

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Equity				
Year ended:	31 December 2025				
List no:	069T				
Head or Main Office address:	Guild House				
	Upper St Martins Lane				
	London				
Postcode	WC2H 9EG				
Website address (if available)	www.equity.org.uk				
Has the address changed during the year to which the return relates?	Yes		No	X	('X' in appropriate box)
General Secretary:	Paul W. Fleming				
Telephone Number:	2073796000				
Contact name for queries regarding the completion of this return	Gareth Rawlings				
Telephone Number:	2073796000				
E-mail:	gawlings@equity.org.uk				

Please follow the guidance notes in the completion of this return

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

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

returns@certoffice.org

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Return of Members

(see notes 10 and 11)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	47,737	587	131	839	49,294
Total	47,737	587	131	839	A 49,294

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

48,410

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

1,056

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

State whether the union is:

a. A branch of another trade union?

Yes

No

X

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

X

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

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

[illegible]

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		8,565,976
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		8,565,976
Investment income (as at page 12)		845,409
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	3,577,151	
Total of other income (as at page 4)		3,577,151
Total income		12,988,536
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		1,944,289
Administrative expenses (as at page 10)		9,701,468
Federation and other bodies (specify)		
Trades Union Congress		163,803
FIA		86,048
Irish Congress of Trade Unions		4,465
Scottish TUC		11,648
Welsh TUC		421
Trades Councils and others		11,611
Total expenditure Federation and other bodies		277,996
Taxation		167,439
Total expenditure		12,091,192
Interfund Transfers OUT		250,000
Surplus (deficit) for year		897,344
Amount of general fund at beginning of year		16,979,051
Amount of general fund at end of year		17,626,395

(see notes 19 and 20)

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Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	736,854
Employment Related Issues		Advisory Services	
Legal - contractual disputes & accident	39,900		
Professional fees	41,916		
Exceptional legal costs	275,000		
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
		Member training	20,585
Communications			
Publications	51,074		
Campaign materials	65,692		
Equity magazine	188,957		
Networking events	2,779		
Website	28,548		
Campaigning	42,988	Negotiated Discount Services	
		Accident & backstage insurance	672,199
		Public liability insurance	462,000
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Funeral benefits	35,242
		Special royalty projects	14,326
		Theatre awards	500
		Bursaries to students	2,583
carried forward	736,854	Total (should agree with figure in General Fund)	1,944,289

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Benevolent Fund	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Donations		9,349
	Total other income as specified		9,349
	Total Income		9,349
	Interfund Transfers IN		250,000
Expenditure			
	Benefits to members		164,100
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		164,100
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		-154,751
	Amount of fund at beginning of year		151,633
	Amount of fund at the end of year (as Balance Sheet)		246,882
	Number of members contributing at end of year		N/A

Fund 3		Fund Account	
Name:	Revaluation Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		4,171,215
	Amount of fund at the end of year (as Balance Sheet)		4,171,215
	Number of members contributing at end of year		n/a

(See notes 21 and 23)

Fund 4		Fund Account	
Name:	Legal Costs	£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
Total other income as specified			
Total Income			
Interfund Transfers IN			
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
Surplus (Deficit) for the year			
Amount of fund at beginning of year			200,000
Amount of fund at the end of year (as Balance Sheet)			200,000
Number of members contributing at end of year			n/a

Fund 5		Fund Account	
Name:	Industrial Disputes	£	£
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
Total other income as specified			
Total Income			
Interfund Transfers IN			
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
Surplus (Deficit) for the year			
Amount of fund at beginning of year			1,000,000
Amount of fund at the end of year (as Balance Sheet)			1,000,000
Number of members contributing at end of year			n/a

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

Political fund account

(see notes 24 to 33)

£

£

Political fund account 1 To be completed by trade unions which maintain their own political fund

Income	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
Total other income as specified			
Total income			

Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period

Expenditure A (as at page i)	
Expenditure B (as at page ii)	
Expenditure C (as at page iii)	
Expenditure D (as at page iv)	
Expenditure E (as at page v)	
Expenditure F (as at page vi)	
Non-political expenditure (as at page vii)	
Total expenditure	
Surplus (deficit) for year	
Amount of political fund at beginning of year	
Amount of political fund at the end of year (as <u>Balance Sheet</u>)	
Number of members at end of year contributing to the political fund	
Number of members at end of the year not contributing to the political fund	
Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	

Political fund account 2 To be completed by trade unions which act as components of a central trade union

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

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

Political fund account expenditure (a)

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

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

[illegible]

Political fund account expenditure (b)

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

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

[illegible]

Political fund account expenditure (c)

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

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

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

[illegible]

Political fund account expenditure (d)

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

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

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

Political fund account expenditure (e)

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

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

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

Name of political party	£
Total	

Political fund account expenditure (f)

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

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

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

[illegible]

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

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

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

Total expenditure

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

£

Total expenditure

(c) the total amount of all other money expended

£

Total expenditure

Total of all expenditures

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

(see notes 34 and 35)

		£
Administrative Expenses		
Remuneration and expenses of staff		6,178,612
Salaries and Wages included in above	4,577,694	
Auditors' fees		80,103
Legal and Professional fees		422,621
Occupancy costs		581,687
Stationery, printing, postage, telephone, etc.		660,871
Expenses of Executive Committee (Head Office)		29,418
Expenses of conferences		205,835
Other administrative expenses (specify)		
Elections		61,256
Grants		63,309
Organising Expenses		443,381
Other Outgoings		
Depreciation		460,309
Pension costs		153,000
Actuarial loss on pension scheme		177,000
Irrecoverable VAT		170,690
Outgoings on land and buildings (specify)		
Building maintenance, repairs and decoration		13,376
Other outgoings (specify)		
Total		9,701,468
Charged to:	General Fund (Page 3)	9,701,468
	Benevolent Fund	
	Revaluation Reserve	
	Legal Costs	
	Industrial Disputes	
Total		9,701,468

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

[illegible]

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			
Interest (gross) from:			283,405
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			562,004
Other investment income (specify)			
			845,409
		Total investment income	845,409
		Credited to:	
		General Fund (Page 3)	845,409
		Benevolent Fund	
		Revaluation Reserve	
		Legal Costs	
		Industrial Disputes	
		Political Fund	
		Total Investment Funds	845,409

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Fixed assets account

(see notes 53 to 57)

	Land and Buildings Freehold Leasehold		Furniture and Equipment	Motor Vehicles	Not used for union business	Total
	£	£	£	£	£	£
Cost or Valuation						
At start of year	7,710,089		2,219,505			9,929,594
Additions	47,568		78,022			125,590
Disposals			-190,436			-190,436
Revaluation/Transfers						
At end of year	7,757,657		2,107,091			9,864,748
Accumulated Depreciation						
At start of year	827,320		1,252,730			2,080,050
Charges for year	165,767		294,542			460,309
Disposals			-190,436			-190,436
Revaluation/Transfers						
At end of year	993,087		1,356,836			2,349,923
Net book value at end of year	6,764,570		750,255			7,514,825
Net book value at end of previous year	6,882,769		966,775			7,849,544

Analysis of investments

(see notes 58 and 59)

Quoted		
	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)	13,529,426	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Fixed Income	2,607,858	
Property & Alternatives	957,538	
Mixed Investment	139,425	
Total quoted (as Balance Sheet)	17,234,247	
Market Value of Quoted Investment		
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Cash held at stockbrokers	606,806	
Total unquoted (as Balance Sheet)	606,806	
Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 60 and 61)

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

Yes

☐

No

☒

If YES name the relevant companies:

Company name

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

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

Yes

☐

No

☐

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

Company name

Names of shareholders

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	8,565,976		8,565,976
From Investments	845,409		845,409
Other Income (including increases by revaluation of assets)	3,586,500		3,586,500
Total Income	12,997,885		12,997,885
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	12,255,292		12,255,292
Funds at beginning of year (including reserves)	22,501,899		22,501,899
Funds at end of year (including reserves)	23,244,492		23,244,492
Assets			
Fixed Assets			7,514,825
Investment Assets			17,841,053
Other Assets			15,787,613
Total Assets			41,143,491
Liabilities		Total Liabilities	17,898,999
Net Assets (Total Assets less Total Liabilities)			23,244,492

Summary sheet

(see notes 62 to 73)

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?		Yes										
If Yes How many ballots were held: 2												
For each ballot held please complete the information below:												
Ballot 1 <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Number of individual who were entitled to vote in the ballot</td> <td style="width: 30%; border: 1px solid black; text-align: center;">23</td> </tr> <tr> <td>Number of votes cast in the ballot</td> <td style="border: 1px solid black; text-align: center;">23</td> </tr> <tr> <td>Number of Individuals answering "Yes" to the question</td> <td style="border: 1px solid black; text-align: center;">21¹</td> </tr> <tr> <td>Number of individuals answering "No" to the question</td> <td style="border: 1px solid black; text-align: center;">2²</td> </tr> <tr> <td>Number of invalid or otherwise spoiled voting papers returned</td> <td style="border: 1px solid black; text-align: center;">3³</td> </tr> </table> 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 Yes Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? No 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			Number of individual who were entitled to vote in the ballot	23	Number of votes cast in the ballot	23	Number of Individuals answering "Yes" to the question	21 ¹	Number of individuals answering "No" to the question	2 ²	Number of invalid or otherwise spoiled voting papers returned	3 ³
Number of individual who were entitled to vote in the ballot	23											
Number of votes cast in the ballot	23											
Number of Individuals answering "Yes" to the question	21 ¹											
Number of individuals answering "No" to the question	2 ²											
Number of invalid or otherwise spoiled voting papers returned	3 ³											
Ballot 2 <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Number of individual who were entitled to vote in the ballot</td> <td style="width: 30%; border: 1px solid black; text-align: center;">23</td> </tr> <tr> <td>Number of votes cast in the ballot</td> <td style="border: 1px solid black; text-align: center;">23</td> </tr> <tr> <td>Number of Individuals answering "Yes" to the question</td> <td style="border: 1px solid black; text-align: center;">22¹</td> </tr> <tr> <td>Number of individuals answering "No" to the question</td> <td style="border: 1px solid black; text-align: center;">1²</td> </tr> <tr> <td>Number of invalid or otherwise spoiled voting papers returned</td> <td style="border: 1px solid black; text-align: center;">3³</td> </tr> </table> 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 Yes Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)? No 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			Number of individual who were entitled to vote in the ballot	23	Number of votes cast in the ballot	23	Number of Individuals answering "Yes" to the question	22 ¹	Number of individuals answering "No" to the question	1 ²	Number of invalid or otherwise spoiled voting papers returned	3 ³
Number of individual who were entitled to vote in the ballot	23											
Number of votes cast in the ballot	23											
Number of Individuals answering "Yes" to the question	22 ¹											
Number of individuals answering "No" to the question	1 ²											
Number of invalid or otherwise spoiled voting papers returned	3 ³											
Ballot 3 <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Number of individual who were entitled to vote in the ballot</td> <td style="width: 30%; border: 1px solid black; height: 20px;"></td> </tr> <tr> <td>Number of votes cast in the ballot</td> <td style="border: 1px solid black; height: 20px;"></td> </tr> <tr> <td>Number of Individuals answering "Yes" to the question</td> <td style="border: 1px solid black; text-align: center;">1¹</td> </tr> <tr> <td>Number of individuals answering "No" to the question</td> <td style="border: 1px solid black; text-align: center;">2²</td> </tr> <tr> <td>Number of invalid or otherwise spoiled voting papers returned</td> <td style="border: 1px solid black; text-align: center;">3³</td> </tr> </table> 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			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 ¹	Number of individuals answering "No" to the question	2 ²	Number of invalid or otherwise spoiled voting papers returned	3 ³
Number of individual who were entitled to vote in the ballot												
Number of votes cast in the ballot												
Number of Individuals answering "Yes" to the question	1 ¹											
Number of individuals answering "No" to the question	2 ²											
Number of invalid or otherwise spoiled voting papers returned	3 ³											

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.

Accounting policies

(see notes 84 and 85)

Signatures to the annual return

(see notes 86 & 87)

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Paul W. Fleming, General Secretary	Name:	David John, Honorary Treasurer
Date:	14 May 2026	Date:	14 May 2026

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

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)

Refer to audit report within the enclosed audited financial statements

Signature(s) of auditor or auditors:

DocuSigned by: <i>David Wildey</i> 13AA62B5322B47E...	
David Wildey	
Partner	
BDO LLP	
Statutory Auditor	
55 Baker Street	
London	
Postcode	W1U 7EU
Date	01-Jun-26
Contact name for inquiries and telephone number:	David Wildey 07827 664701

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

EQUITY ACCOUNTS 2025

EQUITY



Equity Members and Staff at Wortley Hall for a weekend of activist training (credit - Milo Chandler).



Equity Members and Staff protest in Derry for greater arts funding (credit - Neil Harrison).



Equity members attend an ITC training session (credit - Equity Staff).



Equity members demand better in film and TV (credit - Mark Thomas).



Equity Members and Staff celebrate the opening of the Midlands office in Birmingham (credit - Equity Staff).

Report of the Honorary Treasurer

I'm pleased to report that Equity continues to maintain a secure financial position following some very difficult years. You'll see that once again our income from subscriptions from members is up on the previous year which is good news. Membership subscriptions are our core income. Our density of membership is excellent compared with other trades unions but our aim is to attract even more new members as our reputation as a fighting and campaigning union continues to go from strength to strength. Financial stability is of paramount importance as we must retain our status as an independent entertainment union, the biggest in our industry in Europe and the second biggest in the world.

At the end of 2025 we were in a stable financial position. Our operating surplus was down from last year although having faced some extraordinary legal costs I'm very pleased that we didn't slip into deficit. I'll come back to the extraordinary costs later in this report but suffice to say that our operating surplus would have been up without those extraordinary costs. Our fixed assets which include our investments are worth more than last year which keeps us in a very healthy and strong position. Our income is also up, which is of course good news but we will always want to do better. This means attracting more new and rejoining members. It's important for activists to remember that member subscriptions are our core income. We hope that our industrial successes with the recent and current negotiations and the general strengthening of Equity as a trade union will encourage more non members working in the industry to join us.

I'd like to start this report by looking at the operating surplus which is reported in the 2025 accounts as £91,286 down from £186,003 in 2024. Our total income was £11,849,139 and our total expenditure was £11,482,853. This would have left us with an operating surplus of £366,286 but for the extraordinary legal costs due to the Spotlight Class Action which came to £275,000. You can see therefore that £366,286 minus £275,000 leaves us with an operating surplus of £91,286. You should know that this figure was to cover Spotlight's legal costs for the Class Action we took. As you will all be aware we have won the right to appeal which means that we could recover those costs or indeed we may incur further costs if the appeal is lost. I know that the Class Action is deeply and widely supported by members and therefore we are happy to bear this financial risk to do the right thing for members. We are strong enough financially to do this and members should be aware that we are stable enough to bear these legal costs even in the worst case scenario.

If we look a bit closer at our income we can see that subscriptions from members are up to £8,565,976 from £7,417,214 in 2024. Our investment income is down to £845,409 (note 2)

however this figure includes bank interest which has been affected by lower interest rates and accounts for the drop in investment income. The actual value of our investments is up from £16,749,917 in 2024 to £17,841,053 in 2025 which is a very healthy increase. It bears repeating at this time of so many aggressive world leaders that Equity does not invest in bombs, baccy or fossil fuels.

The other significant amount here is income related to members and other performers (note 1) which is £2,285,868. Most of this is from the Educational Recording Agency (ERA), a figure of £1,709,030. This is a payment to the Union from educational establishments that use our members' work. This is not yet distributable to the individual artists concerned but we hope that in the future it will be. Also included is income from distributions, which is reported in the accounts as £551,489. This leads us to the total income figure of £11,849,139. Note that all these figures are up.

Regarding our expenditure, you'll see that our staff costs (note 5) make up just over half of this figure. In 2025 they added up to £6,178,612 out of a total expenditure of £11,482,853. This is a reasonable increase from £5,706,516 in 2024. Other reported costs include benefits to members at £1,833,389 (note 5). This includes the Benevolent Fund which offers financial support to members in need and advice on the industry charities. This figure was up in 2025 to £164,100 which is a significant rise from £106,018 in 2024. There are many of our members experiencing financial difficulty as always but the rise in numbers is significant and should be noted. Disappointingly there has yet to be any reform in the Minimum Income Floor element of Universal Credit which is extremely detrimental to our members. We will continue to call for the MIF to be abolished.

Democratic costs were a little lower in 2025 at £267,091 which reflects the fact that we didn't hold Council Elections. Organising expenses are up little to £472,799 which is positive news as we want to be organising as much as possible. For further details on expenditure, please see notes 4 to 14.

Net Assets are in a strong position. This is basically what the Union was worth at the end of 2025. Our tangible fixed assets (note 16) stood at £7,514,825. If we add our investments (note 17) which stood at £17,841,053 that leads to a total of £25,355,878. When we take into account net current liabilities of £1,251,128 and a provision for liabilities (note 23) of £860,258 that leaves us with net assets of £23,244,492 which is up from last year's figure of £22,501,899.

Our accounts are prepared following the FRS102 accounting standard. One of the requirements of this standard is the inclusion of the liability to the Union arising from our staff pension fund. The inclusion of a pension liability is intended to reflect an estimate of the obligations that the employer has to its pension scheme members at the financial reporting period end. An employer’s ultimate obligations are usually determined as part of a scheme’s actuarial valuation, which is carried out every three years by the scheme’s actuary. This is a completely separate process with a different purpose to the estimate for annual accounting. The estimate for accounting purposes is not suitable for determining what contributions the employer should pay to ensure that the pension scheme is funded.

To avoid requiring a full valuation to be carried out every year, a simplified valuation method is used for reporting within the Union’s annual accounts. In 2024 this valuation resulted in a surplus of £6.98 million. In 2025 the valuation also resulted in a surplus, this time with a value of £8.84 million. As in previous years, the Union has not reported the surplus as the Union will not be recovering the surplus from the scheme. We are therefore showing a nil pension liability and our net assets including pension liability stand at £23,244,492. This is a strong position for us to be in.

I want to say a huge thank you to our finance department at Guild House. They are a fantastic team and they deserve our thanks and respect. Beccy Reese, Assistant General Secretary (Finance & Operations) Gareth Rawlings, Head of Finance and Daniel Fryer, Finance & Operations Assistant. We are in very safe hands.

In my report last year I stated that I felt we were in a good position to take on whatever the year would throw at us. This proved to be true. When faced with the intransigence of Spotlight and the realisation that a Class Action was our last resort and that the issue is deeply and widely felt amongst our membership we were able to take on the challenge. Notwithstanding the outcome of the original hearing at the Royal Courts of Justice I believe we did the right thing and we look forward with hope to the appeal that we were granted. We are once again in a stable and secure financial position ready to face the inevitable challenges that will come along this year and I can confidently say that I consider the Union to be a going concern and in a strong financial position.

David John
HONORARY TREASURER



Number of members	2025	2024
Female	26,202	26,418
Male	22,364	22,526
Other gender identity	728	66
	49,294	49,611



Statement of Equity Council's responsibilities

The legislation relating to trade unions requires Equity to submit a return for each calendar year to the Certification Officer. The return contains accounts that must give a true and fair view of the state of affairs of Equity at the year end and of its transactions for the year then ended. The accounts set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer.

In relation to Equity the requirement to prepare accounts that give a true and fair view is the responsibility of Equity Council. Equity Council is responsible for preparing accounts in accordance with applicable law and United Kingdom Accounting Standards. In so doing Equity Council is required to:

- a) select suitable accounting policies and then apply them consistently;
- b) make judgements and estimates that are reasonable and prudent;
- c) state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- d) prepare the accounts on the going concern basis unless it is inappropriate to do so.

Equity Council is responsible for keeping adequate accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992. It is also responsible for safeguarding Equity's assets and hence for taking responsible steps for the prevention and detection of fraud and other irregularities.

Independent auditor's report to the members of Equity

Opinion

In our opinion:

- the financial statements give a true and fair view of the state of the Union's affairs as at 31 December 2025 and of its surplus and cash flows for the year then ended; and
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

We have audited the financial statements of Equity ("the Union") for the year ended 31 December 2025 which comprise the following:

- Statement of comprehensive income;
- Statement of financial position;
- Statement of changes in equity;
- Statement of cash flows;
- Notes 1 to 26 to the financial statements;
- A summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

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.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that Equity Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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

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

Other information

Equity Council is responsible for the other information. The other information comprises the information included in the Equity Accounts 2025, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- proper accounting records have not been kept in accordance with the requirements of the Act; or
- the Union has not maintained a satisfactory system of controls over its transactions in accordance with the requirements of the Act; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

In forming our opinion, we are required to have regard to your duty as members of Equity Council of the Union not to approve the financial statements unless you are satisfied that they give a true and fair view.

Responsibilities of Equity Council

As explained more fully in the Statement of Equity Council's responsibilities, Equity Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as Equity Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Equity Council is 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 Equity Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error,

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

However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the Union and management.

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

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

Non-compliance with laws and regulations Based on:

- Our understanding of the Union and the sector in which it operates;
- Discussion with management and those charged with governance; and
- Obtaining an understanding of the Union's policies and procedures regarding compliance with laws and regulations

we considered the significant laws and regulations to be the Trade Union and Labour Relations (Consolidation) Act and UK tax legislation.

The Union is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to be employment law, health and safety legislation and data protection legislation.

Our procedures in respect of the above included:

- Enquires of management whether there were any litigations and claims;
- Review of minutes of meetings of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation; and
- Review of legal expenditure accounts to understand the nature of expenditure incurred.

Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- Enquiry with management and those charged with governance regarding any known or suspected instances of fraud;
- Obtaining an understanding of the Union's policies and procedures relating to:
- Detecting and responding to the risks of fraud; and
- Internal controls established to mitigate risks related to fraud.
- Review of minutes of meetings of those charged with governance for any known or suspected instances of fraud;
- Discussion amongst the engagement team as to how and where fraud might occur in the financial statements; and
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Based on our risk assessment, we considered the areas most susceptible to fraud to be management override of control through the posting of inappropriate journal entries.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, which met a defined risk criteria including unusual account combinations to revenue and agreeing

to supporting documentation. We also tested an additional sample of low risk journals.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members, who were all deemed to have appropriate competence and capabilities and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

Use of our report

This report is made solely to Equity, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union 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 as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

131A40B5322747E
 BDO LLP, Statutory Auditor
 London, UK 01 June 2026

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Statement of comprehensive income for the year ended 31/12/2025

	note	2025/£	2024/£
Income			
Subscriptions from members		8,565,976	7,417,214
Income related to members and other performers	1	2,285,868	1,996,126
Investment income	2	845,409	1,044,456
Other income	3	151,886	132,762
Total income		11,849,139	10,590,558
Expenditure			
Staff costs	4	6,178,612	5,706,516
Benefits to members	5	1,833,389	1,314,614
Democratic costs	6	267,091	281,414
Administrative expenses	7	660,871	724,297
Affiliation fees	8	277,996	278,633
Grants	9	63,309	81,200
Organising expenses	10	472,799	447,869
Professional costs	11	502,724	444,480
Property and equipment costs	12	595,063	553,430
Depreciation	16	460,309	468,661
Vat irrecoverable		170,690	103,441
Total expenditure		11,482,853	10,404,555
OPERATING SURPLUS		366,286	186,003
Before exceptional legal costs			
Exceptional legal costs		(275,000)	nil
OPERATING SURPLUS		91,286	186,003
Before pension and investment movement			
Interest credit		5,000	3,000
Administration expenses		(158,000)	(146,000)
Pension adjustments	25	(153,000)	(143,000)
(Loss)/Profit on sale of investments	17	(100,127)	144,633
Unrealised gain/(loss) on investments	17	1,248,873	(124,983)
Non operational items		1,148,746	19,650
Income tax repayable		5,011	4,609
Deferred tax		(172,450)	(19,824)
Tax charge	13	(167,439)	(15,215)
SURPLUS FOR THE YEAR		919,593	47,438
Actuarial Loss on the pension scheme	25	(177,000)	(143,000)
Other comprehensive expense		(177,000)	(143,000)
TOTAL COMPREHENSIVE INCOME/(EXPENSE) FOR THE YEAR		742,593	(95,562)

Statement of financial position at 31/12/2025

	note	2025/£	2024/£
Tangible fixed assets	16	7,514,825	7,849,544
Investments	17	17,841,053	16,749,917
Fixed Assets		25,355,878	24,599,461
Sundry debtors and prepayments	18	1,819,652	947,526
Cash at bank and in hand	19	13,967,961	12,099,226
Current Assets		15,787,613	13,046,752
Amounts collected for distribution	20	(11,434,770)	(10,575,789)
Subscriptions received in advance		(2,271,208)	(2,006,555)
Sundry creditors and accruals		(3,332,763)	(1,858,571)
Current Liabilities		(17,038,741)	(14,440,915)
NET CURRENT LIABILITIES		(1,251,128)	(1,394,163)
PROVISION FOR LIABILITIES	23	(860,258)	(703,399)
NET ASSETS EXCLUDING PENSION LIABILITY		23,244,492	22,501,899
PENSION LIABILITY	25	nil	nil
NET ASSETS INCLUDING PENSION LIABILITY		23,244,492	22,501,899
FINANCED BY members' funds		23,244,492	22,501,899
FUNDS EMPLOYED		23,244,492	22,501,899

Approved by Equity Council on 14 April 2026

Paul W Fleming
General Secretary



David John
Honorary Treasurer



Statement of changes in equity for the year ended 31/12/2025

	General fund/£	Revaluation reserve (a)/£	Benevolent fund (b)/£	Legal costs (c)/£	Industrial disputes (d)/£	Total/£
at 1 January 2024	17,241,739	4,171,215	(15,493)	200,000	1,000,000	22,597,461
Income	10,567,414		23,144			10,590,558
Expenditure	(10,298,537)		(106,018)			(10,404,555)
Pension adjustments	(143,000)					(143,000)
Non operational items	19,650					19,650
Tax	(15,215)					(15,215)
Other comprehensive expense	(143,000)					(143,000)
Transfer to Benevolent fund	(250,000)		250,000			nil
at 31 December 2024	16,979,051	4,171,215	151,633	200,000	1,000,000	22,501,899
Income	11,839,790		9,349			11,849,139
Expenditure	(11,318,753)		(164,100)			(11,482,853)
Exceptional legal costs	(275,000)					(275,000)
Pension adjustments	(153,000)					(153,000)
Non operational items	1,148,746					1,148,746
Tax	(167,439)					(167,439)
Other comprehensive expense	(177,000)					(177,000)
Transfer to Benevolent fund	(250,000)		250,000			nil
at 31 December 2025	17,626,395	4,171,215	246,882	200,000	1,000,000	23,244,492

Designated reserves

(a) Revaluation reserve

Freehold land and buildings are stated at deemed cost at 1 January 2014. The surplus compared to book value is recognised in the revaluation reserve to emphasise that such gains are not realised.

(b) Benevolent Fund

To provide assistance to members who are in need of financial support.

(c) Legal Defence costs

Designated reserve set aside to enable exceptional legal costs to be incurred.

(d) Industrial Disputes

Designated reserve to allow for sustentation to members or cover other costs incurred by taking industrial action.

In 2023 Equity council increased the reserve to £1 million to ensure the fund could cover sustentation for disputes in relation to single collective agreements.

Statement of cash flows for year ended 31/12/2025

2025/£

2024/£

CASH FLOWS FROM OPERATING ACTIVITIES

Operating surplus for the year	91,286	186,003
Adjustments for Depreciation	460,309	468,661
Frs 102 pension adjustment included in staff costs	(330,000)	(286,000)
Dividend income received in investment cash	(562,004)	(716,442)
Investment income	(283,405)	(328,014)
Investment manager fees paid from investment cash	69,614	69,451
Changes in		
(Increase) in debtors	(872,126)	(34,267)
Increase/(decrease) in creditors	2,597,826	(1,963,758)
(Decrease) in provision for liabilities (excluding deferred tax position)	(15,591)	(15,422)

Net cash inflow/(outflow) from operating activities	1,155,909	(2,619,788)
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CASH FLOWS FROM INVESTING ACTIVITIES

Interest	283,405	328,014
Cash withdrawn from investment portfolios	550,000	nil
Purchase of fixed assets	(125,590)	(170,918)
Tax	5,011	4,609

Net cash inflow from investing activities	712,826	161,705
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Increase/(decrease) in cash and cash equivalents	1,868,735	(2,458,083)
Cash and cash equivalents at 1 January 2025	12,099,226	14,557,309

CASH AND CASH EQUIVALENTS AT 31 DECEMBER 2025	13,967,961	12,099,226
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Cash equivalents are short term, highly liquid investments that are readily convertible into known amounts of cash and are subject to an insignificant credit risk. For cash flow purposes, cash held with stockbrokers, which is intended to be invested in the stock market, is excluded from the figure of cash and cash equivalents.

ACCOUNTING POLICIES

Basis of preparation

These accounts have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 ("FRS 102"). The accounts have been prepared under historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the financial statements.

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the accounts of Trade Unions are required to give a true and fair view. Therefore, the accounts of Trade Unions are prepared under FRS102. However, as a Trade Union is not a company the Regulations that form the basis of disclosures under FRS102 have been adapted as considered necessary to ensure the accounts give a true and fair view to the members of the Trade Union. The Union is a public benefit entity.

The financial statements have been prepared in sterling, which is the functional currency of the Union. The monetary amounts of these financial statements are rounded to the nearest pound. Income and expenditure is dealt with in the various fund accounts of the union.

Subscriptions

Subscriptions are shown in the accounts on a receivable basis. Income received in advance is deferred into the following year.

Amounts collected for distribution

Equity acts as an intermediary between performers or their beneficiaries and the entertainment industry for the collection and distribution of funds due to performers. Neither the income received from engagers or distribution payments to performers is included in the statement of comprehensive income, however the amounts collected for distribution are included as a creditor in the statement of financial position as the Union has control over them.

Income from distributions

Equity recognises income arising from distributions in the form of commission and administration fees in the statement of comprehensive income at the invoice date.

Other income

Receipts which are non-contractual and not received on predetermined dates are accounted for when received.

Depreciation

Depreciation is provided on all tangible fixed assets, except freehold land, on a straight line basis, at rates estimated to write off the cost, less estimated residual value, of each asset as follows:

freehold land	nil
freehold buildings	1%
freehold improvements	10%
computer equipment & mobile phones	33%
bespoke systems development	10%
office equipment	20%
website	20%

Assets which were fully depreciated at 1 January 2025 have been eliminated from these accounts.

Operating leases

Rental payments in respect of operating leases are charged to the statement of comprehensive income on a straight line basis.

Expenditure

Expenditure is accounted for on an accruals basis and shown exclusive of value added tax (where applicable).

Value added tax

Value added tax is only partially recoverable. The non-recoverable element is shown separately in the statement of comprehensive income.

Contribution to costs

As part of Equity's enforcement of performers' contractual payments arising from the Cinema Films Agreement, the element of monies payable by studios based in the USA which contribute to Equity's costs incurred and to be incurred are recognised over four years or the life of the project if longer.

Fixed assets

Freehold land and buildings are stated at deemed cost at 1 January 2014. This equates to the fair value as determined by an independent valuation specialist. All other fixed assets are stated at cost. Assets are reviewed for impairment at each reporting date or whenever events and changes in circumstances indicate that the carrying amount may not be recoverable.

Investments

Investments are stated at fair value, which is determined by reference to the quoted market price at the reporting date. Movements in the fair value of investments are included in the statement of

comprehensive income. Investments includes cash held with stockbrokers, which is held as part of the Union's investment portfolio and which is held solely for investment purposes.

Foreign currency translation

The union has determined that GBP is its functional currency, as this is the currency of the economic environment in which the Union predominantly operates. Foreign currency transactions are translated into the Union's functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of comprehensive income.

Financial instruments

The Union only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like other debtors and creditors. Debt instruments that are payable or receivable within one year, typically other creditors or debtors, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration expected to be paid or received. Financial assets that are measured at cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised within the operating surplus or loss. The impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If such a financial instrument has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held on call with banks, other short-term investments with original maturities of three months or less, and bank overdrafts. This excludes cash held as part of the union's investment portfolios which is included within fixed asset investments.

Provision for holiday pay

A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the reporting date and is carried forward to future periods.

Provision for funeral benefits payable to life members

Provisions for funeral benefits payable to life members are measured at the estimated expenditure required to settle the obligation, based on the most reliable evidence available at the reporting date.

Current and deferred tax

Corporation tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year. Provident benefits comprise of payments as set out in the rules of the Union, which relate to death benefit and legal assistance, and a proportion of the costs of administering the Union in relation to those benefits. Deferred tax is provided on the liability method to take account of timing differences between the treatment of certain items for accounts purposes and their treatment for tax purposes. Tax deferred or accelerated is accounted for in respect of all material timing differences.

Designated reserves

Designated reserves represent amounts set aside from members' funds for specific purposes. This gives a more accurate picture of members' funds available as a reserve against fluctuating income, or to spend on new activities.

Branches

The Union operates a number of branches throughout the country which hold money for their local operating purpose. Expenses incurred by the branches are reimbursed by the Union and included in the accounts. The funds of the branches are part of the Union's funds; however due to the immaterial amounts involved they are not included within the statement of financial position.

Pension contributions

The Union operates a career average revalued earnings defined benefit pension scheme. Under FRS 102 the operating costs of providing benefits, the service costs, and the interest cost and expected return on assets are included in comprehensive income in the period in which they arise. A full actuarial

valuation was carried out at 6 April 2024 and the results updated to 31 December 2025 by a qualified independent actuary. The actuarial gains and losses from the pension scheme are recognised in other comprehensive income. The key financial assumptions which underpin the liability, notably the discount rate, are shown in note 25.

Judgements in applying accounting policies and key sources of estimation uncertainty

When preparing the financial statements management are required to make estimates and assumptions which affect income, expenses, assets and liabilities. Use of available information and application of judgement are inherent in the formation of estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances. The following have been identified as key areas where a significant amount of judgement is required as the results are potentially material to the financial statements:

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

Investments - quoted investments are disclosed at market values at the balance sheet date.

Provisions for liabilities - provisions for liabilities included at the year end have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received. An element of estimation is therefore required when calculating the provisions.

In preparing these financial statements, the following critical judgements have been made: The market value of the pension scheme assets exceeds the value of the liability at the balance sheet date. However, the surplus on the scheme has not been recognised in the financial statements as the Union does not have an unconditional right to the surplus and has not benefitted from the surplus.

Going concern

The obligation to prepare these financial statements on a going concern basis has been considered by reference to budgets, forecasts and projected cash flows, covering a period of at least the 12 months from the date of signing these accounts (anticipated to be the period ended 31st May 2027), as well as potential opportunities in relation to the controlled realisation of assets owned by the Union if required. In preparing these budgets, consideration has been given to anticipated movements in membership numbers and the consequent impact on future income levels. Consideration has also been given to the current rate of inflation and the impact on budgeted expenditure.

Equity Council believes the union has sufficient working capital to enable it to continue as a going concern for the foreseeable future, which is considered to be a period of at least 12 months from the date of signing these accounts.

Notes to the accounts for the year ended 31/12/2025

	2025/£	2024/£
1 INCOME RELATED TO MEMBERS AND OTHER PERFORMERS		
Educational recording agency (era)	1,709,030	1,559,920
Services sound and vision corporation	16,000	16,000
Income from distributions	551,489	397,062
Donations to the benevolent fund	9,349	23,144
	2,285,868	1,996,126
2 INVESTMENT INCOME		
Bank interest	283,405	328,014
Interest and dividends received from investments	562,004	716,442
	845,409	1,044,456
3 OTHER INCOME		
Facility payments (recorded media)	106,000	120,000
Industry information service	13,860	10,120
Sponsorship	6,667	833
Other	25,359	1,809
	151,886	132,762
4 STAFF COSTS		
Salaries	4,577,694	4,285,736
Movement in provisions for holiday pay & absence	1,709	(3,274)
National insurance	582,493	466,011
Apprenticeship levy	7,614	5,497
Pension contributions	1,262,546	1,168,730
Frs102 adjustment (refer to note 25)	(330,000)	(286,000)
Pension scheme regulatory levy	1,899	11,511
Recruitment	8,807	5,649
Training	58,698	36,712
Welfare	7,152	15,944
	6,178,612	5,706,516

Notes to the accounts for the year ended 31/12/2025

2025/£

2024/£

5 BENEFITS TO MEMBERS

Funeral benefits payable to non life members (a)	35,242	17,990
Grants from the benevolent fund	164,100	106,018
Benefits and grants	199,342	124,008
Publications	51,074	60,699
Campaign materials	65,692	42,332
Equity magazine	188,957	98,336
Networking events	2,779	7,146
Website	28,548	38,165
Communications	337,050	246,678
Accident and backstage insurance (a)	672,199	379,215
Public liability insurance	462,000	338,438
Insurance	1,134,199	717,653
Legal aid	39,900	110,137
Bursaries to students and young people	2,583	2,472
Campaigning	42,988	61,811
Professional fees (related to members)	41,916	15,345
Special royalty projects	14,326	36,010
Member training	20,585	nil
Theatre awards	500	500
Other benefits	122,898	116,138
	1,833,389	1,314,614

(a) Deemed provident benefits

The salary costs of staff involved in the provision of benefits to members are included in note 4 (staff costs).

6 DEMOCRATIC COSTS

Annual conference	205,835	208,499
General secretary election	41,273	nil
Council election (a)	nil	72,915
National, area and specialist committee elections	19,983	nil
	267,091	281,414

(a) Includes the elections of the Council, President, Appeals and Standing Orders Committees.

Notes to the accounts for the year ended 31/12/2025

2025/£

2024/£

7 ADMINISTRATIVE EXPENSES

Bank charges	35,705	37,436
Credit card processing fees	64,571	77,191
Books and publications	3,492	7,736
Computer support	296,707	336,431
General expenses	18,628	30,475
Printing, postage & stationery	129,588	152,578
Telecommunications	112,180	82,450

660,871

724,297

8 AFFILIATION FEES

TUC	163,803	152,021
FIA	86,048	87,377
Irish Congress of Trade Unions	4,465	3,713
Scottish TUC	11,648	10,591
Welsh TUC	421	421
Trades councils and sundry	11,611	24,510

277,996

278,633

9 GRANTS

British Association for Performing Arts Medicine	55,000	55,000
Council for Dance, Drama and Musical Theatre	3,805	3,553
Other grants	4,504	22,647

63,309

81,200

10 ORGANISING EXPENSES

Council	29,418	41,672
Members	59,428	57,625
General branches	42,437	54,968
Staff	233,461	184,094
Car expenses	108,055	109,510

472,799

447,869

11 PROFESSIONAL COSTS

Amounts paid to auditors / audit	72,000	84,988
Amounts paid to auditors / other services	8,103	14,596
Legal & professional	351,206	267,523
Property management	10,650	10,675
Stockbroker management	60,765	66,698

502,724

444,480

Notes to the accounts for the year ended 31/12/2025

2025/£

2024/£

12 PROPERTY AND EQUIPMENT COSTS

Office occupancy (rent, rates, light, heat and cleaning)	442,033	408,578
Hire and maintenance of office equipment	88,399	107,874
Decoration and internal repairs	13,376	21,737
Insurance	51,255	15,241
	595,063	553,430

13 TAX

Tax repayable	(5,011)	(4,609)
Deferred tax	172,450	19,824
	167,439	15,215

The union is not liable to tax on income from its members.

Corporation tax is payable on investment income and chargeable gains but only to the extent that these exceed allowable provident benefits.

14 OPERATING LEASES

At the end of the year the union had total commitments under non-cancellable operating leases which expire as follows:

Within one year	172,107	100,851
Within two to five years	217,231	135,248
Over 5 years	nil	nil
	389,338	236,099

15 KEY MANAGEMENT

Key management compensation of £310,927 was paid in the year (2024 = £291,328).

16 TANGIBLE FIXED ASSETS

	Freehold land and buildings	Freehold improvements	Computer systems and equipment	Office equipment	total
Cost or deemed cost					
at 1 January 2025	6,377,754	1,332,335	1,851,318	368,187	9,929,594
Additions	nil	47,568	59,380	18,642	125,590
Disposals	nil	nil	(178,635)	(11,801)	(190,436)
At 31 December 2025	6,377,754	1,379,903	1,732,063	375,028	9,864,748
Depreciation					
At 1 January 2025	293,598	533,722	1,076,437	176,293	2,080,050
Disposals	nil	nil	(178,635)	(11,801)	(190,436)
Charge for the year	27,777	137,990	213,752	80,790	460,309
At 31 December 2025	321,375	671,712	1,111,554	245,282	2,349,923
Net book value					
At 31 December 2025	6,056,379	708,191	620,509	129,746	7,514,825
At 31 December 2024	6,084,156	798,613	774,881	191,894	7,849,544

The freehold land and buildings were revalued on an open market basis on 1 January 2014 by Keningtons, an independent firm of chartered surveyors. The open market valuation in 2014 was £6,629,000. Equity's office on Cambridge Street, Glasgow is valued at the purchase price of £225,000 as at 11/06/2018. On an historical cost basis the freehold properties would have been valued at original cost of £2,470,941. This value has been used as the deemed cost and the property has not been revalued for financial purposes since and is held at cost basis.

Notes to the accounts for the year ended 31/12/2025

2025/£

2024/£

17 INVESTMENTS

Market value at 1 January	16,749,917	16,083,276
Realised (losses)/gains	(100,127)	144,633
Movement in unrealised gains	1,248,873	(124,983)
Dividends received	562,004	716,442
Management fees charged	(69,614)	(69,451)
Cash withdrawn	(550,000)	nil

Market value at 31 December

17,841,053

16,749,917

All investments relate to quoted investments on readily accessible markets, primarily the London Stock Exchange. Investments are carried at their fair value. The basis of fair value for quoted investments is equivalent to the market value. Asset sales and purchases are recognised at their transaction value. The main investment risk lies in the combination of uncertain investment markets and volatility in yield. The union manages these risks by retaining expert advisors (Charles Stanley & Co Limited and Cannacord Wealth) and operating an investment policy that provides for a high degree of diversification of holdings within investment asset classes that are quoted on recognised stock exchanges. The Union does not make use of derivatives and similar complex financial instruments.

There are no investments held in companies involved in the production, sale or distribution of armaments and no direct investment in companies that produce tobacco products or fossil fuels. Investments in companies with a strong ESG rating in areas relating to labour rights are prioritised

18 SUNDRY DEBTORS AND PREPAYMENTS

Income tax repayable	29,633	24,622
Loans to staff	11,776	17,481
Sundry debtors	698,504	586,623
Prepayments and accrued income	1,079,739	318,800

1,819,652

947,526

19 CASH AT BANK AND IN HAND

Bank deposit accounts	10	10
Bank current accounts	2,193,907	1,822,592
Cash held for distribution	11,772,100	10,264,742
Cash in hand	1,944	11,882

13,967,961

12,099,226

Included within cash at bank and in hand is £1,302,745 (2024 - £1,396,826) in relation to amounts held under escrow (refer note 20). These amounts are held for return to production companies on completion of projects.

20 SUNDRY CREDITORS AND ACCRUALS

Amounts held in escrow	1,302,745	1,396,826
Trade creditors	976,277	61,037
Sundry creditors	46,920	1,853
Taxation and social security	191,228	163,536
VAT liability	691,122	nil
Accruals and deferred income	124,471	238,319

3,332,763

1,858,571

21 CONTINGENT LIABILITIES

The Union is involved in a number of legal cases on behalf of members, the outcome of which cannot be determined at this time.

22 CAPITAL COMMITMENTS

At the end of the year there were no authorised or contracted capital commitments (2024 - nil)

Notes to the accounts for the year ended 31/12/2025

23 PROVISION FOR LIABILITIES

	Balance at 1 January 2025/£	Movement during the year/£	Balance at 31 December 2025/£
Provision for deferred tax			
Fixed asset timing differences	122,554	(29,016)	93,538
Funeral benefits payable to life members	(60,777)	4,319	(56,458)
Capital losses carried forward		(38,531)	(38,531)
Other losses carry forward	(495,700)	(61,513)	(557,213)
Unrealised gains on the investment portfolio	826,070	297,194	1,123,264
Deferred tax	392,147	172,453	564,600
Funeral benefits payable to life members	243,133	(17,301)	225,832
Holiday pay	68,119	1,707	69,826
Total provision for liabilities	703,399	156,859	860,258

Provision for funeral benefits payable to life members

Until 1998, members reaching State retirement age with 21 years' continuous membership were awarded Life Membership where, subject to the payment of a one-off fee payable on a scale ranging between £20 and £40 (depending on the member's age), the life member could enjoy all the benefits of membership with no further subscriptions payable. A provision has therefore been set up to represent the anticipated funeral benefits that will become payable based on the number of life members still in membership, their presumed life expectancy and the current cost of the funeral benefit. This particular category of member ceased in 1998.

24 RELATED PARTY TRANSACTIONS

Educational Recording Agency ("ERA")

During the year the union undertook transactions with ERA in which an officer of the union served as a director. In the year ended 31 December 2025 Equity received licence revenues (excl-vat) of £1,709,030 (2024 - £1,559,920).

Grants to related parties

During the year the union made grants to the British Association for Performing Arts Medicine £30,000 (2024 - £30,000), the Council for Dance, Drama and Musical theatre £3,587 (2024 - £3,480) and Creators' Rights Alliance £650 (2024 - £650) where a member of Council or a member of staff serves on the governing body of the organisation.

25 PENSION FUND

"The Union operates the Equity Staff Pension Scheme (the Scheme), a UK registered trust based pension scheme that provides defined benefits. Pension benefits for active members are linked to Retail Prices Index (RPI) inflation. The Trustees are responsible for running the Scheme in accordance with the Scheme's Trust Deed and Rules, which sets out their powers. The Trustees of the Scheme are required to act in the best interests of the beneficiaries of the Scheme.

There are three categories of pension scheme members:

- Active members: currently employed by the Union
- Deferred members: former active members of the Union not yet in receipt of a pension
- Pensioner members: in receipt of pension."

Future funding obligation

"The Trustees are required to carry out an actuarial valuation every 3 years. This valuation is used to determine the contributions that are required to be paid by the Union. The Trustees are required to allow for a level of prudence when setting the assumptions used for the valuation. This means that the liabilities calculated are higher than those reported under FRS 102. The last actuarial valuation of the Scheme was performed by the Scheme Actuary for the Trustees as at 5 April 2024. This valuation revealed a funding surplus of £5,543,000. The Union agreed to pay annual contributions of 18.3% of members' pensionable salaries each year until 31 March 2027, and contributions of 20.3% pa of members' pensionable salaries from 1 April 2027 until 31 March 2030, to meet the cost of future service accrual, death-in-service premiums and expenses of administering the Scheme. The Union therefore expects to pay £879,000 to the Scheme during the accounting year beginning 1 January 2026 (excluding member contributions paid via salary exchange)."

Notes to the accounts for the year ended 31/12/2025

Significant actuarial assumptions

The initial results of the ongoing formal actuarial valuation as at 5 April 2024 have been updated to 31 December 2025 by a qualified independent actuary. The assumptions used were as follows:

	2025	2024
Discount rate	5.6%	5.5%
Rpi inflation	2.9%	3.1%
Cpi inflation	2.5%	2.8%

Life expectancies (years)

for a male aged 65 in 2020	21.6	21.2
for a female aged 65 in 2020	23.8	23.7
at age 65 for a male aged 45 in 2020	22.8	22.5
at age 65 for a female aged 45 in 2020	25.3	25.2

Assets	2025	2024
	£'000	£'000
The fair value of the assets of the scheme are invested as follows		
Equities	5,310	4,713
Bonds	18,911	17,448
Diversified growth funds (dgfs)	5,071	4,704
Property	3,194	3,025
Cash	450	605
Secured annuities	575	617
	33,511	31,112

Reconciliation to the statement of financial position	2025	2024
	£'000	£'000
Market value of assets	33,510	31,112
Present value of defined benefit obligation	(24,667)	(24,132)
Pension asset	8,843	6,980
Limit on recognition of asset	(8,843)	(6,980)
Pension asset recognised in the statement of financial position	nil	nil

The assumptions used to calculate the defined benefit obligation may take a range of values. Adopting different assumptions would lead to different results being disclosed. The value of assets and DBO are a "snapshot" view reflecting the market conditions on one day. The pension figures are therefore expected to be quite volatile from year to year.

Analysis of the change in the statement of financial position	2025	2024
	£'000	£'000
At 1 January	nil	nil
Normal employer contributions	1,167	993
Current service cost	(837)	(707)
Amounts recognised in income and expenditure (note 4)	330	286
Administration expenses	(158)	(146)
Interest cost	389	157
Interest on irrecoverable surplus	(384)	(154)
Amounts recognised as pension adjustments (statement of comprehensive income)	(153)	(143)
Actuarial return on assets less interest	1,001	(1,268)
Actuarial gains on defined benefit obligation	301	4,539
Limit on recognition of assets less interest	(1,479)	(3,414)
Amounts recognised in other comprehensive income (statement of comprehensive income)	(177)	(143)
At 31 December	nil	nil

Notes to the accounts for the year ended 31/12/2025

Reconciliation of Scheme's assets and defined benefit obligation (£'000s)

	Assets	DBO	Net position
At 1 January 2025	31,112	(24,132)	6,980
Benefits paid:			
Pensions	(1,072)	1,072	nil
Transfers			nil
Other	(243)	243	
Employer contributions	1,167		1,167
Member contributions			
Current service cost		(837)	(837)
Administration expenses	(158)		(158)
Interest income/(cost)	1,703	(1,314)	389
Remeasurement gains/(losses)			
Actuarial gains: Change of basis		505	505
Actuarial (losses): Experience		(204)	(204)
Return on assets excluding interest income	1,001		1,001
As at 31 December 2025	33,510	(24,667)	8,843

26 OFFICIALS' SALARIES AND OTHER BENEFITS

	2025	2024
Equity Council	nil	nil
President / Lynda Rooke	nil	nil
General Secretary / Paul Fleming		
Salary	115,883	101,362
Pension	31,740	30,963
Total For General Secretary	147,623	132,325

The General Secretary and members of Equity Council are reimbursed for expenses incurred by them in the performance of their duties on behalf of the Union.

IRREGULARITY STATEMENT

Under section 32A (6A) of the Trade Unions & Labour Relations (Consolidation) Act 1992, we are obliged to publish the following statement: A member who is concerned that some irregularity may be occurring, or has occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct. The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the Union, the trustees of the property of the Union, the auditor or auditors of the Union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police. Where a member believes that the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the rules of the Union and contemplates bringing civil proceedings against the Union or responsible officials or trustees, he should consider obtaining independent legal advice.



EQUITY

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes

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

Yes

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	Simon Hearn
Address	Civica Election Services, 33 Clarendon Road, London N8 0NW
Date	07.05.2026
Contact name and telephone number	Simon Hearn, Managing Director 020 8365 8909

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

Signature	
Name	
Office held	
Date	