in relation to each one		£
Engagement with independent COVID public inquiry		21,250

Total expenditure	21,250
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(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

£

Audit fee	1,272

Total expenditure	1,272
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£

(c) the total amount of all other money expended

Total expenditure	
-------------------	--

Total of all expenditures	22,522
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Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		16,128,526
Salaries and Wages included in above	11,652,441	
Auditors' fees		179,191
Legal and Professional fees		727,197
Occupancy costs		2,137,920
Stationery, printing, postage, telephone, etc.		2,466,602
Expenses of Executive Committee (Head Office)		329,901
Expenses of conferences		947,184
Other administrative expenses (specify)		
Meeting costs		1,975,227
Recruitment costs		538,695
Branch officer expenses		240,890
Conference centre Cost of Sales		178,504
Staff costs recharged to CBF		198,655
Other costs		49,788
Other Outgoings		
Depreciation		868,266
Taxation for Sunderland Reserve Fund		80,619
Sponsorship		194,053
Donations		66,958
Profit on asset disposal		6,744
Pension Finance Charge		-38,000
Pension revaluation		3,035,000
Other		6,152
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		30,318,072
Charged to:	General Fund (Page 3)	29,855,266
	Sunderland Reserve Fund	207,816
	Central Benevolent Fund	254,990
Total		30,318,072

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

Analysis of Officials' salaries and benefits

	Total £	Total £
General Secretary		
Gross salary		134,586
Employers NI		16,031
Payment into Defined Benefits Pension Scheme		30,020
Benefits - Union Car		794
Total General Secretary		181,431

Role / District	Name	Current member	Union Car Benefit	Taxable Mileage	Other Taxable	Taxable Travel	Taxable Benefits
Past President	Rosemary Carabine		-	1,500	32	-	1,532
President	Rashida Din		-	-	71	228	299
Vice President	Wayne Broom		-	1,500	26	-	1,526
Junior Vice President	Mark Dickinson		-	750	74	25	849
Honorary Treasurer	Christopher Holland		-	1,875	-	13	1,888
Ex Honorary Treasurer	Michelle Codrington-Rogers	No	-	750	-	42	792
Deputy General Secretary	Jane Peckham		5,117	32	8	110	5,267
Assistant General Secretary	Maggie Bremner		5,812			45	5,857
Assistant General Secretary	Phil Siddle		-	-	-	-	-
District 01	John Hall		6,315	161	-	-	6,476
District 01	Julie Parkin		-	1,500	-	-	1,500
District 01	Deborah Egglestone		-	1,572	7	-	1,578
District 01	Dan Lister		-	750	-	-	750
District 02	Lester Russell		-	1,500	-	-	1,500
District 02	Howard Leighton		-	-	-	-	-
District 03	Karen Brocklebank		-	2,250	100	-	2,350
District 04	Rachel Knight		4,450	31	-	-	4,482
District 04	Jacqueline Casson		-	750	-	-	750
District 05	Claire Ward		-	1,500	-	-	1,500
District 06	Bryan McConnell		7,228	1,313	166	-	8,706
District 06	Anne Rycroft		-	-	3	-	3
District 07	Tim Toepritz		-	2,625	2	-	2,627
District 07	Wendy Shuttleworth		-	1,500	-	-	1,500
District 08	Fiona Ingrid Hawksley-Cartwright		-	375	-	-	375
District 09	Kathleen Oliver		-	2,250	-	-	2,250
District 10	John Crofts		-	-	-	-	-
District 11	Alan Hackett		-	1,125	93	-	1,218
District 12	Anne Thompson		-	1,500	37	-	1,537
District 13	Alan Jones		-	-	-	-	-
District 14	Harold Gurden		7,867	65	145	-	8,076
District 15	Caroline Clode		-	1,125	84	32	1,241
District 16	Mark Burns		-	-	-	-	-
District 17	Katherine Moore		-	-	19	25	44
District 18	Stephen Howells		-	1,597	-	58	1,655
District 19	Wendy Exton		9,604	249	-	9	9,861
District 20	Peter Leigh		-	1,225	-	-	1,225
District 21	Beverley Anne Alderson		-	2,625	4	54	2,683
District 22	Ruth Duncan		-	1,600	-	-	1,600
District 23	Kathleen Duggan		-	-	-	-	-
District 23	Omolo Johnson		-	-	-	-	-
District 24	Alison Morgan		-	-	-	-	-
District 25	John McGill		-	850	-	-	850
District 26	Folasade Afolabi		-	1,500	20	64	1,584
District 27	Colin Mills		-	750	-	-	750
District 28	Rowena Martin		-	750	-	-	750
District 29	Vacant		-	-	-	-	-
District 30	Stephen Witherden	No	-	-	10	135	145
District 30	Gwilym Eifion Jones		-	-	-	-	-
District 31	Mark Morris		6,539	374	2	-	6,915
District 31	Sharron Louise Daly		4,361	45	13	189	4,608
District 32	Helen Johns		-	1,500	4	-	1,504
District 33	Edward Carroll	No	-	-	-	-	-
District 33	Rod McCready		-	-	-	-	-
District 33	Nicholas James		-	1,125	6	-	1,131
District 34	Delma Boggs		-	-	12	-	12
District 34	Raymond Beggs		-	750	-	-	750

Total

102,497

Analysis of investment income

(see notes 47 and 48)

[illegible]

31 December 2024

[illegible]

Fixed assets account

(see notes 53 to 57)

	Land and Buildings Freehold Leasehold		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	£	£	£	£	£	£
Cost or Valuation						
At start of year	21,234,483	5,669,562	4,967,531	257,201		32,128,777
Additions	10,249		793,330	-9,226		794,353
Disposals			-574,219	-37,268		-611,487
Revaluation/Transfers						
At end of year	21,244,732	5,669,562	5,186,642	210,707		32,311,643
Accumulated Depreciation						
At start of year	10,138,436	2,294,162	4,234,832	131,934		16,799,364
Charges for year	454,275	177,083	229,595	7,312		868,265
Disposals			-572,224	-18,814		-591,038
Revaluation/Transfers						
At end of year	10,592,711	2,471,245	3,892,203	120,432		17,076,591
Net book value at end of year	10,652,021	3,198,317	1,294,439	90,275		15,235,052
Net book value at end of previous year	11,096,047	3,375,400	732,699	125,267		15,329,413

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)	23,659,361	
	Government Securities (Gilts)	1,603,549	
	Other quoted securities (to be specified)	583,251	
	Total quoted (as Balance Sheet) Market Value of Quoted Investment	25,846,161	
Unquoted	Equities	20,000	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies	562,879	
	Other unquoted investments (to be specified)		
	Investment Property	10,260,000	
	Total unquoted (as Balance Sheet) Market Value of Unquoted Investments	10,842,879	

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)
Glass Estates Ltd (sub of NASUWT Buildings Ltd)	06101245
NASUWT Buildings Ltd	07341420

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
NASUWT Buildings Ltd	Company limited by guarantee only - controlled by NASUWT

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £	Political Funds £	Total Funds £
Income			
From Members	33,462,705	93,382	33,556,087
From Investments	1,384,867		1,384,867
Other Income (including increases by revaluation of assets)	3,578,768		3,578,768
Total Income	38,426,340	93,382	38,519,722
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	37,978,152	86,904	38,065,056
Funds at beginning of year (including reserves)	77,280,016	752,143	78,032,159
Funds at end of year (including reserves)	77,728,204	758,621	78,486,825
Assets			
Fixed Assets			15,235,052
Investment Assets			36,689,040
Other Assets			20,811,171
Total Assets			72,735,263
Liabilities	Total Liabilities		-5,751,562
Net Assets (Total Assets less Total Liabilities)			78,486,825

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?

If Yes How many ballots were held:

SEE SPREADSHEET PAGES ATTACHED

For each ballot held please complete the information below:

Ballot 1

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

Number of individuals answering "No" to the question

Number of invalid or otherwise spoiled voting papers returned

1-3 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 2

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

Number of individuals answering "No" to the question

Number of invalid or otherwise spoiled voting papers returned

1-3 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 3

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

Number of individuals answering "No" to the question

Number of invalid or otherwise spoiled voting papers returned

1-3 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 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

Information on Industrial Action Ballots

Name of Organisation:	NASUWT Teachers Union
Did the Union hold any ballots in respect of industrial action during the return period?	Yes
If yes, how many ballots were held?	21,836

Reporting Period:	01/01/2024 - 31/12/2024
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Ballot Number	Number of Members Entitled to vote	Number of votes cast for Q1 in ballot	Number of individuals answering "Yes" to Q1	Number of individuals answering "No" to Q1	Number of invalid or otherwise Spoiled votes for Q1	Were the votes cast in the ballot at least 50%	Does 226 of 1992 act Apply	If 226 applies, did the number of individual voting yes to Q1 exceed 40% of those entitled to vote	Number of votes cast for Q2 in ballot	Number of individuals answering "Yes" to Q2	Number of individuals answering "No" to Q2	Number of invalid or otherwise Spoiled votes for Q2	Were the votes cast in the ballot at least 50%	Does 226 of 1992 act Apply	If 226 applies, did the number of individual voting yes to Q2 exceed 40% of those entitled to vote
1	2	1	0	1	0	Yes	Yes	No	1	1	0	0	Yes	Yes	Yes
2	49	36	34	2	0	Yes	Yes	Yes	36	33	3	0	Yes	Yes	Yes
3	47	33	31	2	0	Yes	Yes	Yes	33	32	1	0	Yes	Yes	Yes
4	27	22	17	5	0	Yes	Yes	Yes	22	16	6	0	Yes	Yes	Yes
5	22	14	11	3	0	Yes	Yes	Yes	14	11	2	1	Yes	Yes	Yes
6	21	15	13	2	0	Yes	Yes	Yes	15	14	1	0	Yes	Yes	Yes
7	23	19	18	1	0	Yes	Yes	Yes	19	18	1	0	Yes	Yes	Yes
8	36	22	21	1	0	Yes	Yes	Yes	22	19	3	0	Yes	Yes	Yes
9	12	11	11	0	0	Yes	Yes	Yes	11	11	0	0	Yes	Yes	Yes
10	66	43	39	4	0	Yes	Yes	Yes	43	41	2	0	Yes	Yes	Yes
11	6	5	3	2	0	Yes	Yes	Yes	5	5	0	0	Yes	Yes	Yes
12	32	23	14	7	2	Yes	Yes	Yes	23	17	5	1	Yes	Yes	Yes
13	11	11	11	0	0	Yes	Yes	Yes	11	11	0	0	Yes	Yes	Yes
14	17	7	4	3	0	No	Yes	No	7	5	2	0	No	Yes	No
15	41	37	33	4	0	Yes	Yes	Yes	37	34	3	0	Yes	Yes	Yes
16	7	6	6	0	0	Yes	Yes	Yes	6	6	0	0	Yes	Yes	Yes
17	22	15	13	2	0	Yes	Yes	Yes	15	15	0	0	Yes	Yes	Yes
18	8	8	7	1	0	Yes	Yes	Yes	8	7	1	0	Yes	Yes	Yes
19	16	11	3	8	0	Yes	Yes	No	11	5	6	0	Yes	Yes	No
20	24	20	16	4	0	Yes	Yes	Yes	20	18	2	0	Yes	Yes	Yes
21	3	2	2	0	0	Yes	Yes	Yes	2	2	0	0	Yes	Yes	Yes
22	38	14	12	2	0	No	Yes	No	14	11	3	0	No	Yes	No
23	23	15	14	1	0	Yes	Yes	Yes	15	12	2	1	Yes	Yes	Yes
24	21	10	10	0	0	No	Yes	No	10	10	0	0	No	Yes	No
25	7	6	5	1	0	Yes	Yes	Yes	6	6	0	0	Yes	Yes	Yes
26	2	1	1	0	0	Yes	Yes	Yes	1	1	0	0	Yes	Yes	Yes
27	1	1	1	0	0	Yes	Yes	Yes	1	1	0	0	Yes	Yes	Yes
28	6	6	6	0	0	Yes	Yes	Yes	6	6	0	0	Yes	Yes	Yes
29	45	25	24	1	0	Yes	Yes	Yes	25	24	1	0	Yes	Yes	Yes
30	18	13	6	7	0	Yes	Yes	No	13	6	7	0	Yes	Yes	No
31	33	24	24	0	0	Yes	Yes	Yes	24	23	0	1	Yes	Yes	Yes
32	14	11	11	0	0	Yes	Yes	Yes	11	11	0	0	Yes	Yes	Yes
33	8	7	7	0	0	Yes	Yes	Yes	7	7	0	0	Yes	Yes	Yes
34	54	24	22	2	0	No	Yes	No	24	16	8	0	No	Yes	No
35	3	1	1	0	0	No	Yes	No	1	1	0	0	No	Yes	No
36	14	5	4	1	0	No	Yes	No	5	5	0	0	No	Yes	No
37	21	15	14	1	0	Yes	Yes	Yes	15	15	0	0	Yes	Yes	Yes
38	32	18	15	3	0	Yes	Yes	Yes	18	17	1	0	Yes	Yes	Yes
39	13	3	2	1	0	No	Yes	No	3	3	0	0	No	Yes	No
40	3	2	2	0	0	Yes	Yes	Yes	2	2	0	0	Yes	Yes	Yes
41	28	22	20	2	0	Yes	Yes	Yes	22	21	1	0	Yes	Yes	Yes
42	17	11	10	1	0	Yes	Yes	Yes	11	10	1	0	Yes	Yes	Yes
43	33	18	15	3	0	Yes	Yes	Yes	18	17	1	0	Yes	Yes	Yes
44	3	3	3	0	0	Yes	Yes	Yes	3	3	0	0	Yes	Yes	Yes
45	18	10	7	3	0	Yes	Yes	No	10	7	3	0	Yes	Yes	No
46	34	22	19	3	0	Yes	Yes	Yes	22	19	3	0	Yes	Yes	Yes
47	24	16	8	8	0	Yes	Yes	No	16	12	4	0	Yes	Yes	Yes
48	32	19	8	11	0	Yes	Yes	No	19	9	10	0	Yes	Yes	No
49	41	20	12	8	0	No	Yes	No	20	14	5	1	No	Yes	No
50	26	26	26	0	0	Yes	Yes	Yes	26	26	0	0	Yes	Yes	Yes
51	27	25	24	1	0	Yes	Yes	Yes	25	24	1	0	Yes	Yes	Yes
52	6	5	5	0	0	Yes	Yes	Yes	5	5	0	0	Yes	Yes	Yes
53	1	1	1	0	0	Yes	Yes	Yes	1	1	0	0	Yes	Yes	Yes
54	54	40	24	14	2	Yes	Yes	Yes	40	34	6	0	Yes	Yes	Yes
55	35	17	16	1	0	No	Yes	No	17	17	0	0	No	Yes	No
56	34	24	24	0	0	Yes	Yes	Yes	24	24	0	0	Yes	Yes	Yes
57	30	21	9	12	0	Yes	Yes	No	21	9	12	0	Yes	Yes	No
58	27	22	20	1	1	Yes	Yes	Yes	22	21	0	1	Yes	Yes	Yes
59	65	54	39	15	0	Yes	Yes	Yes	54	42	12	0	Yes	Yes	Yes
60	28	22	18	4	0	Yes	Yes	Yes	22	18	4	0	Yes	Yes	Yes
61	25	15	15	0	0	Yes	Yes	Yes	15	15	0	0	Yes	Yes	Yes
62	5	3	3	0	0	Yes	Yes	Yes	3	3	0	0	Yes	Yes	Yes
63	35	31	30	1	0	Yes	Yes	Yes	31	29	2	0	Yes	Yes	Yes
64	25	16	13	3	0	Yes	Yes	Yes	16	14	2	0	Yes	Yes	Yes
65	10	5	5	0	0	Yes	Yes	Yes	5	5	0	0	Yes	Yes	Yes
66	20	13	8	5	0	Yes	Yes	Yes	13	9	4	0	Yes	Yes	Yes
67	23	14	13	1	0	Yes	Yes	Yes	14	13	1	0	Yes	Yes	Yes
68	14	11	9	2	0	Yes	Yes	Yes	11	9	2	0	Yes	Yes	Yes
69	68	53	51	2	0	Yes	Yes	Yes	53	51	2	0	Yes	Yes	Yes
70	10	4	4	0	0	No	Yes	No	4	4	0	0	No	Yes	No
71	7	5	5	0	0	Yes	Yes	Yes	5	5	0	0	Yes	Yes	Yes
72	38	31	30	1	0	Yes	Yes	Yes	31	30	1	0	Yes	Yes	Yes
73	6	3	3	0	0	Yes	Yes	Yes	3	3	0	0	Yes	Yes	Yes
74	15	12	9	3	0	Yes	Yes	Yes	12	10	2	0	Yes	Yes	Yes
75	5	5	5	0	0	Yes	Yes	Yes	5	5	0	0	Yes	Yes	Yes
76	5	5	4	1	0	Yes	Yes	Yes	5	4	1	0	Yes	Yes	Yes
77	27	26	26	0	0	Yes	Yes	Yes	26	26	0	0	Yes	Yes	Yes
78	4	1	0	1	0	No	Yes	No	1	0	1	0	No	Yes	No
79	50	37	18	19	0	Yes	Yes	No	37	25	12	0	Yes	Yes	Yes
80	18	14	14	0	0	Yes	Yes	Yes	14	13	0	1	Yes	Yes	Yes
81	101	49	43	6	0	No	Yes	No	49	43	6	0	No	Yes	No
82	27	18	15	3	0	Yes	Yes	Yes	18	16	2	0	Yes	Yes	Yes
83	5	4	3	1	0	Yes	Yes	Yes	4	4	0	0	Yes	Yes	Yes
84	5	0	0	0	0	No	Yes	No	0	0	0	0	No	Yes	No
85	31	23	23	0	0	Yes	Yes	Yes	23	23	0	0	Yes	Yes	Yes
86	9	8	8	0	0	Yes	Yes	Yes	8	8	0	0	Yes	Yes	Yes
87	35	20	15	5	0	Yes	Yes	Yes	20	16	4	0	Yes	Yes	Yes
88	6	1	1	0	0	No	Yes	No	1	1	0	0	No	Yes	No
89	32	20	19	1	0	Yes	Yes	Yes	20	19	1	0	Yes	Yes	Yes
90	27	18	17	1	0	Yes	Yes	Yes	18	14	3	1	Yes	Yes	Yes
91	6	5	5	0	0	Yes	Yes	Yes	5	5	0	0	Yes	Yes	Yes
92	33	22	20	2	0	Yes	Yes	Yes	22	22	0	0	Yes	Yes	Yes

93	37	29	29	0	0	Yes	Yes	Yes	29	29	0	0	Yes	Yes	Yes
94	25	21	20	1	0	Yes	Yes	Yes	21	20	1	0	Yes	Yes	Yes
95	23	17	16	1	0	Yes	Yes	Yes	17	16	1	0	Yes	Yes	Yes
96	6	6	6	0	0	Yes	Yes	Yes	6	6	0	0	Yes	Yes	Yes
97	5	4	2	2	0	Yes	Yes	No	4	2	2	0	Yes	Yes	Yes
98	65	14	7	7	0	No	Yes	No	14	8	6	0	No	Yes	No
99	9	6	6	0	0	Yes	Yes	Yes	6	6	0	0	Yes	Yes	Yes
100	12	7	4	3	0	Yes	Yes	No	7	6	1	0	Yes	Yes	Yes
101	13	12	11	1	0	Yes	Yes	Yes	12	11	1	0	Yes	Yes	Yes
102	6	3	2	1	0	Yes	Yes	No	3	2	1	0	Yes	Yes	No
103	59	48	46	2	0	Yes	Yes	Yes	48	48	0	0	Yes	Yes	Yes
104	14	12	12	0	0	Yes	Yes	Yes	12	12	0	0	Yes	Yes	Yes
105	13	11	11	0	0	Yes	Yes	Yes	11	11	0	0	Yes	Yes	Yes
106	7	5	5	0	0	Yes	Yes	Yes	5	5	0	0	Yes	Yes	Yes
107	35	26	24	2	0	Yes	Yes	Yes	26	25	1	0	Yes	Yes	Yes
108	21	9	8	1	0	No	Yes	No	9	9	0	0	No	Yes	No
109	30	16	16	0	0	Yes	Yes	Yes	16	14	2	0	Yes	Yes	Yes
110	24	17	17	0	0	Yes	Yes	Yes	17	17	0	0	Yes	Yes	Yes
111	17	10	8	2	0	Yes	Yes	Yes	10	8	2	0	Yes	Yes	Yes
112	16	10	10	0	0	Yes	Yes	Yes	10	10	0	0	Yes	Yes	Yes
113	4	2	2	0	0	Yes	Yes	Yes	2	2	0	0	Yes	Yes	Yes
114	31	21	17	4	0	Yes	Yes	Yes	21	17	4	0	Yes	Yes	Yes
115	41	27	27	0	0	Yes	Yes	Yes	27	27	0	0	Yes	Yes	Yes
116	36	20	16	4	0	N/A	Yes	Yes	20	19	1	0	N/A	Yes	Yes
117	18	11	10	1	0	Yes	Yes	Yes	11	10	1	0	Yes	Yes	Yes
118	41	20	19	1	0	No	Yes	No	20	20	0	0	No	Yes	No
119	15	2	2	0	0	No	Yes	No	2	2	0	0	No	Yes	No
120	9823	4462	4127	326	9	N/A	Yes	Yes	4462	4416	43	3	N/A	Yes	Yes

Information on Industrial Action

Name of Organisation:	NASUWT Teachers Union
Did Union members take industrial action during the return period in response to any inducement on the part of the Union	Yes

Reporting Period:	01/01/2024 - 31/12/2024
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Industrial Action	Nature of the trade dispute for which action was taken	Date of the industrial action taken	Nature of Industrial action	Number of day of industrial action
1	A	10/01/2024	Strike Action	1
2	A	11/01/2024	Strike Action	1
3	A	23/01/2024	Strike Action	1
4	A	24/01/2024	Strike Action	1
5	A	25/01/2024	Strike Action	1
6	A	29/01/2024	Strike Action	1
7	A	10/01/2024	Strike Action	1
8	A	18/01/2024	Strike Action	1
9	A	31/01/2024	Strike Action	1
10	A	01/02/2024	Strike Action	1
11	A	01/02/2024	Strike Action	1
12	A	27/02/2024	Strike Action	1
13	A	29/02/2024	Strike Action	1
14	A	05/03/2024	Strike Action	1
15	A	12/03/2024	Strike Action	1
16	A	13/03/2024	Strike Action	1
17	A	12/03/2024	Strike Action	1
18	A	13/03/2024	Strike Action	1
19	A	19/03/2024	Strike Action	1
20	A	20/03/2024	Strike Action	1
21	A	21/03/2024	Strike Action	1
22	A	23/04/2024	Strike Action	1
23	A	01/05/2024	Strike Action	1
24	A	07/05/2024	Strike Action	1
25	A	13/06/2024	Strike Action	1
26	A	25/06/2024	Strike Action	1
27	A	26/06/2024	Strike Action	1
28	A	09/07/2024	Strike Action	1
29	A	10/07/2024	Strike Action	1
30	A	11/07/2024	Strike Action	1
31	A	19/03/2024	Strike Action	1
32	A	26/03/2024	Strike Action	1
33	A	26/03/2024	Strike Action	1
34	A	27/03/2024	Strike Action	1
35	A	16/04/2024	Strike Action	1
36	A	17/04/2024	Strike Action	1
37	A	23/04/2024	Strike Action	1
38	A	24/04/2024	Strike Action	1
39	A	25/04/2024	Strike Action	1
40	B	10/04/2024	Strike Action	1
41	B	17/04/2024	Strike Action	1
42	B	18/04/2024	Strike Action	1
43	B	23/04/2024	Strike Action	1
44	B	24/04/2024	Strike Action	1
45	B	25/04/2024	Strike Action	1
46	B	02/05/2024	Strike Action	1
47	B	09/05/2024	Strike Action	1
48	B	14/05/2024	Strike Action	1
49	B	16/05/2024	Strike Action	1
50	B	06/06/2024	Strike Action	1
51	A	26/03/2024	Strike Action	1
52	A	27/03/2024	Strike Action	1
53	A	16/04/2024	Strike Action	1
54	A	17/04/2024	Strike Action	1
55	A	23/04/2024	Strike Action	1
56	A	24/04/2024	Strike Action	1
57	A	25/04/2024	Strike Action	1
58	A	16/04/2024	Strike Action	1
59	A	17/04/2024	Strike Action	1
60	A	18/04/2024	Strike Action	1
61	A	17/04/2024	Strike Action	1
62	A	23/04/2024	Strike Action	1
63	A	24/04/2024	Strike Action	1
64	A	25/04/2024	Strike Action	1
65	A	24/04/2024	Strike Action	1
66	A	25/04/2024	Strike Action	1
67	A	01/05/2024	Strike Action	1
68	A	02/05/2024	Strike Action	1
69	A	22/05/2024	Strike Action	1
70	A	23/05/2024	Strike Action	1
71	A	05/06/2024	Strike Action	1
72	A	06/06/2024	Strike Action	1
73	A	24/06/2024	Strike Action	1
74	A	27/06/2024	Strike Action	1
75	A	24/04/2024	Strike Action	1

Categories of nature of Trade Dispute
A: Terms and conditions of employment, or the physical conditions in which any workers are required 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.

76	A	01/05/2024	Strike Action	1
77	A	02/05/2024	Strike Action	1
78	A	21/05/2024	Strike Action	1
79	A	22/05/2024	Strike Action	1
80	A	21/03/2024	Strike Action	1
81	A	17/04/2024	Strike Action	1
82	A	18/04/2024	Strike Action	1
83	A	24/04/2024	Strike Action	1
84	A	25/04/2024	Strike Action	1
85	A	19/03/2024	Strike Action	1
86	A	08/05/2024	Strike Action	1
87	A	09/05/2024	Strike Action	1
88	A	04/06/2024	Strike Action	1
89	A	05/06/2024	Strike Action	1
90	A	06/06/2024	Strike Action	1
91	A	14/06/2024	Strike Action	1
92	A	18/06/2024	Strike Action	1
93	A	19/06/2024	Strike Action	1
94	A	25/06/2024	Strike Action	1
95	A	27/06/2024	Strike Action	1
96	A	02/07/2024	Strike Action	1
97	A	03/07/2024	Strike Action	1
98	A	04/07/2024	Strike Action	1
99	A	17/07/2024	Strike Action	1
100	B	06/06/2024	Strike Action	1
101	B	11/06/2024	Strike Action	1
102	B	13/06/2024	Strike Action	1
103	B	18/06/2024	Strike Action	1
104	B	20/06/2024	Strike Action	1
105	B	07/10/2024	Strike Action	1
106	B	08/10/2024	Strike Action	1
107	B	09/10/2024	Strike Action	1
108	B	10/10/2024	Strike Action	1
109	B	22/10/2024	Strike Action	1
110	B	23/10/2024	Strike Action	1
111	B	06/06/2024	Strike Action	1
112	B	11/06/2024	Strike Action	1
113	B	13/06/2024	Strike Action	1
114	B	18/06/2024	Strike Action	1
115	B	20/06/2024	Strike Action	1
116	B	07/10/2024	Strike Action	1
117	B	08/10/2024	Strike Action	1
118	B	09/10/2024	Strike Action	1
119	B	10/10/2024	Strike Action	1
120	B	22/10/2024	Strike Action	1
121	B	23/10/2024	Strike Action	1
122	B	06/06/2024	Strike Action	1
123	B	11/06/2024	Strike Action	1
124	B	13/06/2024	Strike Action	1
125	B	18/06/2024	Strike Action	1
126	B	20/06/2024	Strike Action	1
127	B	07/10/2024	Strike Action	1
128	B	08/10/2024	Strike Action	1
129	B	09/10/2024	Strike Action	1
130	B	10/10/2024	Strike Action	1
131	B	22/10/2024	Strike Action	1
132	B	23/10/2024	Strike Action	1
133	A	16/05/2024	Strike Action	1
134	A	21/05/2024	Strike Action	1
135	A	23/05/2024	Strike Action	1
136	A	11/06/2024	Strike Action	1
137	A	12/06/2024	Strike Action	1
138	A	13/06/2024	Strike Action	1
139	A	27/03/2024	Strike Action	1
140	A	16/04/2024	Strike Action	1
141	A	17/04/2024	Strike Action	1
142	A	23/04/2024	Strike Action	1
143	A	24/04/2024	Strike Action	1
144	A	25/04/2024	Strike Action	1
145	A	04/06/2024	Strike Action	1
146	A	05/06/2024	Strike Action	1
147	A	06/06/2024	Strike Action	1
148	A	11/06/2024	Strike Action	1
149	A	12/06/2024	Strike Action	1
150	A	13/06/2024	Strike Action	1
151	A	18/06/2024	Strike Action	1
152	A	19/06/2024	Strike Action	1
153	A	20/06/2024	Strike Action	1
154	A	19/06/2024	Strike Action	1
155	A	20/06/2024	Strike Action	1
156	A	26/06/2024	Strike Action	1
157	A	27/06/2024	Strike Action	1
158	A	25/06/2024	Strike Action	1
159	A	26/06/2024	Strike Action	1
160	A	27/06/2024	Strike Action	1
161	A	06/03/2024	Strike Action	1
162	A	16/04/2024	Strike Action	1
163	A	17/04/2024	Strike Action	1

164	A	24/04/2024	Strike Action	1
165	A	25/04/2024	Strike Action	1
166	A	01/07/2024	Strike Action	1
167	A	03/07/2024	Strike Action	1
168	A	08/07/2024	Strike Action	1
169	A	10/07/2024	Strike Action	1
170	A	08/07/2024	Strike Action	1
171	A	09/07/2024	Strike Action	1
172	A	25/06/2024	Strike Action	1
173	A	26/06/2024	Strike Action	1
174	A	10/07/2024	Strike Action	1
175	A	11/07/2024	Strike Action	1
176	A	09/10/2024	Strike Action	1
177	A	10/10/2024	Strike Action	1
178	A	06/11/2024	Strike Action	1
179	A	13/11/2024	Strike Action	1
180	A	27/11/2024	Strike Action	1
181	A	28/11/2024	Strike Action	1
182	A	04/12/2024	Strike Action	1
183	A	12/12/2024	Strike Action	1
184	A	17/07/2024	Strike Action	1
185	A	18/07/2024	Strike Action	1
186	A	17/07/2024	Strike Action	1
187	A	18/07/2024	Strike Action	1
188	A	01/10/2024	Strike Action	1
189	A	02/10/2024	Strike Action	1
190	A	10/10/2024 to 31/12/2024	Action Short of Strike Action	54
191	A	11/12/2024	Strike Action	1
192	A	12/12/2024	Strike Action	1
193	A	21/09/2023 to 31/12/2024	Action Short of Strike Action	206
194	A	18/01/2024	Strike Action	1
195	A	18/01/2024	Strike Action	1
196	A	11/01/2024; and 31/10/2023	Action Short of Strike Action	136
197	A	04/12/2024; and 05/07/2024	Action Short of Strike Action	134
198	A	16/04/2024 to 18/06/2024; and	Action Short of Strike Action	19
199	A	03/04/2023 to 03/04/2024	Action Short of Strike Action	268
200	A	11/11/2021 to 03/04/2024; and	Action Short of Strike Action	633
201	A	19/06/2023 to 26/06/2024	Action Short of Strike Action	274
202	A	16/09/2024 to 17/09/2024	Action Short of Strike Action	1
203	A	04/09/2024 to 06/09/2024	Action Short of Strike Action	2
204	A	09/02/2024 to 09/05/2024	Action Short of Strike Action	65
205	A	03/06/2024 to 14/11/2024	Action Short of Strike Action	74
206	A	23/05/2024 to 13/10/2024	Action Short of Strike Action	72

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.

see attached

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

17. TANGIBLE FIXED ASSETS

Freehold property includes land at a cost of £560,053 (2023: £560,053).

Land and freehold property with a net book value of £13,850,338 (2023: £14,471,447) is secured in the form of a first legal charge in favour of the Pension Protection Fund.

Investment Property is held at valuation. The properties were professionally valued by Kenningtons on 9 January 2023 by reference to market data at 31 December 2022 and reviewed and updated by the National Executive at 31 December 2024.

If the investment properties had been accounted for under the historic cost accounting rules, the properties would have been measured as £2,158,602 (2023: £2,158,602).

23. OPERATING LEASES

Group and Entity

At 31 December 2024 the Union has commitments under non-cancellable operating leases as follows:

	2024 £	2023 £
Expiry date:		
Within 1 year	337,954	375,195
Between 2 and 5 years	<u>614,254</u>	<u>895,088</u>

27. FINANCIAL INSTRUMENTS

	2024 £	2023 £
Financial assets		
Financial assets measured at fair value	24,311,709	23,610,512
Financial assets that are debt instruments measured at amortised cost	319,912	480,883
Financial liabilities		
Financial liabilities measured at amortised cost	<u>(1,875,180)</u>	<u>(1,954,082)</u>

Financial assets measured at fair value through income and expenditure comprises investments in listed securities.

Financial assets measured at amortised cost comprise trade debtors and accrued income.

Financial liabilities measured at amortised cost comprise trade creditors, accruals and other creditors.

The entity's income, expense, gains and losses in respect of financial instruments are summarised below:

	2024 £	2023 £
Total investment income for financial assets measured at fair value through income and expenditure	507,740	577,150
Net gains on financial assets measured at fair value through income and expenditure	828,762	836,172
Total interest income for financial assets measured at amortised cost through income and expenditure	<u>366,089</u>	<u>363,878</u>

28. CAPITAL COMMITMENTS

The Union has capital commitments of £Nil (2023: £Nil) at year end.

NASUWT – *The Teachers' Union*
POLITICAL FUND - NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

7. FINANCIAL INSTRUMENTS

	2024 £	2023 £
Financial assets		
Financial assets that are debt instruments measured at amortised cost	7,688	6,989
Financial liabilities		
Financial liabilities measured at amortised cost	3,215	5,439

Financial assets measured at amortised cost comprise of accrued income.

Financial liabilities measured at amortised cost comprise of accruals.

NASUWT – The Teachers' Union
CENTRAL BENEVOLENT FUND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

12. FINANCIAL INSTRUMENTS

	2024 £	2023 £
Financial assets		
Financial assets measured at fair value	2,117,331	2,017,765
Financial assets that are debt instruments measured at amortised cost	<u>595,100</u>	<u>501,967</u>
Financial Liabilities	2024 £	2023 £
Financial liabilities measured at amortised cost	<u>31,085</u>	<u>25,726</u>

Financial assets measured at fair value through income and expenditure comprises investments in listed securities.

Financial assets measured at amortised cost comprise benevolent loans and sundry debtors.

Financial liabilities measured at amortised cost comprise sundry creditors.

The entity's income, expense, gains and losses in respect of financial instruments are summarised below:

	2024 £	2023 £
Total investment income for financial assets measured at fair value through income and expenditure	66,411	53,831
Net losses on financial assets measured at fair value through income and expenditure	(109,613)	(42,572)
Total interest income for financial assets measured at amortised cost through income and expenditure	<u>6,769</u>	<u>5,809</u>

Accounting policies



(see notes 84 and 85)

see attached

Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Mr Matt Wrack	Name:	Mr Chris Holland
Date:	22/05/2025	Date:	22/05/2025

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	

NASUWT – *The Teachers' Union*
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1. ENTITY INFORMATION

The NASUWT is a teachers' union which represents teachers in England, Northern Ireland, Scotland and Wales.

The address and principal place of business is Hillscourt, Rose Hill, Rednal, Birmingham, B45 8RS.

2. ACCOUNTING POLICIES

a. Basis of preparation of financial statements

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102').

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

b. Basis of Consolidation

The financial statements consolidate the accounts of NASUWT (the "Entity") and its subsidiary undertakings ("subsidiaries") as detailed in note 18.

The Entity financial statements include the assets, liabilities and results of the NASUWT Head Office, Local Associations and Federations, Sunderland Reserve Fund and The Conference Centre.

The funds which make up the NASUWT are as follows:

- General Fund – comprising of:
 - Head Office - funds all of the staff and facilities to enable provision of services to members.
 - Local Associations and Federations - funds local activity on an imprest funding basis.
- Conference Centre - primarily provides facilities for members, and the Union generally, as well as an income stream from third party hire.
- Sunderland Reserve fund - funds members' action costs and undertakes legal casework for the protection of members.

The Group financial statements include the Entity and its subsidiaries, NASUWT Buildings Limited and Glass Estates Limited. In the revenue accounts these are included in the General Fund.

c. Going Concern

National Executive have reviewed the performance of the Union, and its subsidiaries, and their expectations for 2024 onwards. They believe the Union will continue to operate as a going concern for the foreseeable future.

The National Executive of the Union have no reason to believe that a material uncertainty exists that may cast significant doubt about the ability of NASUWT to continue as a going concern or its ability to continue with the current funding arrangements.

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024
(continued)

d. Subscriptions and Other Income

Subscriptions are accounted for under the accruals concept, except that arrears of subscriptions, which are not considered to be material in amount, are not included until received.

Commissions, dividend and miscellaneous income is recognised at the point when there is an unequivocal right to the income.

Government grants are credited to the Income Statement as the related expenditure is incurred.

e. Depreciation

No depreciation is provided in respect of freehold land. The other fixed assets are depreciated over their estimated useful lives by equal annual instalments based on cost, at the following rates:

Freehold buildings and leasehold property	2-10%
Furniture and equipment	20%
Motor vehicles	20%
Contract purchase motor vehicles	Net cost over contract period
Computer equipment.....	20-25%

Conference Centre refurbishments are included within land and buildings. These are depreciated over 5 years which is their estimated lifespan.

f. Amortisation

All intangible assets are amortised over their estimated useful lives of 10 years.

g. Stocks

Stocks comprise consumable stores and items purchased for resale and are valued at the lower of cost and net realisable value.

h. Investment properties

Certain properties owned by NASUWT and its subsidiaries are held for long-term investment and rented to third parties.

Investment properties are initially recognised at cost which includes purchase cost and any directly attributable expenditure.

Investment properties whose fair value can be measured reliably are measured at fair value. The surplus or deficit on revaluation is recognised in the income statement.

i. Financial instruments

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term trade creditors are measured at the transaction price.

Fixed Asset Investments

Gains and losses representing the movement in market values during the period are credited or charged to the income statement in the period of gain or loss.

There are no complex financial instruments.

NASUWT – The Teachers' Union
GENERAL AND SUNDERLAND RESERVE FUND
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024
(continued)

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include:

Revaluation of Investment properties

The NASUWT carries its investment property at market value, with changes in market value being recognised in the Revenue Account. The National Executive uses a professional valuation to determine the current market value of the property at regular intervals as deemed appropriate. In intervening years, the National Executive review market information and update the valuation based on their estimate of market movement since the previous professional valuation.

Legal Provision

The legal provision represents the liability for future costs of legal cases at the year end. The first element of the provision estimates costs incurred after a case is closed using historic cost data split by legal case category. The second element of the provision uses historic cost data split by legal case category to apply an average cost to open cases at year end. Finally, where there are clearly exceptional cases either in the historic cost data or in the open cases these are extracted and specific provisions estimated where applicable.

Defined Benefit Pension scheme

The cost of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. In determining the appropriate discount rate, management considers the interest rates of corporate bonds in the respective currency with at least AA rating, with extrapolated maturities corresponding to the expected duration of the defined benefit obligation. The underlying bonds are further reviewed for quality, and those having excessive credit spreads are removed from the population bonds on which the discount rate is based, on the basis that they do not represent high quality bonds. The mortality rate is based on publicly available mortality tables for the specific country. Future salary increases and pension increases are based on expected future inflation rates for the respective country.

Where the present value of future service contributions exceeds the fair value of the current surplus, a pension asset determined by the actuarial valuation can be recognised in full.

Defined Benefit Pension Scheme – Guaranteed Minimum Pension Equalisation (GMP)

Following the High Court ruling on 26 October 2018 regarding the equalisation of Guaranteed Minimum Pension ('GMP') benefit within the Lloyds pension scheme, the Plan is required to adjust benefits to remove the inequalities between the GMP benefits awarded to males and females. The Employer included an allowance for the impact of GMP equalisation of 0.1% within its 31 December 2023 accounting figures. As noted in ISIO's assumptions report dated 16 January 2025, they have used the same allowance for GMP equalisation at 31 December 2024. The Plan has not yet implemented GMP equalisation and therefore the allowance made in 2018 has been maintained.

NASUWT – The Teachers' Union
POLITICAL FUND

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. ENTITY INFORMATION

The NASUWT Political Fund is a political fund of the Trade Union set aside to meet those objectives to which Section 3 of the Trade Union Act 1913 applies.

The address and principal place of business is Hillscourt, Rose Hill, Rednal, Birmingham, B45 8RS.

2. ACCOUNTING POLICIES

a. Basis of preparation of financial statements

These financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102').

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the company's accounting policies (see note 3).

b. Subscriptions

Income and expenditure are accounted for under the accruals concept, except that arrears of subscriptions, which are not considered to be material in amount, are not included until received.

c. Financial instruments

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term trade creditors are measured at the transaction price.

There are no complex financial instruments.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION

There are no significant judgements and estimates made by management in the preparation of the financial statements.

NASUWT – The Teachers' Union
CENTRAL BENEVOLENT FUND

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1. CHARITY INFORMATION

The Central Benevolent Fund (the Charity) is set aside for general benevolent purposes of the NASUWT in alleviating hardship to members. The fund is managed as a separate entity from the NASUWT.

2. ACCOUNTING POLICIES

a. Basis of preparation of financial statements

The accounts (financial statements) have been prepared under the historical cost convention, with the exception of investments which are stated at market valuation. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Central Benevolent Fund constitutes a public benefit entity as defined by FRS 102. The Trustees have given due consideration to the Charity's Commission's published guidance on the Public Benefit requirement under the Charities Act 2011.

The trustees consider that there are no material uncertainties about the Central Benevolent Fund's ability to continue as a going concern.

b.

Funds structure

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objects of the Charity and that have not been designated for specific purposes.

c. Income recognition

All incoming resources are included in the Statement of Financial Activities (SOFA) when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognised at the time of the donation.

d. Resources expended

All resources expended are accounted for on an accruals basis. Charitable activities include costs of services and of grants including support costs.

Liabilities are recognised where there is a legal or constructive obligation committing the Charity to the obligation.

Resources expended include irrecoverable VAT.

e. Financial instruments

Fixed asset Investments

Investments are stated at market value.

Gains and losses representing the movement in market values during the period are credited or charged to the SOFA in the period of gain or loss.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Creditors

Short term trade creditors are measured at the transaction price.

There are no complex financial instruments.

f. Donated services

Donated services are included for staff costs and premises costs at the value the Charity would have paid for them in the open market.

e. Benevolent loans

Benevolent loans are considered to meet the criteria of concessionary loans under FRS 102. They are recorded in the financial statements at face value.

3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made may include:

Revaluation of Investment properties

The Charity carries its investment property at fair value, with changes in fair value being recognised in the Statement of Financial Activities. The Charity has used a professional valuation carried out in January 2023 by Kennington's Chartered Surveyors, RICS registered valuers, to determine the current market value of the property.

Donated services from NASUWT

The Charity receives donated services which are analysed in note 4. The staff costs are calculated based on the percentage of each staff members' time spent on providing administration services to the Charity. Premises costs are calculated by apportioning the total property costs over the proportion of staff costs donated.

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.**

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE NASUWT – *The Teachers' Union*

Opinion

We have audited the financial statements of NASUWT for the year ended 31 December 2024 which comprise "General Fund Revenue Account incorporating the subsidiaries", the "Conference Centre Trading, Profit and Loss Account", the "Sunderland Reserve Fund Revenue Account", the "Group and Entity Statement of Comprehensive Income", the "General and Sunderland Reserve Fund Entity Balance Sheet", the "General and Sunderland Reserve Fund Entity Balance Sheet", the "General and Sunderland Reserve Fund consolidated Statement of Cashflows", the "General and Sunderland Reserve Fund Statement of Changes in Equity" and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and Union's affairs as at 31 December 2024 and of the group and Union's transactions for the year then ended;
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992; and
- have been properly prepared in accordance with 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 group 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 Executives' 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 group'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 Executives with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE NASUWT – *The Teachers' Union* (continued)

Other information

The Executives are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation 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 by the Union;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained;
- 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 Executives

As explained more fully in the statement of Executives' responsibility set out on page 26, the Executives 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 Executives 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 Executives are 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 Executives either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE NASUWT – *The Teachers' Union* (continued)

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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations (Consolidation) Act 1992. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the Charity's and the Group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the Charity and the Group for fraud. The laws and regulations we considered in this context for the UK operations were Trade Union and Labour Relations (Consolidation) Act 1992, General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Environmental protection legislation, Health and safety legislation, Taxation legislation and Employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Executives and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Certification Officer, and reading minutes of meetings of those charged with governance.

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE
NASUWT – *The Teachers' Union*
(continued)**

**Extent to which the audit was considered capable of detecting irregularities, including fraud
(Continued)**

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the Union's members as a body. Our audit work has been undertaken so that we might state to the Union'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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Crowe U.K. LLP

Statutory Auditor

Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Date: 23 June 2025

Auditor's report (continued)

see attached

Signature(s) of auditor or auditors:	<div>Crowe UK LLP</div>	
Name(s):	<div>Crowe UK LLP</div>	
Profession(s) or Calling(s):	<div>Registered Auditors</div>	
Address(es):	<div>Black Country House</div>	
	<div>Rounds Green Road</div>	
	<div>Oldbury</div>	
	<div>West Midlands</div>	
Postcode	<div>B69 2DG</div>	
Date	<div>23/6/25</div>	
Contact name for inquiries and telephone number:	<div>Dave Darlaston, Partner. Tel:0121 543 1900</div>	

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

Membership audit certificate

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

(See notes 97 to 103)

At the end of the reportign period proceeding 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

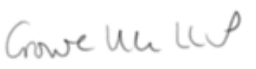
- 2 In the opinion of the assurer has he/she obtained the information and explanations necessary for the performance of his/her functions?

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	Crowe U.K. LLP
Address	Black Country House Rounds Green Road Oldbury West Midlands B69 2DG
Date	23/5/25
Contact name and telephone number	Dave Darlaston, Partner. Tel:0121 543 1900

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 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	