

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	The British Association of Dental Nurses		
Year ended:	31 December 2024		
List no:	585T		
Head or Main Office address:	BADN		
	13-15 Preston Street		
	Fleetwood		
Postcode	FY7 6JA		
Website address (if available)	www.badn.org.uk		
Has the address changed during the year to which the return relates?	Yes	No	X
General Secretary:	Michelle Brand		
Telephone Number:	01253 338360		
Contact name for queries regarding the completion of this return	Pamela Swain		
Telephone Number:	01253 338365		
E-mail:	pam@badn.org.uk		

Please follow the guidance notes in the completion of this return

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

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

returns@certoffice.org

Contents

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

Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	4,545	24	4	12	4,585
Total	4,545	24	4	12	A 4,585

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

4,585

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

nil

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	Joan Hatchard	Preetee Hylton	Nov 24
Education Rep	Anita Stanforth	Jane Dalgarno	Nov 24
Immediate Past President		Joan Hatchard	Nov 24
President-elect	Preetee Hylton		Nov 24

State whether the union is:

a. A branch of another trade union?

Yes

No

x

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

x

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

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

[illegible]

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		185,401
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		185,401
Investment income (as at page 12)		11,323
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	2,789	
Total of other income (as at page 4)		2,789
Total income		199,513
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		16,460
Administrative expenses (as at page 10)		231,679
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		2,151
Total expenditure		250,290
Interfund Transfers OUT		
Surplus (deficit) for year		-50,777
Amount of general fund at beginning of year		462,832
Amount of general fund at end of year		412,055

(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	16,460
		Advisory Services	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications			
Journal	5,280		
		Negotiated Discount Services	
Dispute Benefits			
Legal Advice Line	11,180	Other Benefits and Grants (specify)	
carried forward	16,460	Total (should agree with figure in General Fund)	16,460

(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			

(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		
	Investment income (as at page 12)		
Other income (specify)			
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)			
Total other income as specified			
Total income			
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
Total expenditure			
Surplus (deficit) for year			
Amount held on behalf of trade union political fund at beginning of year			
Amount remitted to central political			
Amount held on behalf of central political fund at end of year			
Number of members at end of year contributing to the political fund			
Number of members at end of the year not contributing to the political fund			
Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund			

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

Political fund account expenditure (a)

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

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

[illegible]

Political fund account expenditure (b)

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

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

Expenditure of money on the provision of any services or property for use by or on behalf of any political party

[illegible]

Political fund account expenditure (c)

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

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

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

[illegible]

Political fund account expenditure (d)

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

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

Expenditure on the maintenance of any holder of political office	
Name of office holder	£
Total	

Political fund account expenditure (e)

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

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

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

[illegible]

Political fund account expenditure (f)

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

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

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

[illegible]

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

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

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

£

Total expenditure

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

£

Total expenditure

(c) the total amount of all other money expended

£

Total expenditure

Total of all expenditures

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		133,448
Salaries and Wages included in above	125,297	
Auditors' fees		5,040
Legal and Professional fees		7,576
Occupancy costs		34,635
Stationery, printing, postage, telephone, etc.		20,865
Expenses of Executive Committee (Head Office)		4,176
Expenses of conferences		4,221
Other administrative expenses (specify)		
Insurance		6,328
Advertising		4,830
Merchandise & Miscellaneous		5,626
Other Outgoings		
Depreciation		319
Bank and credit card charges		4,615
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Total		231,679
Charged to:	General Fund (Page 3)	231,679
Total		231,679

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			1,286
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			10,037
Other investment income (specify)			
			11,323
		Total investment income	11,323
Credited to:			
		General Fund (Page 3)	11,323
		Political Fund	
		Total Investment Funds	11,323

--

--

Previous Year		£	£	
	Fixed Assets (at page 14)		32,075	
	Investments (as per analysis on page 15)			
	Quoted (Market value £ ())			
	Unquoted			
	Total Investments		32,075	
	Other Assets			
	Loans to other trade unions		31,940	
	Sundry debtors			
	Cash at bank and in hand			
	Income tax to be recovered			
	Stocks of goods		700	
	Others (specify)		375	
	Intangibles - Trademarks			
	Total of other assets		387,172	
	Total assets		419,247	
	462,832	General fund (page 3)		412,055
	Political Fund Account			

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	Freehold	Leasehold				
	£	£	£	£	£	£
Cost or Valuation						
At start of year			14,092			14,092
Additions						
Disposals						
Revaluation/Transfers						
At end of year			14,092			14,092
Accumulated Depreciation						
At start of year			14,092			14,092
Charges for year						
Disposals						
Revaluation/Transfers						
At end of year			14,092			14,092
Net book value at end of year						
Net book value at end of previous year						

Analysis of investments

(see notes 58 and 59)

Quoted		All Funds Except Political Funds £	Political Fund £
	Equities (e.g. Shares)		
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	RBS Investment Fund	32,075	
	Total quoted (as Balance Sheet)	32,075	
	Market Value of Quoted Investment		
Unquoted	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)		
	Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes

☐

No

☒

If YES name the relevant companies:

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

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

Yes

☐

No

☒

If NO, state the names of the persons in whom the shares controlled by the union are registered.

Company name	Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	185,401		185,401
From Investments	11,323		11,323
Other Income (including increases by revaluation of assets)	2,789		2,789
Total Income	199,513		199,513
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	250,290		250,290
Funds at beginning of year (including reserves)	462,832		462,832
Funds at end of year (including reserves)	412,055		412,055
Assets			
	Fixed Assets		
	Investment Assets		32,075
	Other Assets		387,172
	Total Assets		419,247
Liabilities		Total Liabilities	7,192
Net Assets (Total Assets less Total Liabilities)			412,055

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		<div style="border: 1px solid black; padding: 2px 10px;">No</div>
If Yes How many ballots were held: <div style="border: 1px solid black; width: 50px; height: 20px; display: inline-block;"></div>		
For each ballot held please complete the information below:		
<div> <div>Ballot 1</div> <div> Number of individual who were entitled to vote in the ballot <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div> Number of votes cast in the ballot <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div> Number of Individuals answering "Yes" to the question <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> 1 </div> <div> Number of individuals answering "No" to the question <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> 2 </div> <div> Number of invalid or otherwise spoiled voting papers returned <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> 3 </div> <div style="text-align: right; margin-top: 10px;"> 1-3 should total "Number of votes cast" </div> <div style="margin-top: 10px;"> Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot <div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div style="margin-top: 10px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div style="margin-top: 10px;"> If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot <div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> </div>		
<div> <div>Ballot 2</div> <div> Number of individual who were entitled to vote in the ballot <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div> Number of votes cast in the ballot <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div> Number of Individuals answering "Yes" to the question <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> 1 </div> <div> Number of individuals answering "No" to the question <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> 2 </div> <div> Number of invalid or otherwise spoiled voting papers returned <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> 3 </div> <div style="text-align: right; margin-top: 10px;"> 1-3 should total "Number of votes cast" </div> <div style="margin-top: 10px;"> Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot <div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div style="margin-top: 10px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div style="margin-top: 10px;"> If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot <div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> </div>		
<div> <div>Ballot 3</div> <div> Number of individual who were entitled to vote in the ballot <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div> Number of votes cast in the ballot <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div> Number of Individuals answering "Yes" to the question <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> 1 </div> <div> Number of individuals answering "No" to the question <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> 2 </div> <div> Number of invalid or otherwise spoiled voting papers returned <div style="border: 1px solid black; width: 80px; height: 20px; display: inline-block; margin-left: 10px;"></div> 3 </div> <div style="text-align: right; margin-top: 10px;"> 1-3 should total "Number of votes cast" </div> <div style="margin-top: 10px;"> Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot <div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div style="margin-top: 10px;"> Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? <div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> <div style="margin-top: 10px;"> If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot <div style="border: 1px solid black; width: 60px; height: 20px; display: inline-block; margin-left: 10px;"></div> </div> </div>		

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

 1

Number of individuals answering "No" to the question

 2

Number of invalid or otherwise spoiled voting papers returned

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

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

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

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

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

 1

Number of individuals answering "No" to the question

 2

Number of invalid or otherwise spoiled voting papers returned

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

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

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

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

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

 1

Number of individuals answering "No" to the question

 2

Number of invalid or otherwise spoiled voting papers returned

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

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

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

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

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

(see note 81)

***Categories of Nature of Trade Dispute**

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

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

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

D: matters of discipline;

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

F: facilities for officials of trade unions;

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

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

No

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

Industrial Action 1

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

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

A ☐ B ☐ C ☐ D ☐ E ☐ F ☐ G ☐

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

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

Notes to the accounts

(see notes 82 and 83)

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

Please see attached for full copy of the accounts

Accounting policies



(see notes 84 and 85)

See note 2 to the attached accounts for accounting policies

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

Signatures to the annual return		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Ruth Garrity, Treasurer	Name:	Michelle Brand
Date:	03 June 2025	Date:	03 June 2025

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Signature(s) of auditor or auditors:		
Name(s):	M W Wigley ACA ATII	
Profession(s) or Calling(s):	Chartered Accountant	
Address(es):	Xeinadin Audit Ltd	
	17 St Peters Place	
	Fleetwood	
	Lancashire	
Postcode	FY7 6EB	
Date	02/07/2025	
Contact name for inquiries and telephone number:	Martin Wigley 01253 874255	

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

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

FOR

THE BRITISH ASSOCIATION OF DENTAL NURSES

Xeinadin Audit Limited
Statutory Auditor
17 St Peters Place
Fleetwood
Lancashire
FY7 6EB

THE BRITISH ASSOCIATION OF DENTAL NURSES

CONTENTS OF THE FINANCIAL STATEMENTS for the year ended 31 December 2024

	Page
Association Information	1
Report of the Independent Auditors	2
Income Statement	4
Balance Sheet	5
Notes to the Financial Statements	6
Detailed Income and Expenditure Account	9

THE BRITISH ASSOCIATION OF DENTAL NURSES

**ASSOCIATION INFORMATION
for the year ended 31 December 2024**

PRESIDENT:	Preetee Hylton
CHAIRMAN:	Michelle Brand
TREASURER:	Ruth Garrity
EDUCATION REP:	Jane Dalgarno
CHIEF EXECUTIVE:	Ms Pam Swain MBE FIAM

REGISTERED OFFICE:	Room 200 Hillhouse International Business Centre Thornton Cleveleys Lancashire FY5 4QD
---------------------------	--

AUDITORS:	Xcinadin Audit Limited Statutory Auditor 17 St Peters Place Fleetwood Lancashire FY7 6EB
------------------	---

THE BRITISH ASSOCIATION OF DENTAL NURSES
REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
THE BRITISH ASSOCIATION OF DENTAL NURSES

Opinion

We have audited the financial statements of The British Association of Dental Nurses for the year ended 31 December 2024 which comprise the Income Statement, Balance Sheet and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company 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 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 company'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.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept, 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
- we have not received all the information and explanations we require for our audit.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE BRITISH ASSOCIATION OF DENTAL NURSES

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 a Report of the Auditors 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.

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

Based on our understanding of the entity and the industry in which it operates we identified principal risks of non-compliance with laws and regulations related to the Trade Union and Labour Relations Act 1992 and other general

laws. We considered the extent to which non-compliance with these laws and regulations might have a material effect

on the financial statements. We evaluated management's incentives and opportunities for fraudulent manipulation of the

financial statements, including the risk of override of controls, and determined that the principal risks were related to

manipulation of the financial records in order to impact profitability or misappropriate assets. There are no significant

accounting estimates which could give rise to management bias.

Audit procedures performed in order to mitigate the risks highlighted include the following:

- Discussions with management, including consideration of known or suspected instances of non-compliance with laws

and regulation and fraud.

- Evaluation and testing of the operating effectiveness of the management's controls designed to prevent and detect irregularities.

- Reviewing key correspondence with regulatory authorities in relation to compliance with relevant regulations.

- Testing specific items from the financial records.

There are limitations in the audit procedures described above and the further removed non-compliance with laws and

regulations is from the events and transactions reflected in the financial statements, the less likely we would become

aware of it.

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

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in a Report of the Auditors 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.


Martin Wigley MSc ACA ATII (Senior Statutory Auditor)

for and on behalf of Xeinadin Audit Limited

Statutory Auditor

17 St Peters Place

Fleetwood

Lancashire

FY7 6EB

Date:11/6/2025.....

THE BRITISH ASSOCIATION OF DENTAL NURSES

**INCOME STATEMENT
for the year ended 31 December 2024**

	Notes	2024 £	2023 £
TURNOVER		188,190	180,404
Cost of sales		<u>20,681</u>	<u>22,643</u>
GROSS SURPLUS		167,509	157,761
Administrative expenses		<u>227,458</u>	<u>239,090</u>
OPERATING DEFICIT	4	(59,949)	(81,329)
Interest receivable and similar income		<u>11,323</u>	<u>8,699</u>
DEFICIT BEFORE TAXATION		(48,626)	(72,630)
Tax on deficit		<u>2,151</u>	<u>1,653</u>
DEFICIT FOR THE FINANCIAL YEAR		<u>(50,777)</u>	<u>(74,283)</u>

The notes form part of these financial statements

THE BRITISH ASSOCIATION OF DENTAL NURSES

**BALANCE SHEET
31 December 2024**

	Notes	2024 £	2023 £
FIXED ASSETS			
Intangible assets	5	375	694
Tangible assets	6	-	-
Investments	7	<u>32,075</u>	<u>30,789</u>
		<u>32,450</u>	<u>31,483</u>
CURRENT ASSETS			
Stocks		700	700
Debtors	8	31,940	33,129
Cash at bank and in hand		<u>354,157</u>	<u>403,973</u>
		386,797	437,802
CREDITORS			
Amounts falling due within one year	9	<u>(7,192)</u>	<u>(6,453)</u>
NET CURRENT ASSETS		<u>379,605</u>	<u>431,349</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>412,055</u>	<u>462,832</u>
RESERVES			
Income and expenditure account		<u>412,055</u>	<u>462,832</u>
		<u>412,055</u>	<u>462,832</u>

The financial statements were approved by the Board and authorised for issue on11/6/25..... and were signed on its behalf by:



Ruth Garrity RDN
BADN Treasurer

The notes form part of these financial statements

THE BRITISH ASSOCIATION OF DENTAL NURSES

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 December 2024

1. STATUTORY INFORMATION

The British Association of Dental Nurses is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income and expenditure

Subscription income is recognised when it is received. All other income and expenditure is recognised as it is earned or incurred, not as it is received or paid.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% on cost
Computer equipment	- Straight line over 3 years

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to surplus or deficit on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The association operates a defined contribution pension scheme. Contributions payable to the association's pension scheme are charged to the profit and loss account in the period to which they relate.

Intangible fixed assets

Trademarks are stated at cost initially and then amortised over their economic lives of 20 years.

Expenditure on the website is recorded at cost initially and then amortised over its economic life of 5 years.

Investments

Investments are stated at cost.

3. EMPLOYEES AND DIRECTORS

The average number of employees during the year was 4 (2023 - 4).

4. OPERATING DEFICIT

The operating deficit is stated after charging:

	2024	2023
	£	£
Depreciation - owned assets	-	27
Trademarks amortisation	<u>319</u>	<u>319</u>

THE BRITISH ASSOCIATION OF DENTAL NURSES

**NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 December 2024**

5. INTANGIBLE FIXED ASSETS

	Trademarks £	Website £	Totals £
COST			
At 1 January 2024			
and 31 December 2024	<u>6,382</u>	<u>4,517</u>	<u>10,899</u>
AMORTISATION			
At 1 January 2024	5,688	4,517	10,205
Amortisation for year	<u>319</u>	<u>-</u>	<u>319</u>
At 31 December 2024	<u>6,007</u>	<u>4,517</u>	<u>10,524</u>
NET BOOK VALUE			
At 31 December 2024	<u>375</u>	<u>-</u>	<u>375</u>
At 31 December 2023	<u>694</u>	<u>-</u>	<u>694</u>

6. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2024			
and 31 December 2024	<u>6,374</u>	<u>7,718</u>	<u>14,092</u>
DEPRECIATION			
At 1 January 2024			
and 31 December 2024	<u>6,374</u>	<u>7,718</u>	<u>14,092</u>
NET BOOK VALUE			
At 31 December 2024	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2023	<u>-</u>	<u>-</u>	<u>-</u>

7. FIXED ASSET INVESTMENTS

	Other investments £
COST	
At 1 January 2024	30,789
Additions	<u>1,286</u>
At 31 December 2024	<u>32,075</u>
NET BOOK VALUE	
At 31 December 2024	<u>32,075</u>
At 31 December 2023	<u>30,789</u>

THE BRITISH ASSOCIATION OF DENTAL NURSES

NOTES TO THE FINANCIAL STATEMENTS - continued
for the year ended 31 December 2024

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	2024	2023	
	£	£	
Other debtors	18,000	17,800	
Prepayments	<u>13,940</u>	<u>15,329</u>	
	<u>31,940</u>	<u>33,129</u>	
9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
	2024	2023	
	£	£	
Tax	2,151	1,653	
Accruals and deferred income	<u>5,041</u>	<u>4,800</u>	
	<u>7,192</u>	<u>6,453</u>	

10. STATEMENT OF FINANCE COMMITTEE MEMBERS' RESPONSIBILITIES

The members of the Finance Committee are responsible for preparing the accounts in accordance with applicable law and regulations.

Trade Union law requires the Finance Committee to prepare accounts for each financial year. Under that law the Finance Committee has elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under Trade Union law the Finance Committee must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the Association and of the surplus or deficit of the Association for that period. In preparing these accounts, the Finance Committee is required to:

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

The Finance Committee is responsible for keeping proper accounting records that are sufficient to show and explain the Association's transactions and disclose with reasonable accuracy at any time the financial position of the Association and enable them to ensure that the accounts give a true and fair view. They are also responsible for safeguarding the assets of the Association and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE BRITISH ASSOCIATION OF DENTAL NURSES

DETAILED INCOME AND EXPENDITURE ACCOUNT
for the year ended 31 December 2024

	2024		2023	
	£	£	£	£
Turnover				
Members subscriptions	185,401		177,769	
Conferences	750		-	
Journal	760		935	
Association merchandise	253		340	
Advertising	330		276	
Miscellaneous income	<u>696</u>		<u>1,084</u>	
		188,190		180,404
Cost of sales				
Conferences	4,221		6,183	
Journal	5,280		5,280	
Legal advice line	<u>11,180</u>		<u>11,180</u>	
		<u>20,681</u>		<u>22,643</u>
GROSS SURPLUS		167,509		157,761
Other income				
Interest received		<u>11,323</u>		<u>8,699</u>
		178,832		166,460
Expenditure				
Office accommodation	10,131		9,833	
Insurance	6,328		5,784	
Wages	125,297		142,915	
Pension contributions	2,801		3,138	
Staff medical insurance	5,350		4,777	
Telephone	2,850		2,452	
Post and stationery	18,015		19,188	
Advertising	4,830		1,920	
Travelling	4,176		5,731	
Council expenses	-		804	
Equipment maintenance	24,504		18,606	
Badges & Association merchandise	5,173		5,045	
Sundry expenses	453		2,206	
Legal & professional fees	7,576		6,692	
Auditors' remuneration	<u>5,040</u>		<u>4,800</u>	
		<u>222,524</u>		<u>233,891</u>
		(43,692)		(67,431)
Finance costs				
Credit card and bank charges		<u>4,615</u>		<u>4,853</u>
Carried forward		(48,307)		(72,284)

This page does not form part of the statutory financial statements

THE BRITISH ASSOCIATION OF DENTAL NURSES

DETAILED INCOME AND EXPENDITURE ACCOUNT
for the year ended 31 December 2024

	2024		2023	
	£	£	£	£
Brought forward		(48,307)		(72,284)
Depreciation				
Trademark amortisation	319		319	
Computer equipment	<u>-</u>		<u>27</u>	
		<u>319</u>		<u>346</u>
NET DEFICIT		<u><u>(48,626)</u></u>		<u><u>(72,630)</u></u>

This page does not form part of the statutory financial statements

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?

No

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 / No

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

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

Section two


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

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

Yes

If "No" Please explain below:

--	--

Signature	
Name	M W Wigley
Office held	Director
Date	02/07/2025