

# Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

## Annual Return for a Trade Union

|                                                                      |                                                    |  |    |          |                          |
|----------------------------------------------------------------------|----------------------------------------------------|--|----|----------|--------------------------|
| Name of Trade Union:                                                 | UNDEB CENEDLAETHOL ATHRAWON CYMRU                  |  |    |          |                          |
| Year ended:                                                          | 31 December 2025                                   |  |    |          |                          |
| List no:                                                             |                                                    |  |    |          |                          |
| Head or Main Office address:                                         | PRIF SWYDDFA UCAC                                  |  |    |          |                          |
|                                                                      | FFORDD PENGLAIS                                    |  |    |          |                          |
|                                                                      | ABERYSTWYTH                                        |  |    |          |                          |
|                                                                      | CEREDIGION                                         |  |    |          |                          |
|                                                                      |                                                    |  |    |          |                          |
| Postcode                                                             | SY23 3EU                                           |  |    |          |                          |
| Website address (if available)                                       | <a href="http://www.ucac.cymru">www.ucac.cymru</a> |  |    |          |                          |
| Has the address changed during the year to which the return relates? | Yes                                                |  | No | <b>X</b> | ('X' in appropriate box) |
| General Secretary:                                                   | IOAN RHYS JONES                                    |  |    |          |                          |
| Telephone Number:                                                    | 01970 639 950                                      |  |    |          |                          |
| Contact name for queries regarding the completion of this return     | IOAN RHYS JONES                                    |  |    |          |                          |
| Telephone Number:                                                    | 01970 639 950                                      |  |    |          |                          |
| E-mail:                                                              | ioan@ucac.cymru                                    |  |    |          |                          |

### 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:

For Unions based in England and Wales: [returns@certoffice.org](mailto:returns@certoffice.org)

For Unions based in Scotland: [ymw@tcyoung.co.uk](mailto:ymw@tcyoung.co.uk)

# 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  |
| Male         |                                          |                  |                |                                              |         |
| Female       |                                          |                  |                |                                              |         |
| Other        | 3,639                                    |                  |                |                                              | 3,639   |
| <b>Total</b> | 3,639                                    |                  |                |                                              | A 3,639 |

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

3,639

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

## 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    |
|---------------------------|----------------------------------------|---------------------------|-------------------|
| National President        | Ceri Dafydd Evans                      | Sara Edwards              | 01 September 2025 |
| Deputy National President | Sara Edwards                           | Rhun Llwyd                | 01 September 2025 |
| Former National President | Geraint Phillips                       | Ceri Dafydd Evans         | 01 September 2025 |
|                           |                                        |                           |                   |
|                           |                                        |                           |                   |
|                           |                                        |                           |                   |

State whether the union is:

a. A branch of another trade union?

Yes

No

**x**

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

**x**

If yes, state the number of affiliated unions:

and names:

## Officers in post

(see note 12)

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

[illegible]

# General Fund

(see notes 13 to 18)

|                                                          | £     | £         |
|----------------------------------------------------------|-------|-----------|
| <b>Income</b>                                            |       |           |
| <b>From Members:</b> Contributions and Subscriptions     |       | 664,079   |
| <b>From Members:</b> Other income from members (specify) |       |           |
|                                                          |       |           |
|                                                          |       |           |
| <b>Total other income from members</b>                   |       |           |
| <b>Total of all income from members</b>                  |       | 664,079   |
| <b>Investment income (as at page 12)</b>                 |       | 8,581     |
| <b>Other Income</b>                                      |       |           |
| Income from Federations and other bodies (as at page 4)  |       |           |
| Income from any other sources (as at page 4)             | 8,617 |           |
| <b>Total of other income (as at page 4)</b>              |       | 8,617     |
| <b>Total income</b>                                      |       | 681,277   |
| <b>Interfund Transfers IN</b>                            |       |           |
| <b>Expenditure</b>                                       |       |           |
| Benefits to members (as at page 5)                       |       | 34,840    |
| Administrative expenses (as at page 10)                  |       | 597,432   |
| <b>Federation and other bodies</b> (specify)             |       |           |
|                                                          |       |           |
|                                                          |       |           |
| Federation and other bodies - TUC                        |       | 12,926    |
| Movement on the value of the investments                 |       |           |
|                                                          |       |           |
| <b>Total expenditure Federation and other bodies</b>     |       | 12,926    |
| <b>Taxation</b>                                          |       | 1,630     |
| <b>Total expenditure</b>                                 |       | 646,828   |
| <b>Interfund Transfers OUT</b>                           |       | 19,606    |
| <b>Surplus (deficit) for year</b>                        |       | 34,449    |
| <b>Amount of general fund at beginning of year</b>       |       | 990,590   |
| <b>Amount of general fund at end of year</b>             |       | 1,005,433 |

(see notes 19 and 20)

P4

# Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

|                               |        |                                                         | £      |
|-------------------------------|--------|---------------------------------------------------------|--------|
| Representation –              |        | <b>brought forward</b>                                  | 34,840 |
| Employment Related Issues     |        | Advisory Services                                       |        |
| Legal and professional fees   | 34,840 |                                                         |        |
|                               |        |                                                         |        |
| Representation –              |        | Other Cash Payments                                     |        |
| Non Employment Related Issues |        |                                                         |        |
|                               |        |                                                         |        |
|                               |        | Education and Training services                         |        |
|                               |        |                                                         |        |
| Communications                |        |                                                         |        |
|                               |        |                                                         |        |
|                               |        |                                                         |        |
|                               |        | Negotiated Discount Services                            |        |
|                               |        |                                                         |        |
| Dispute Benefits              |        |                                                         |        |
|                               |        | Other Benefits and Grants (specify)                     |        |
|                               |        |                                                         |        |
|                               |        |                                                         |        |
| <b>carried forward</b>        | 34,840 | <b>Total (should agree with figure in General Fund)</b> | 34,840 |

(See notes 21 and 23)

| Fund 2                                                      |                                                               | Fund Account |       |
|-------------------------------------------------------------|---------------------------------------------------------------|--------------|-------|
| Name:                                                       | SUBSTENANCE                                                   | £            | £     |
| <b>Income</b>                                               | From members                                                  |              |       |
|                                                             | Investment income (as at page 12)                             |              |       |
|                                                             | Other income (specify)                                        |              |       |
|                                                             |                                                               |              |       |
|                                                             |                                                               |              |       |
| <b>Total other income as specified</b>                      |                                                               |              |       |
| <b>Total Income</b>                                         |                                                               |              |       |
| Interfund Transfers IN                                      |                                                               |              |       |
| <b>Expenditure</b>                                          | Benefits to members                                           |              |       |
|                                                             | Administrative expenses and other expenditure (as at page 10) |              |       |
|                                                             |                                                               |              |       |
|                                                             | <b>Total Expenditure</b>                                      |              |       |
|                                                             | Interfund Transfers OUT                                       |              |       |
| <b>Surplus (Deficit) for the year</b>                       |                                                               |              |       |
| <b>Amount of fund at beginning of year</b>                  |                                                               |              | 6,050 |
| <b>Amount of fund at the end of year (as Balance Sheet)</b> |                                                               |              | 6,050 |
| <b>Number of members contributing at end of year</b>        |                                                               |              |       |

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

(See notes 21 and 23)

| Fund 4                                               |                                                               | Fund Account |        |
|------------------------------------------------------|---------------------------------------------------------------|--------------|--------|
| Name:                                                | INFORMATION TECHNOLOGY                                        | £            | £      |
| Income                                               | From members                                                  |              |        |
|                                                      | Investment income (as at page 12)                             |              |        |
|                                                      | Other income (specify)                                        |              |        |
|                                                      |                                                               |              |        |
|                                                      |                                                               |              |        |
| Total other income as specified                      |                                                               |              |        |
| Total Income                                         |                                                               |              |        |
| Interfund Transfers IN                               |                                                               |              | 7,878  |
| 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                  |                                                               |              | 10,122 |
| Amount of fund at the end of year (as Balance Sheet) |                                                               |              | 18,000 |
|                                                      |                                                               |              |        |
| Number of members contributing at end of year        |                                                               |              |        |

| Fund 5                                               |                                                               | Fund Account |        |
|------------------------------------------------------|---------------------------------------------------------------|--------------|--------|
| Name:                                                | LEGAL FEES                                                    | £            | £      |
| Income                                               | From members                                                  |              |        |
|                                                      | Investment income (as at page 12)                             |              |        |
|                                                      | Other income (specify)                                        |              |        |
|                                                      |                                                               |              |        |
|                                                      |                                                               |              |        |
| Total other income as specified                      |                                                               |              |        |
| Total Income                                         |                                                               |              |        |
| Interfund Transfers IN                               |                                                               |              | 7,728  |
| 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                  |                                                               |              | 8,272  |
| Amount of fund at the end of year (as Balance Sheet) |                                                               |              | 16,000 |
|                                                      |                                                               |              |        |
| Number of members contributing at end of year        |                                                               |              |        |

(See notes 21 and 23)

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

| Fund 7                                                        |  | Fund Account |   |
|---------------------------------------------------------------|--|--------------|---|
| Name:                                                         |  | £            | £ |
| <b>Income</b>                                                 |  |              |   |
| From members                                                  |  |              |   |
| Investment income (as at page 12)                             |  |              |   |
| Other income (specify)                                        |  |              |   |
|                                                               |  |              |   |
| <b>Total other income as specified</b>                        |  |              |   |
| <b>Total Income</b>                                           |  |              |   |
| Interfund Transfers IN                                        |  |              |   |
| <b>Expenditure</b>                                            |  |              |   |
| Benefits to members                                           |  |              |   |
| Administrative expenses and other expenditure (as at page 10) |  |              |   |
| <b>Total Expenditure</b>                                      |  |              |   |
| Interfund Transfers OUT                                       |  |              |   |
| <b>Surplus (Deficit) for the year</b>                         |  |              |   |
| <b>Amount of fund at beginning of year</b>                    |  |              |   |
| <b>Amount of fund at the end of year (as Balance Sheet)</b>   |  |              |   |
| <b>Number of members contributing at end of year</b>          |  |              |   |

(See notes 21 and 23)

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

| Fund 9             |                                                               | Fund Account |   |
|--------------------|---------------------------------------------------------------|--------------|---|
| Name:              |                                                               | £            | £ |
| <b>Income</b>      | From members                                                  |              |   |
|                    | Investment income (as at page 12)                             |              |   |
|                    | Other income (specify)                                        |              |   |
|                    |                                                               |              |   |
|                    |                                                               |              |   |
|                    | <b>Total other income as specified</b>                        |              |   |
|                    | <b>Total Income</b>                                           |              |   |
|                    | Interfund Transfers IN                                        |              |   |
| <b>Expenditure</b> | Benefits to members                                           |              |   |
|                    | Administrative expenses and other expenditure (as at page 10) |              |   |
|                    |                                                               |              |   |
|                    | <b>Total Expenditure</b>                                      |              |   |
|                    | Interfund Transfers OUT                                       |              |   |
|                    |                                                               |              |   |
|                    | <b>Surplus (Deficit) for the year</b>                         |              |   |
|                    | <b>Amount of fund at beginning of year</b>                    |              |   |
|                    | <b>Amount of fund at the end of year (as Balance Sheet)</b>   |              |   |
|                    |                                                               |              |   |
|                    | <b>Number of members contributing at end of year</b>          |              |   |

## Political fund account

(see notes 24 to 33)

£

£

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

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

**Political fund account expenditure (a)**

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

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

[illegible]

### Political fund account expenditure (b)

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

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

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

[illegible]

### Political fund account expenditure (c)

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

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

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

| Title and Date of election | Name of political party/organisation | Name of candidate,<br>organisation or political party<br>(see 33(iii)) | £ |
|----------------------------|--------------------------------------|------------------------------------------------------------------------|---|
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
|                            |                                      |                                                                        |   |
| <b>Total</b>               |                                      |                                                                        |   |

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

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

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

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

**Political fund account expenditure (e)**

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

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

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

[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

| Name of organisation or political party | £ |
|-----------------------------------------|---|
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
|                                         |   |
| <b>Total</b>                            |   |

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

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

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

Total expenditure

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

£

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

Total expenditure

£

(c) the total amount of all other money expended

|  |  |
|--|--|
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |

Total expenditure

**Total of all expenditures**

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

(see notes 34 and 35)

|                                                |                        | £       |
|------------------------------------------------|------------------------|---------|
| <b>Administrative Expenses</b>                 |                        |         |
| Remuneration and expenses of staff             |                        | 456,470 |
| Salaries and Wages included in above           | 406,827                |         |
| Auditors' fees                                 |                        | 10,829  |
| Legal and Professional fees                    |                        | 2,976   |
| Occupancy costs                                |                        | 31,982  |
| Stationery, printing, postage, telephone, etc. |                        | 6,637   |
| Expenses of Executive Committee (Head Office)  |                        |         |
| Expenses of conferences                        |                        | 10,825  |
| Other administrative expenses (specify)        |                        |         |
| Promotions and advertising                     |                        | 6,108   |
| Festivals                                      |                        | 5,248   |
| County branches                                |                        | 867     |
| Literature                                     |                        | 2,897   |
| IT Support & Computer costs                    |                        | 17,892  |
| Administering member payments                  |                        | 9,818   |
| National Council and Committees                |                        | 5,095   |
| <b>Other Outgoings</b>                         |                        |         |
| Bank charges                                   |                        | 2,530   |
| Interest                                       |                        | 33      |
| Depreciation                                   |                        | 9,076   |
| Health and safety                              |                        | 523     |
| Support fund                                   |                        |         |
| Sundry Costs                                   |                        | 2,670   |
| Costs of Industrial Action                     |                        |         |
| Trade Union Levy                               |                        | 6,284   |
| Outgoings on land and buildings (specify)      |                        |         |
| Repairs and Renewals                           |                        | 7,322   |
| Other outgoings (specify)                      |                        |         |
| Refer a friend scheme                          |                        | 1,250   |
| Donation                                       |                        | 100     |
| <b>Total</b>                                   |                        | 597,432 |
| Charged to:                                    | General Fund (Page 3)  | 597,432 |
|                                                | SUBSTENANCE            |         |
|                                                | CAMPAIGN               |         |
|                                                | INFORMATION TECHNOLOGY |         |
|                                                | LEGAL FEES             |         |
| <b>Total</b>                                   |                        | 597,432 |

## Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

| Office held        | Gross Salary | Employers<br>N.I.<br>contributions | Benefits                      |                  |       | Total  |
|--------------------|--------------|------------------------------------|-------------------------------|------------------|-------|--------|
|                    | £            | £                                  | Pension<br>Contributions<br>£ | Other Benefits   |       | £      |
|                    |              |                                    |                               | Description      | Value |        |
|                    |              |                                    |                               |                  | £     |        |
| President          | N/A          | N/A                                | N/A                           | Honararium       | N/A   |        |
|                    |              |                                    |                               |                  |       |        |
| Treasurer          | N/A          | N/A                                | N/A                           | Honararium       | N/A   |        |
|                    |              |                                    |                               |                  |       |        |
| General Secretary: | 61,329       | 7,601                              | 5,213                         | Death in service | 292   | 74,435 |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |
|                    |              |                                    |                               |                  |       |        |

## Analysis of investment income

(see notes 47 and 48)

|                                   |                     |                        |                    |
|-----------------------------------|---------------------|------------------------|--------------------|
|                                   | Political Fund<br>£ |                        | Other Fund(s)<br>£ |
| Rent from land and buildings      |                     |                        |                    |
| Dividends (gross) from:           |                     |                        | 8,581              |
| Equities (e.g. shares)            |                     |                        |                    |
| Interest (gross) from:            |                     |                        |                    |
| Government securities (Gilts)     |                     |                        |                    |
| Mortgages                         |                     |                        |                    |
| Local Authority Bonds             |                     |                        |                    |
| Bank and Building Societies       |                     |                        |                    |
| Other investment income (specify) |                     |                        |                    |
|                                   |                     |                        | 8,581              |
| Total investment income           |                     |                        | 8,581              |
| Credited to:                      |                     |                        |                    |
|                                   |                     | General Fund (Page 3)  | 8,581              |
|                                   |                     | SUBSTENANCE            |                    |
|                                   |                     | CAMPAIGN               |                    |
|                                   |                     | INFORMATION TECHNOLOGY |                    |
|                                   |                     | LEGAL FEES             |                    |
|                                   |                     |                        |                    |
|                                   |                     |                        |                    |
|                                   |                     |                        |                    |
|                                   |                     | Political Fund         |                    |
| Total Investment Funds            |                     |                        | 8,581              |

# Balance sheet as at

31.12.2025

(see notes 49 to 52)

| Previous Year |                                                             | £ | £         |
|---------------|-------------------------------------------------------------|---|-----------|
| 778,792       | Fixed Assets (at page 14)                                   |   | 777,157   |
|               | Investments (as per analysis on page 15)                    |   |           |
| 201,580       | Quoted (Market value £ ( 217,411 ) )                        |   | 217,411   |
|               | Unquoted                                                    |   |           |
| 980,372       | <b>Total Investments</b>                                    |   | 217,411   |
|               | <b>Other Assets</b>                                         |   |           |
|               | Loans to other trade unions                                 |   |           |
| 10,763        | Sundry debtors                                              |   | 3,704     |
| 54,980        | Cash at bank and in hand                                    |   | 78,532    |
|               | Income tax to be recovered                                  |   |           |
|               | Stocks of goods                                             |   |           |
|               | Others (specify)                                            |   |           |
|               | PAYE & NI                                                   |   |           |
| 65,743        | <b>Total of other assets</b>                                |   | 82,236    |
| 1,046,115     | <b>Total assets</b>                                         |   | 1,076,804 |
| 990,590       | General fund (page 3)                                       |   | 1,005,433 |
| 6,050         | SUBSTENANCE                                                 |   | 6,050     |
|               | CAMPAIGN                                                    |   | 4,000     |
| 10,122        | INFORMATION TECHNOLOGY                                      |   | 18,000    |
| 8,272         | LEGAL FEES                                                  |   | 16,000    |
|               |                                                             |   |           |
|               |                                                             |   |           |
|               |                                                             |   |           |
|               |                                                             |   |           |
|               | Political Fund Account                                      |   |           |
|               |                                                             |   |           |
|               |                                                             |   |           |
|               |                                                             |   |           |
|               |                                                             |   |           |
|               |                                                             |   |           |
|               |                                                             |   |           |
|               |                                                             |   |           |
|               | <b>Liabilities</b>                                          |   |           |
|               | Amount held on behalf of central trade union political fund |   |           |
| £18,829       | Sundry Creditors                                            |   | 14,926    |
| £6,973        | Pensions, Paye & NI                                         |   | 6,810     |
| £3,629        | Deferred Income                                             |   | 2,271     |
| £1,650        | Corporation Tax                                             |   | 3,314     |
|               | Other Creditors                                             |   |           |
|               | Mortgage                                                    |   |           |
| £31,081       | <b>Total liabilities</b>                                    |   | 27,321    |
| £1,046,115    | <b>Total assets</b>                                         |   | 1,076,804 |

## Fixed assets account

(see notes 53 to 57)

|                                        | Land and Buildings<br>Freehold      Leasehold |   | Furniture<br>and<br>Equipment | Motor<br>Vehicles | Not used for<br>union<br>business | Total   |
|----------------------------------------|-----------------------------------------------|---|-------------------------------|-------------------|-----------------------------------|---------|
|                                        | £                                             | £ | £                             | £                 | £                                 | £       |
| <b>Cost or Valuation</b>               |                                               |   |                               |                   |                                   |         |
| At start of year                       | 804,992                                       |   | 164,179                       |                   |                                   | 969,171 |
| Additions                              |                                               |   | 7,441                         |                   |                                   | 7,441   |
| Disposals                              |                                               |   |                               |                   |                                   |         |
| Revaluation/Transfers                  |                                               |   |                               |                   |                                   |         |
| At end of year                         | 804,992                                       |   | 171,620                       |                   |                                   | 976,612 |
|                                        |                                               |   |                               |                   |                                   |         |
| <b>Accumulated Depreciation</b>        |                                               |   |                               |                   |                                   |         |
| At start of year                       | 45,107                                        |   | 145,272                       |                   |                                   | 190,379 |
| Charges for year                       | 2,442                                         |   | 6,634                         |                   |                                   | 9,076   |
| Disposals                              |                                               |   |                               |                   |                                   |         |
| Revaluation/Transfers                  |                                               |   |                               |                   |                                   |         |
| At end of year                         | 47,549                                        |   | 151,906                       |                   |                                   | 199,455 |
|                                        |                                               |   |                               |                   |                                   |         |
| Net book value at end of year          | 757,443                                       |   | 19,714                        |                   |                                   | 777,157 |
|                                        |                                               |   |                               |                   |                                   |         |
| Net book value at end of previous year | 759,885                                       |   | 18,907                        |                   |                                   | 778,792 |

# Analysis of investments

(see notes 58 and 59)

| Quoted   |                                              | All Funds Except<br>Political Funds<br>£ | Political Fund<br>£ |
|----------|----------------------------------------------|------------------------------------------|---------------------|
|          |                                              |                                          |                     |
|          | Equities (e.g. Shares)                       |                                          |                     |
|          | Managed Portfolios                           | 217,411                                  |                     |
|          |                                              |                                          |                     |
|          |                                              |                                          |                     |
|          |                                              |                                          |                     |
|          |                                              |                                          |                     |
|          |                                              |                                          |                     |
|          | Government Securities (Gilts)                |                                          |                     |
|          |                                              |                                          |                     |
|          |                                              |                                          |                     |
|          | Other quoted securities (to be specified)    |                                          |                     |
|          |                                              |                                          |                     |
|          |                                              |                                          |                     |
|          | Total quoted (as Balance Sheet)              | 217,411                                  |                     |
|          | Market Value of Quoted Investment            | 217,411                                  |                     |
|          |                                              |                                          |                     |
| 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

**X**

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<br>Political Funds<br>£ | Political<br>Funds<br>£  | Total<br>Funds<br>£ |
|-------------------------------------------------------------------------|------------------------------------------|--------------------------|---------------------|
| <b>Income</b>                                                           |                                          |                          |                     |
| From Members                                                            | 664,079                                  |                          | 664,079             |
| From Investments                                                        | 8,581                                    |                          | 8,581               |
| Other Income (including increases by<br>revaluation of assets)          | 8,617                                    |                          | 8,617               |
| <b>Total Income</b>                                                     | 681,277                                  |                          | 681,277             |
| <b>Expenditure</b><br>(including decreases by revaluation of<br>assets) |                                          |                          |                     |
| <b>Total Expenditure</b>                                                | 646,828                                  |                          | 646,828             |
| <b>Funds at beginning of year</b><br>(including reserves)               | 1,015,034                                |                          | 1,015,034           |
| <b>Funds at end of year</b><br>(including reserves)                     | 1,049,483                                |                          | 1,049,483           |
| <b>Assets</b>                                                           |                                          |                          |                     |
| Fixed Assets                                                            |                                          |                          | 777,157             |
| Investment Assets                                                       |                                          |                          | 217,411             |
| Other Assets                                                            |                                          |                          | 82,236              |
| <b>Total Assets</b>                                                     |                                          |                          | 1,076,804           |
| <b>Liabilities</b>                                                      |                                          | <b>Total Liabilities</b> | 27,321              |
| <b>Net Assets (Total Assets less Total Liabilities)</b>                 |                                          |                          | 1,049,483           |

# Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  |                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---------------------------------|
| <b>Did the union hold any ballots in respect of industrial action during the return period?</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  | <input type="text" value="No"/> |
| If Yes How many ballots were held: <input style="width: 50px;" type="text" value="N/A"/>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |                                 |
| For each ballot held please complete the information below:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |  |                                 |
| <div> <b>Ballot 1</b> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">                     Number of individual who were entitled to vote in the ballot<br/> <b>Number of votes cast in the ballot</b><br/>                     Number of Individuals answering "Yes" to the question<br/>                     Number of individuals answering "No" to the question<br/>                     Number of invalid or otherwise spoiled voting papers returned                 </div> <div style="width: 45%;"> <input style="width: 100%; height: 20px;" type="text"/><br/> <input style="width: 100%; height: 20px;" type="text"/><br/> <input style="width: 100%; height: 20px;" type="text"/><sup>1</sup><br/> <input style="width: 100%; height: 20px;" type="text"/><sup>2</sup><br/> <input style="width: 100%; height: 20px;" type="text"/><sup>3</sup> </div> </div> <div style="text-align: right; margin-top: 10px;"> <b>1-3 should total "Number of votes cast"</b> </div> <div style="margin-top: 10px;">                     Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot                     <input style="width: 100px; height: 20px;" type="text"/> </div> <div style="margin-top: 10px;">                     Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?                     <input style="width: 100px; height: 20px;" type="text" value="No"/> </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                     <input style="width: 100px; height: 20px;" type="text"/> </div> |  |                                 |
| <div> <b>Ballot 2</b> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">                     Number of individual who were entitled to vote in the ballot<br/> <b>Number of votes cast in the ballot</b><br/>                     Number of Individuals answering "Yes" to the question<br/>                     Number of individuals answering "No" to the question<br/>                     Number of invalid or otherwise spoiled voting papers returned                 </div> <div style="width: 45%;"> <input style="width: 100%; height: 20px;" type="text"/><br/> <input style="width: 100%; height: 20px;" type="text"/><br/> <input style="width: 100%; height: 20px;" type="text"/><sup>1</sup><br/> <input style="width: 100%; height: 20px;" type="text"/><sup>2</sup><br/> <input style="width: 100%; height: 20px;" type="text"/><sup>3</sup> </div> </div> <div style="text-align: right; margin-top: 10px;"> <b>1-3 should total "Number of votes cast"</b> </div> <div style="margin-top: 10px;">                     Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot                     <input style="width: 100px; height: 20px;" type="text"/> </div> <div style="margin-top: 10px;">                     Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?                     <input style="width: 100px; height: 20px;" type="text"/> </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                     <input style="width: 100px; height: 20px;" type="text"/> </div>            |  |                                 |
| <div> <b>Ballot 3</b> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;">                     Number of individual who were entitled to vote in the ballot<br/> <b>Number of votes cast in the ballot</b><br/>                     Number of Individuals answering "Yes" to the question<br/>                     Number of individuals answering "No" to the question<br/>                     Number of invalid or otherwise spoiled voting papers returned                 </div> <div style="width: 45%;"> <input style="width: 100%; height: 20px;" type="text"/><br/> <input style="width: 100%; height: 20px;" type="text"/><br/> <input style="width: 100%; height: 20px;" type="text"/><sup>1</sup><br/> <input style="width: 100%; height: 20px;" type="text"/><sup>2</sup><br/> <input style="width: 100%; height: 20px;" type="text"/><sup>3</sup> </div> </div> <div style="text-align: right; margin-top: 10px;"> <b>1-3 should total "Number of votes cast"</b> </div> <div style="margin-top: 10px;">                     Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot                     <input style="width: 100px; height: 20px;" type="text"/> </div> <div style="margin-top: 10px;">                     Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?                     <input style="width: 100px; height: 20px;" type="text"/> </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                     <input style="width: 100px; height: 20px;" type="text"/> </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.

Freehold Property Valuation

Prif Swyddfa UCAC: £650,000

Basis of valuation: Open market

Valuer: Lloyd, Herbert & Jones

Valuation date: 24th March 2021

# Accounting policies

(see notes 84 and 85)

The full details of the accounting policies can be seen in the accounts. Here is a summary of the accounting policies that have been followed:

The financial statements have been prepared under the historical cost convention in accordance with FRS102 section 1a.

The accounts have been prepared on the assumption that the union is able to carry on business as a going concern, which the management committees consider appropriate.

Depreciation is provided at the following annual rates in order to write off the assets over their useful lives.

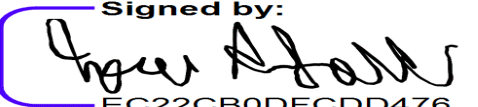
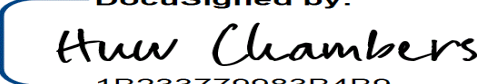
Freehold property 2%, Office equipment – computer 25% on cost, Office equipment – others 10% on cost.

The freehold property is depreciated on the basis of the difference between the cost and the latest professional valuation.

## 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: | <b>Signed by:</b><br><br>EC22CB0DFCDD476... | Treasurer's Signature: | <b>DocuSigned by:</b><br><br>1B233779983B4B9... |
| Name:                  | IOAN RHYS JONES                                                                                                              | Name:                  | HUW CHAMBERS (TREASURER)                                                                                                          |
| Date:                  | 29.05.2026                                                                                                                   | Date:                  | 29.05.2026                                                                                                                        |

## Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

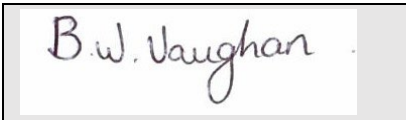
Please explain in your report overleaf or attached

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)

|                                                  |                                                                                      |  |
|--------------------------------------------------|--------------------------------------------------------------------------------------|--|
|                                                  |                                                                                      |  |
| Signature(s) of auditor or auditors:             |  |  |
| Name(s):                                         | BETHAN WYN VAUGHAN                                                                   |  |
| Profession(s) or Calling(s):                     | Chartered Certified Accountant (FCCA)                                                |  |
| Address(es):                                     | 25 Bridge Street                                                                     |  |
|                                                  | Carmarthen                                                                           |  |
|                                                  | Carmarthenshire                                                                      |  |
|                                                  |                                                                                      |  |
| Postcode                                         | SA31 3JS                                                                             |  |
| Date                                             | 29.05.26                                                                             |  |
| Contact name for inquiries and telephone number: | Ryan Bevan 01267 237754                                                              |  |

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

## INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF UNDEB CENEDLAETHOL ATHRAWON CYMRU

### Opinion

We have audited the financial statements of UCAC for the year ended 31<sup>st</sup> December 2025 which comprises the Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, section 1A, 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<sup>st</sup> December 2025 and of its surplus 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 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.

### Conclusion 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 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 relevant committees with respect to going concern are described in the relevant sections of this report.

## **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 relevant committees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

## **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion the information included in the Treasurers Report for the year ended 31 December 2025 is consistent with the financial statements and is prepared in accordance with applicable legal requirements.

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

- the information given in the treasurers' annual report is inconsistent in any material respect with the financial statements;
- sufficient accounting records have not been kept;
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

## **Responsibilities of the relevant committees**

As explained more fully in the Statement of the Relevant Committees responsibilities, they are responsible for the preparation of financial statements which give a true and fair view, and for such internal control as the relevant committees determine is necessary to enable the preparation of financial statements that are free material misstatement, whether due to fraud or error.

In preparing the financial statements, the relevant committees 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 relevant committees either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

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

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

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

Based on our understanding of the union and industry, we identified that the principal risks of non-compliance with laws and regulations related to breaches of UK regulatory principles, such as those governed by the Certification Office and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the financial statements such as the Companies Act 2006 and Trade Union and Labour Relations (Consolidation) Act 1992. We also evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls). Audit procedures performed included:

- Discussions with senior members of staff, including consideration of non-compliance with laws and regulation and fraud;
- Reviewing relevant meeting minutes;
- Selecting a sample of transactions and tracing to documentation to establish that they are bonafide business transactions; and
- Designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment 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 purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the relevant committees.
- Conclude on the appropriateness of the ' 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.

### **Use of our report**

This report is made solely to the union's members, as a body, in accordance with chapter 3 of part 16 of the Companies Act 2006 and the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the unions members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, for this report, or for the opinions we have formed.



.....  
  
LLŶR JAMES  
STATUTORY AUDITOR  
25 BRIDGE STREET  
CARMARTHEN  
SA31 3JS

Date: 17/04/2026

## 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 / No**

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

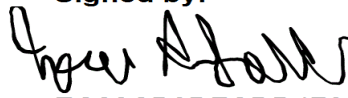
For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

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:

Signed by:



EC22CB0DFCDD476...

Signature

Name

IOAN RHYS JONES

Office held

General Secretary

Date

29.05.2026