

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	<input type="text" value="ACCORD"/>		
Year ended:	<input type="text" value="31 December 2024"/>		
List no:	<input type="text" value="588T"/>		
Head or Main Office address:	<input type="text" value="ACCORD"/>		
	<input type="text" value="SIMMONS HOUSE"/>		
	<input type="text" value="46 OLD BATH ROAD"/>		
	<input type="text" value="CHARVIL, READING"/>		
	<input type="text" value="BERKSHIRE"/>		
Postcode	<input type="text" value="RG10 9QR"/>		
Website address (if available)	<input type="text" value="www.accord-myunion.org"/>		
Has the address changed during the year to which the return relates?	<input type="text" value="Yes"/>	<input type="text" value="No"/>	<input checked="" type="text" value="X"/>
	('X' in appropriate box)		
General Secretary:	<input type="text" value="GED NICHOLS"/>		
Telephone Number:	<input type="text" value="01189 341808"/>		
Contact name for queries regarding the completion of this return	<input type="text" value="PAULA TEGG"/>		
Telephone Number:	<input type="text" value="01189 341808"/>		
E-mail:	<input type="text" value="paula.tegg@accordhq.org"/>		

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
	20,152	1,213		86	21,451
Total	20,152	1,213		86	A 21,451

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

21,451

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

33

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	Neil Magill	Carol Knowles	19 April 2024
Vice president	Richard Joyce	Donna McGeary	19 April 2024
Trustee	Rodney Granger	Peter Whitmarsh	12 March 2024 / 1 August 2024
Principal Executive Council Member	Chari-Jo Webb	Claire Smith	19 April 2024
Principal Executive Council Member	Craig Thomas	Jennifer Winning	19 April 2024
Principal Executive Council Member		Michael Campbell / Carole Morrison	19 April 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.

Name of Officer	Position held and date elected
Carol Knowles	President - 19 April 2024
Donna McGeary	Vice President - 19 April 2024
Allison Howie	Vice President - 20 May 2022
Ged Nichols	General Secretary - 31 July 2022
Joan Bland	Trustee - 11 June 2012
Peter Whitmarsh	Trustee - 01 August 2024
Christopher Goldthorpe	Trustee - 1 October 2021
Dave Arthur	Trustee - 31 August 2023
Stuart Cairney	Principal Executive Council Member - 24 April 2020
Sarah Cockburn	Principal Executive Council Member - 24 April 2020
Dianne Cousins	Principal Executive Council Member - 24 April 2020
Nicola Hunter	Principal Executive Council Member - 24 April 2020
Angie James	Principal Executive Council Member - 24 April 2020
Sheeba Hamid	Principal Executive Council Member - 24 April 2020
Aarren Mowie	Principal Executive Council Member - 20 May 2022
Lisa Sullivan	Principal Executive Council Member - 20 May 2022
Nickul Hathi	Principal Executive Council Member - 20 May 2022
Richard Joyce	Principal Executive Council Member - 20 May 2022
Carole Morrison	Principal Executive Council Member - 19 April 2024
Claire Smith	Principal Executive Council Member - 19 April 2024
Jennifer Winning	Principal Executive Council Member - 19 April 2024
Michael Campbell	Principal Executive Council Member - 19 April 2024

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		2,365,930
From Members: Other income from members (specify)		
Subscription draw income		194,952
Total other income from members		194,952
Total of all income from members		2,560,882
Investment income (as at page 12)		35,644
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	382,791	
Total of other income (as at page 4)		382,791
Total income		2,979,317
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		170,400
Administrative expenses (as at page 10)		2,474,856
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
Total expenditure		2,645,256
Interfund Transfers OUT		
Surplus (deficit) for year		334,061
Amount of general fund at beginning of year		7,805,437
Amount of general fund at end of year		8,139,498

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
UNREALISED GAIN ON FAIR VALUE MOVEMENTS OF INVESTMENTS	382,791
Total other sources	382,791
Total of all other income	382,791

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	
Employment Related Issues		Advisory Services	
		LEGAL ADVICE LINE	19,776
		TAX & PENSIONS LINE	35,184
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
Communications			
		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
		DEATH BENEFIT	4,200
		MEMORIAL FUNDS	4,794
		BUPA EXCESS CASHBACK	106,446
carried forward		Total (should agree with figure in General Fund)	170,400

(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:		£	£
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			

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		

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		
	Investment income (as at page 12)		
Other income (specify)	N/A		
Total other income as specified			
Total income			

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)	
Expenditure F (as at page vi)	
Non-political expenditure (as at page vii)	
Total expenditure	
Surplus (deficit) for year	
Amount of political fund at beginning of year	
Amount of political fund at the end of year (as <u>Balance Sheet</u>)	
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 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)	N/A	
	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		

Political fund account expenditure (c)

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

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

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

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

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

£

N/A	

Total expenditure

(c) the total amount of all other money expended

£

N/A	

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)

	£
Administrative Expenses	
Remuneration and expenses of staff	1,342,122
Salaries and Wages included in above	1,088,235
Auditors' fees	28,672
Legal and Professional fees	83,559
Occupancy costs	17,984
Stationery, printing, postage, telephone, etc.	32,118
Expenses of Executive Committee (Head Office)	
Expenses of conferences	145,357
Other administrative expenses (specify)	
MOTOR EXPENSES	81,084
BALLOT EXPENSES	38,167
CAMPAIGNS & PUBLISHING	73,995
CHARITY DONATIONS	5,383
BANK CHARGES	17,786
INSURANCE	34,340
MEMBERS MEETINGS & TRAVEL EXPENSES	61,547
CERTIFICATION OFFICER LEVY	6,152
Other Outgoings	
AFFILIATION FEES	121,377
MAINTENANCE, REPAIRS & IT SUPPORT	194,443
DEPRECIATION & AMORTISATION	68,948
Outgoings on land and buildings (specify)	
Other outgoings (specify)	
SUBSTRIPTION DRAW PRIZES & DONATIONS	121,822
Total	2,474,856
Charged to: General Fund (Page 3)	2,474,856
Total	2,474,856

Analysis of officials' salaries and benefits
(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
	£	£	Pension Contributions £	Other Benefits		£
				Description	Value	
					£	
GENERAL SECRETARY	160,306	19,901	3,001	CAR & FUEL	1,257	186,327
				MEDICAL	1,862	

Balance sheet as at

31 December 2024

(see notes 49 to 52)

Previous Year		£	£
267,671	Fixed Assets (at page 14)		236,526
	Investments (as per analysis on page 15)		
6,647,228	Quoted (Market value £ (7,037,511)		7,037,511
	Unquoted		
	Total Investments		7,037,511
	Other Assets		
	Loans to other trade unions		
170,935	Sundry debtors		156,077
721,788	Cash at bank and in hand		733,195
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
126,251	Membership database & website (intangible fixed asset)		101,061
	Total of other assets		990,333
	Total assets		8,264,370
7,805,437	General fund (page 3)		8,139,498
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund		
£49,164	Sundry creditors		32,937
£63,909	Accrued expenses		74,866
£15,363	Other liabilities		17,069
£128,436	Total liabilities		124,872
£7,933,873	Total assets		8,264,370

Fixed assets account

(see notes 53 to 57)

	Land and Freehold £	Buildings Leasehold £	Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
Cost or Valuation						
At start of year	392,360		266,102			658,462
Additions			12,613			12,613
Disposals						
Revaluation/Transfers						
At end of year	392,360		278,715			671,075
Accumulated Depreciation						
At start of year	187,068		203,723			390,791
Charges for year	3,813		39,945			43,758
Disposals						
Revaluation/Transfers						
At end of year	190,881		243,668			434,549
Net book value at end of year	201,479		35,047			236,526
Net book value at end of previous year	205,292		62,379			267,671

P15

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 <input type="checkbox"/>	No <input checked="" type="checkbox"/>
------------------------------	--

If YES name the relevant companies:

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

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

Yes <input type="checkbox"/>	No <input checked="" 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 £
Income			
From Members	2,560,882		2,560,882
From Investments	35,644		35,644
Other Income (including increases by revaluation of assets)	382,791		382,791
Total Income	2,979,317		2,979,317
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	2,645,256		2,645,256
Funds at beginning of year (including reserves)	7,805,437		7,805,437
Funds at end of year (including reserves)	8,139,498		8,139,498
Assets			
Fixed Assets			236,526
Investment Assets			7,037,511
Other Assets			990,333
Total Assets			8,264,370
Liabilities		Total Liabilities	124,872
Net Assets (Total Assets less Total Liabilities)			8,139,498

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)			

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		No
If Yes How many ballots were held: <input type="text"/>		
For each ballot held please complete the information below:		
Ballot 1		
Number of individual who were entitled to vote in the ballot	<input type="text"/>	
Number of votes cast in the ballot	<input type="text"/>	
Number of Individuals answering "Yes" to the question	<input type="text"/>	1
Number of individuals answering "No" to the question	<input type="text"/>	2
Number of invalid or otherwise spoiled voting papers returned	<input type="text"/>	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	<input type="text"/>	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text"/>	
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		<input type="text"/>
Ballot 2		
Number of individual who were entitled to vote in the ballot	<input type="text"/>	
Number of votes cast in the ballot	<input type="text"/>	
Number of Individuals answering "Yes" to the question	<input type="text"/>	1
Number of individuals answering "No" to the question	<input type="text"/>	2
Number of invalid or otherwise spoiled voting papers returned	<input type="text"/>	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	<input type="text"/>	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text"/>	
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		<input type="text"/>
Ballot 3		
Number of individual who were entitled to vote in the ballot	<input type="text"/>	
Number of votes cast in the ballot	<input type="text"/>	
Number of Individuals answering "Yes" to the question	<input type="text"/>	1
Number of individuals answering "No" to the question	<input type="text"/>	2
Number of invalid or otherwise spoiled voting papers returned	<input type="text"/>	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	<input type="text"/>	
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text"/>	
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		<input type="text"/>

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

Ballot 4

Number of individual who were entitled to vote in the ballot	<input type="text"/>
Number of votes cast in the ballot	<input type="text"/>
Number of Individuals answering "Yes" to the question	<input type="text"/> 1
Number of individuals answering "No" to the question	<input type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input type="text"/> 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	<input type="text"/>
---	----------------------

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text"/>
--	----------------------

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	<input type="text"/>
---	----------------------

Ballot 5

Number of individual who were entitled to vote in the ballot	<input type="text"/>
Number of votes cast in the ballot	<input type="text"/>
Number of Individuals answering "Yes" to the question	<input type="text"/> 1
Number of individuals answering "No" to the question	<input type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input type="text"/> 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	<input type="text"/>
---	----------------------

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text"/>
--	----------------------

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	<input type="text"/>
---	----------------------

Ballot 6

Number of individual who were entitled to vote in the ballot	<input type="text"/>
Number of votes cast in the ballot	<input type="text"/>
Number of Individuals answering "Yes" to the question	<input type="text"/> 1
Number of individuals answering "No" to the question	<input type="text"/> 2
Number of invalid or otherwise spoiled voting papers returned	<input type="text"/> 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	<input type="text"/>
---	----------------------

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input type="text"/>
--	----------------------

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	<input type="text"/>
---	----------------------

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

Ballots & 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

☐

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.

SEE APPENDIX AR21 A

Accounting policies
(see notes 84 and 85)

SEE APPENDIX AR21 A

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: [Signature]
Name: Ged Nichols
Date: 16/5/2025
Chairman's Signature: [Signature]
Name: Carol Knowles - President
Date: 19/5/2025

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

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

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

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)

See Appendix for copy of auditors report in the accounts

Signature(s) of auditor or auditors:

Signed by: <i>Moore Kingston Smith</i> C687779AC3BA421...	
MKS	
CHARTERED ACCOUNTANTS AND STATUTORY AUDITORS	
4 Victoria Square	
St Albans	
Hertfordshire	
Postcode	AL1 3TF
Date	19/5/2025
Contact name for inquiries and telephone number:	Elizabeth Wicks 01727 615956

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

ACCORD

FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

ACCORD

UNION INFORMATION

COMPANY SECRETARY G Nichols

BUSINESS ADDRESS Simmons House
46 Old Bath Road
Charvil
Reading
Berkshire
RG10 9QR

INDEPENDENT AUDITORS Moore Kingston Smith LLP
Chartered Accountants
4 Victoria Square
St Albans
Hertfordshire
AL1 3TF

ACCORD

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Balance sheet	8 - 9
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ACCORD

COUNCIL'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The Council presents its report and the financial statements for the year ended 31 December 2024.

STATEMENT OF PRINCIPAL EXECUTIVE COUNCIL'S RESPONSIBILITIES

The Principal Executive Council is required under the constitution to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Union and its excess of income over expenditure for that period. The Principal Executive Council has elected to prepare the financial statements in accordance with 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'. Under the Union constitution the Council must not approve the financial statements unless satisfied that they give a true and fair view of the state of affairs of the Union and of the surplus or deficit of the Union for that period. In preparing these financial statements, the Council is required to:

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


The Principal Executive Council is responsible for keeping adequate accounting records that are sufficient to show and explain the Union's transactions and disclose with reasonable accuracy at any time the financial position of the Union and enable them to ensure that the financial statements comply with the Trade Union and Labour Relations (Consolidation) Act 1992. They are also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

The Council at the time when this report is approved has confirmed that:

- so far as the Council is aware, there is no relevant audit information of which the Union's auditors are unaware, and
- the Council has taken all the steps that ought to have been taken as a Council in order to be aware of any relevant audit information and to establish that the Union's auditors are aware of that information.

This report was approved by the Council and signed on its behalf.

Signed by:

93652A1175D4420...

Carol Knowles
President of the Principal Executive Council

Date: 19/5/2025

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD

OPINION

We have audited the financial statements of Accord (the 'Union') for the year ended 31 December 2024 which comprise the Statement of Comprehensive Income, the Balance Sheet, the 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 FRS 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 Union's affairs as at 31 December 2024 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of sections 28 to 36 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 Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. 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 Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD (CONTINUED)

OTHER INFORMATION

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The council is responsible for the other information contained within the annual report. 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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the Council's report.

We have nothing to report in respect of the following matters in relation to which our engagement requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Council's remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF PRINCIPAL EXECUTIVE COUNCIL

As explained more fully in the Statement of Principal Executive Council's Responsibilities set out of page 2, the Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council 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 Council 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 Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD (CONTINUED)

AUDITORS' 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the council.
- Conclude on the appropriateness of the council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD (CONTINUED)

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the union.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the union and considered that the most significant are trade union legislation, UK financial reporting standards as issued by the Financial Reporting Council, GDPR and Trade Union Legislation.
- We obtained an understanding of how the union complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.


There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

ACCORD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ACCORD (CONTINUED)

USE OF OUR REPORT

This report is made solely to the Union's members, as a body, in accordance with Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken for no purpose other than to draw to the attention of the union's members those matters which we are required to include in an auditor's report addressed to them. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the union and union's members as a body, for our work, for this report, or for the opinions we have formed.

Signed by:

C687779AC3BA421...

Elizabeth Wicks (Senior statutory auditor)
for and on behalf of
Moore Kingston Smith LLP
Chartered Accountants
4 Victoria Square
St Albans
Hertfordshire
AL1 3TF

Date: 19/5/2025

ACCORD

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 £	2023 £
Turnover	4	2,401,574	2,370,126
Gross profit		2,401,574	2,370,126
Administrative expenses		(2,523,434)	(2,268,448)
Other operating income	5	73,130	71,066
Fair value movements		382,791	429,446
Operating profit		334,061	602,190
Profit for the financial year		334,061	602,190
Other comprehensive income for the year			
Total comprehensive income for the year		334,061	602,190

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

There were no recognised gains and losses for 2024 or 2023 other than those included in the statement of comprehensive income (including the income and expenditure account).

**ACCORD
REGISTERED NUMBER:**

**BALANCE SHEET
AS AT 31 DECEMBER 2024**

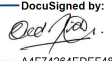
		2024 £	2023 <i>restated</i> £
Fixed assets	Note		
Intangible assets	9	101,061	126,251
Tangible assets	10	74,026	105,171
Investments	12	7,037,511	6,647,228
Investment property		162,500	162,500
		<u>7,375,098</u>	<u>7,041,150</u>
Current assets			
Debtors: amounts falling due after more than one year	13	130,038	133,040
Debtors: amounts falling due within one year	13	26,039	37,895
Cash at bank and in hand		733,195	721,788
		<u>889,272</u>	<u>892,723</u>
Creditors: amounts falling due within one year	14	(124,872)	(128,436)
Net current assets		<u>764,400</u>	<u>764,287</u>
Total assets less current liabilities		<u>8,139,498</u>	<u>7,805,437</u>
Net assets		<u><u>8,139,498</u></u>	<u><u>7,805,437</u></u>
Capital and reserves			
Revaluation reserve		2,014,539	1,631,748
Investment property reserve		71,500	71,500
Profit and loss account		6,053,459	6,102,189
		<u><u>8,139,498</u></u>	<u><u>7,805,437</u></u>

ACCORD
REGISTERED NUMBER:

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2024

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with the provisions of FRS 102 Section 1A - small entities.

The financial statements were approved and authorised for issue by the Principle Executive Council and were signed on its behalf by:

DocuSigned by:

A4F74264EDEF48C...

16/5/2025

Ged Nichols
General Secretary

Signed by:

93652A1175D4420...

Carol Knowles
President of the Principal Executive Council

Date: 19/5/2025

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

ACCORD

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Accumulated funds - fair value reserve £	Accumulated funds - revaluation reserve £	Accumulated funds - general £	Total equity £
At 1 January 2023	1,202,302	71,500	5,929,445	7,203,247
Comprehensive income for the year				
Surplus for the year	-	-	602,190	602,190
Total comprehensive income for the year	-	-	602,190	602,190
Transfer to/from profit and loss account	429,446	-	(429,446)	-
Total transactions with owners	429,446	-	(429,446)	-
At 1 January 2024	1,631,748	71,500	6,102,189	7,805,437
Surplus for the year	-	-	334,061	334,061
Transfer to/from profit and loss account	382,791	-	(382,791)	-
At 31 December 2024	2,014,539	71,500	6,053,459	8,139,498

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

ACCORD

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

1. CONSTITUTION

The Union was formed on 1 August 1977. Membership is open to all employees of Lloyds Banking Group plc, which is to include any subsidiary or merged organization and any limited company or firm owned by or under the control of Lloyds Banking Group plc, or other such employers as the Principal Executive Council shall from time to time determine. The Union represents the interests of its members in all matters relating to their employment.

The Union is registered as an independent trade union affiliated to the TUC and the Scottish TUC. The Union has received its Certificate of Independence under the Trade Union and Labour Relations (Consolidation) Act 1992.

The registered office of the Union can be found on the union information page. The principal activities of the Union continued to be provision of advice, support and guidance for its members, as set by the Rules and Constitution 2018.

2. ACCOUNTING POLICIES

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland' and the requirements of the Companies Act 2006. The disclosure requirements of Section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

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

The following principal accounting policies have been applied:

2.2 Going concern

The financial statements have been prepared on the going concern basis.

2.3 Income

Income is recognised to the extent that it is probable that the economic benefits will flow to the Union and the income can be reliably measured. Income is measured as the fair value of the consideration received or receivable, excluding discounts, rebates and other sales taxes. The following criteria must also be met before income is recognised:

Income from subscriptions is recognised in the period in which subscription is due from the member and when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Union will receive the consideration due under the subscription.

ACCORD

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

2. ACCOUNTING POLICIES (CONTINUED)

2.4 Intangible assets

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

2.5 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 50 years
Motor vehicles	- 4 years
Fixtures and fittings	- 3-4 years

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

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

Depreciation and gains or losses on disposals are recognised within administrative costs.

2.6 Investment property

Investment property is carried at fair value determined annually and derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of Comprehensive Income.

2.7 Valuation of investments

Investments in unlisted Union shares, whose market value can be reliably determined, are remeasured to market value at each balance sheet date. Gains and losses on remeasurement are recognised in the Statement of comprehensive income for the period. Where market value cannot be reliably determined, such investments are stated at historic cost less impairment.

Listed investments are remeasured to market value at each Balance sheet date. Gains and losses on remeasurement are recognised in profit or loss for the period.

ACCORD

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

2. ACCOUNTING POLICIES (CONTINUED)**2.8 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.

2.9 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 to known amounts of cash with insignificant risk of change in value.

2.10 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.

2.11 Pensions**Defined contribution pension plan**

The Union operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Union pays fixed contributions into a separate entity. Once the contributions have been paid the Union has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Balance sheet. The assets of the plan are held separately from the Union in independently administered funds.

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

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. The nature of estimation means the actual outcomes could differ from those estimates. The following judgments have had the most significant effect on the amounts recognised in the financial statements:

- valuation of the investment property at open market value.
- valuation of fixed asset investments at the market value at the balance sheet date.

ACCORD

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

4. ANALYSIS OF INCOME

An analysis of turnover by class of business is as follows:

	2024 £	2023 £
Membership subscriptions	2,365,930	2,341,285
Rent receivable	4,200	4,200
Dividends and interest receivable	16,244	13,048
Other income	15,200	11,593
	<u>2,401,574</u>	<u>2,370,126</u>

All turnover arose within the United Kingdom.

5. OTHER OPERATING INCOME

	2024 £	2023 £
Subscription draw surplus	73,130	71,066
	<u>73,130</u>	<u>71,066</u>

6. AUDITORS' REMUNERATION

During the year, the Union obtained the following services from the Union's auditors:

	2024 £	2023 £
Fees payable to the Union's auditors for the audit of the Union's financial statements	20,000	15,000
Fees payable to the Union's auditors in respect of: Preparation of statutory accounts	<u>6,000</u>	<u>5,000</u>

7. EMPLOYEES

Wages, salaries and benefit costs were £1,088,235 (2023: £1,087,458). The cost of defined contribution pension scheme contributions were £132,622 (2023: £103,292). The total costs were therefore £1,220,857 (2023: £1,190,375).

Key management compensation, including employer pension and National Insurance contributions, amounted to £186,327 (2023: £198,509).

The average monthly number of employees, including directors, during the year was 16 (2023 - 17).

ACCORD

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

8. TAXATION

	2024 £	2023 £
Total current tax	-	-
Deferred tax		
Total deferred tax	-	-
Tax on profit	-	-

FACTORS AFFECTING TAX CHARGE FOR THE YEAR

The tax assessed for the year is the same as (2023 - *the same as*) the standard rate of corporation tax in the UK of 23.52% (2023 - 23.52%) as set out below:

	2024 £	2023 £
Profit on ordinary activities before tax	334,061	602,190
Profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 23.52% (2023 - 23.52%)	78,571	125,997
Effects of:		
Non-taxable expenditure	538,806	489,437
Non-taxable income	(573,667)	(567,398)
Capital allowances for year in excess of depreciation	1,271	1,968
Other timing differences leading to an increase (decrease) in taxation	1,266	(659)
Unrelieved tax losses carried forward	(46,247)	(49,345)
Total tax charge for the year	-	-

FACTORS THAT MAY AFFECT FUTURE TAX CHARGES

Deferred tax has not been recognised as any potential liability would be covered by future costs and so there would be no liability arising.

ACCORD

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

9. INTANGIBLE ASSETS

	Database £
Cost	
At 1 January 2024	251,905
At 31 December 2024	251,905
Amortisation	
At 1 January 2024	125,654
Charge for the year on owned assets	25,190
At 31 December 2024	150,844
Net book value	
At 31 December 2024	101,061
At 31 December 2023	126,251

Within intangible assets there exists a website with a total net book value of £28,005 (2023: £32,673) at the balance sheet date.

Amortisation has been included within expenditure in the Statement of Comprehensive Income.

ACCORD

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

10. TANGIBLE FIXED ASSETS

	Land and buildings restated £	Fixtures and fittings £	Total £
Cost or valuation			
At 1 January 2024	229,860	266,102	495,962
Additions	-	12,613	12,613
At 31 December 2024	229,860	278,715	508,575
Depreciation			
At 1 January 2024	187,068	203,723	390,791
Charge for the year on owned assets	3,813	39,945	43,758
At 31 December 2024	190,881	243,668	434,549
Net book value			
At 31 December 2024	38,979	35,047	74,026
At 31 December 2023	42,792	62,379	105,171

ACCORD

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

11. INVESTMENT PROPERTY

	Freehold investment property restated £
Valuation	
At 1 January 2024	162,500
At 31 December 2024	162,500

The split-use property was revalued at open market value in 2024 by an independent qualified valuer. The portion of the property held by the union under an operating lease is recognised as investment property. The Principal Executive Council considers the valuation provided by the chartered surveyor to be reasonable.

	2024 £	2023 £
Revaluation reserves		
At 1 January 2024	71,500	71,500
At 31 December 2024	71,500	71,500

12. FIXED ASSET INVESTMENTS

	Listed investments £	Unlisted investments £	Total £
Cost or valuation			
At 1 January 2024	121,608	6,525,620	6,647,228
Additions	7,492	-	7,492
Revaluations	17,688	365,103	382,791
At 31 December 2024	146,788	6,890,723	7,037,511

ACCORD

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

12. FIXED ASSET INVESTMENTS (CONTINUED)

Listed and unlisted investments are valued using an active market valuation at the balance sheet date.

The historical cost of investments at the balance sheet date is as follows:

	2024 £	2023 £
Listed investments	139,951	132,459
Unlisted investments	4,801,024	4,801,024
	<u>4,940,975</u>	<u>4,933,483</u>

ACCORD

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

13. DEBTORS

	2024	2023
	£	£
Due after more than one year		
Other debtors	130,038	<i>133,040</i>
	130,038	<i>133,040</i>
	2024	2023
	£	£
Due within one year		
Other debtors	15,000	<i>15,000</i>
Prepayments and accrued income	11,039	<i>22,895</i>
	26,039	<i>37,895</i>

14. CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	32,937	<i>49,164</i>
Other creditors	17,069	<i>15,363</i>
Accruals and deferred income	74,866	<i>63,909</i>
	124,872	<i>128,436</i>

15. RESERVES**Accumulated funds - Fair value reserve**

The balance in the fair value reserve arises from the restatement of fixed asset investments to market value at the balance sheet date and fair value movements on the investment property since 2016.

Accumulated funds - revaluation reserve

The balance in the investment property revaluation reserve is the surplus on the revaluation of the investment property in 2015.

Accumulated funds - general

The balance in the general funds represents the total remaining reserves of the Union.

ACCORD

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

16. PRIOR YEAR ADJUSTMENT

In the prior year, the investment property of £162,000 was included within tangible fixed assets. To improve clarity, a prior year reclassification was made to transfer the value of the investment property to its own line in the balance sheet. There is no impact on the profit for the year or the balance sheet totals.

17. PENSION COMMITMENTS

The Union operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the Union in an independently administered fund. The pension cost charge represents contributions payable by the Union to the fund and amounted to £132,622 (2023: £103,292). Contributions totalling £17,069 (2023: £15,363) were payable to the fund at the balance sheet date.

18. COMMITMENTS UNDER OPERATING LEASES

At 31 December 2024 the Union had future minimum lease payments due under non-cancellable operating leases for each of the following periods:

	2024 £	2023 £
Not later than 1 year	73,924	60,831
Later than 1 year and not later than 5 years	96,756	68,853
	<u>170,680</u>	<u>129,684</u>

19. RELATED PARTY TRANSACTIONS

The Union has advanced a loan to G Nichols, the General Secretary, with interest being charged at 3.2% per annum. At the year end the total outstanding was £137,538 (2023: £148,040), included within other debtors. The total interest income recognised by the Union in respect of the loan in the year is £4,497 (2023: £4,823).

Close family members of the General Secretary are employed by the Union, making them related parties. During the year, salaries paid to these related parties amounted to £140,564 (2023: £144,507). Employer pension contributions relating to family members totalled £22,664 (2023: £11,804).

20. CONTROLLING PARTY

The activities of the Union are controlled by the Principal Executive Council.

There is no ultimate controlling party in the current or comparative year.

ACCORD

DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2024

ACCORD

DETAILED INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 £	2023 £
Turnover	2,401,574	2,370,126
Gross profit	2,401,574	2,370,126
Other operating income	73,130	71,066
Less: overheads		
Administration expenses	(2,523,434)	(2,268,448)
Fair value movements	382,791	429,446
Operating profit	334,061	602,190
Profit for the year	334,061	602,190

ACCORD

SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 £	2023 £
Turnover		
Subscriptions	2,365,930	2,341,285
Rent receivable	4,200	4,200
Dividends and interest receivable	16,244	13,048
Other income	15,200	11,593
	<u>2,401,574</u>	<u>2,370,126</u>
	2024 £	2023 £
Other operating income		
Subscription draw surplus after charity donations of £8,095 (2023: £8,204)	73,130	71,066
	<u>73,130</u>	<u>71,066</u>

ACCORD

**SCHEDULE TO THE DETAILED ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	2024 £	2023 £
Administration expenses		
Staff salaries	1,088,235	1,087,083
Staff pension costs	132,622	103,292
Staff training	9,464	2,839
Motor running costs	81,084	60,530
HQ staff meetings and travel expenses	111,801	91,225
Entertainment	-	4,463
Postage	3,307	4,122
Telephone and fax	27,069	32,548
Ballot expenses	38,167	5,352
Campaigns and publishing	73,995	100,656
Charity donations	5,383	10,760
Legal and professional	83,559	111,703
Auditors' remuneration	28,672	26,535
Bank charges	17,786	14,702
Rates	9,431	9,032
Light and heat	8,553	4,484
Membership benefits and services	170,400	170,348
Depreciation - plant and machinery	43,758	48,665
Amortisation - intangible fixed assets	25,190	25,190
Surplus/deficit on sale of tangible assets	-	(46,469)
Conference expense	145,357	-
Insurance	34,340	23,080
Members meeting and travel expenses	61,547	65,767
Stationery and office supplies	1,742	1,373
Affiliation fees	121,377	123,116
Maintenance repairs and IT support	194,443	181,524
Certification office levy	6,152	6,528
	<u>2,523,434</u>	<u>2,268,448</u>

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes

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

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	<div>Signed by: <i>Moore Kingston Smith</i> C687779AC3BA421</div>
Name	Moore Kingston Smith
Address	4 Victoria Square, St Albans, Hertfordshire, AL1 3TF
Date	19/5/2025
Contact name and telephone number	Elizabeth Wicks 01727 615956

Membership audit certificate




Section two

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

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

Yes

If "No" Please explain below:

Signature	<div>Signed by: </div>
Name	<div></div>
Office held	<div></div>
Date	<div>19/5/2025</div>



Document

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