

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	Nationwide Group Staff Union			
Year ended:	31 December 2025			
List no:				
Head or Main Office address:	Unit 3			
	Upton Lodge Buildings			
	Astrop Road			
	Middleton Cheney			
	Oxfordshire			
Postcode	OX17 2PJ			
Website address (if available)	https://ngsu.org.uk/			
Has the address changed during the year to which the return relates?	Yes	☒	No ☐	('X' in appropriate box)
General Secretary:	Emma Clay			
Telephone Number:	01295 710767			
Contact name for queries regarding the completion of this return	Stephanie Chan, HW Fisher Audit			
Telephone Number:	020 7388 700			
E-mail:	schan@hwfisher.co.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
	12,245	152			12,397
Total	12,245	152			A 12,397

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

12,397

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

3

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
None			

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:

Nationwide Group Staff Union

Union Officers at 31st December 2025

President	Nicola Trudi Sellars
Vice-President	Christine Cooper
Treasurer	Sarah Daly
Executive Officer	Bhavisha Vadgama
Executive Officer	Benjamin Arthur Garratt
Executive Officer	Karen Holland
Executive Officer	Kevin Tomkins
Executive Officer	Louise Chissell
Executive Officer	Mark Attwood
Executive Officer	Nimisha Nandha
Executive Officer	Omar Mirza
Executive Officer	Rob Pittam
National Regional Officer - Chief Operating Office (COO)	Peter Goldsworthy
National Regional Officer - Retail Protect and Support	Shari Sibbald
National Regional Officer - Retail Services (Non-Branch) & Products	Natalie Rogers
National Regional Officer - North Two	Nicola Ockenden
National Regional Officer - Mortgages	Iain Jeffree
National Regional Officer - North One	Helen Parker
National Regional Officer - Central Functions	Sarah Daly
National Regional Officer - South One	Christine Cooper
National Regional Officer - South Two	Jean Sandra Morgan

Nationwide Group Staff Union
Union Officers at 31st December 2025

	Date elected
President	Nicola Trudi Sellars 1 st April 2025
Vice-President	Christine Cooper 1 st April 2025
Treasurer Sarah Daly	Sarah Daly 1 st April 2025
Executive Officer Bhavisha Vadgama	Bhavisha Vadgama 1 st April 2025
Executive Officer Benjamin Arthur Garratt	Benjamin Arthur Garratt 1 st April 2025
Executive Officer Karen Holland	Karen Holland 1 st April 2025
Executive Officer Kevin Tomkins	Kevin Tomkins 1 st April 2025
Executive Officer Louise Chissell	Louise Chissell 1 st April 2025
Executive Officer Mark Attwood	Mark Attwood 1 st April 2025
Executive Officer Nimisha Nandha	Nimisha Nandha 1 st April 2025
Executive Officer Omar Mirza	Omar Mirza 1 st April 2025
Executive Officer Rob Pittam	Rob Pittam 1 st April 2025
National Regional Officer	Chief Operating Office (COO) Peter Goldswon 1 st April 2025
National Regional Officer - Retail Protect and Support	Shari Sibbald 1 st April 2025
National Regional Officer - Retail Services (Non-Branch) & Products	Natalie Rogers 1 st April 2025
National Regional Officer - North Two	Nicola Ockenden 1 st April 2025
National Regional Officer - Mortgages	Iain Jeffree 1 st April 2025
National Regional Officer - North One	Helen Parker 1 st April 2025
National Regional Officer - Central Functions	Sarah Daly 1 st April 2025
National Regional Officer - South One	Christine Cooper 1 st April 2025
National Regional Officer - South Two Jean	Sandra Morgan 1 st April 2025

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		1,456,317
From Members: Other income from members (specify)		
Draw income		378,700
Total other income from members		378,700
Total of all income from members		1,835,017
Investment income (as at page 12)		70,981
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	21,249	
Total of other income (as at page 4)		21,249
Total income		1,927,247
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 5)		1,125,518
Administrative expenses (as at page 10)		612,896
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		
Total expenditure		1,738,414
Interfund Transfers OUT		
Surplus (deficit) for year		188,833
Amount of general fund at beginning of year		2,163,978
Amount of general fund at end of year		2,352,811

(see notes 19 and 20)

P4

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		brought forward	1,080,768
Employment Related Issues		Advisory Services	
Members benefits	10,296	Legal and professional	38,569
Staff costs	999,104		
Representation –		Other Cash Payments	
Non Employment Related Issues			
		Education and Training services	
		Training	6,181
Communications			
Website costs	6,774		
Publications	1,171		
Postage	10,310		
Telephone	12,255		
TUC affiliation fee	40,813		
		Negotiated Discount Services	
Dispute Benefits			
Disciplinary and grievance meetings	45		
		Other Benefits and Grants (specify)	
carried forward	1,080,768	Total (should agree with figure in General Fund)	1,125,518

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Charitable fund	£	£
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)		2,356
	Total Expenditure		2,356
	Interfund Transfers OUT		
Surplus (Deficit) for the year			-2,356
Amount of fund at beginning of year			21,145
Amount of fund at the end of year (as Balance Sheet)			18,789
Number of members contributing at end of year			

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

(See notes 21 and 23)

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

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

Political fund account

(see notes 24 to 33)

£

£

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

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

Political fund account expenditure (a)

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

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

[illegible]

Political fund account expenditure (b)

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

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

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

[illegible]

Political fund account expenditure (c)

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

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

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

[illegible]

Political fund account expenditure (d)

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

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

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

Political fund account expenditure (e)

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

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

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

[illegible]

Political fund account expenditure (f)

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

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

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

Name of organisation or political party	£
Total	

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

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

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

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		88,011
Salaries and Wages included in above	88,011	
Auditors' fees		34,093
Legal and Professional fees		3,550
Occupancy costs		10,142
Stationery, printing, postage, telephone, etc.		370
Expenses of Executive Committee (Head Office)		
Expenses of conferences		
Other administrative expenses (specify)		
Cleaning		4,085
Insurance		3,431
Accountancy systems		9,312
Repairs		1,028
Utilities		3,317
Other expenses		1,423
Motor		25,110
Office and computer		59,561
Ballots		4,964
Other Outgoings		
National conference		25,566
National executive		4,108
TUC meetings		2,864
Other		6,280
Sundry		6,491
Depreciation		9,410
Amortisation		6,296
Office move		20,311
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Prizes awarded		282,401
Loss on sale of fixed asset		772
Total		612,896
Charged to:	General Fund (Page 3)	612,896
	Charitable fund	2,356
Total		615,252

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:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
Gain on investments			70,981
			70,981
		Total investment income	70,981
		Credited to:	
		General Fund (Page 3)	70,981
		Charitable fund	
		Political Fund	
		Total Investment Funds	70,981

31 December 2025

£

Total assets

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	303,960		248,415			552,375
Additions			13,471			13,471
Disposals			-3,780			-3,780
Revaluation/Transfers						
At end of year	303,960		258,106			562,066
Accumulated Depreciation						
At start of year	112,073		236,706			348,779
Charges for year			9,410			9,410
Disposals			-3,008			-3,008
Revaluation/Transfers						
At end of year	112,073		243,108			355,181
Net book value at end of year	191,887		14,998			206,885
Net book value at end of previous year	191,887		11,709			203,596

Analysis of investments

(see notes 58 and 59)

Quoted		
	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)		
Lloyds	165	
Aberdeen Multi manager diversity fund	1,004,210	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	1,004,375	
Market Value of Quoted Investment		
Unquoted		
Equities		
Unity trust shares	288,943	
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
Total unquoted (as Balance Sheet)	288,943	
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)
NGSU ASSET MANAGEMENT LIMITED	08341802

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	1,835,017		1,835,017
From Investments	70,981		70,981
Other Income (including increases by revaluation of assets)	21,249		21,249
Total Income	1,927,247		1,927,247
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	1,740,770		1,740,770
Funds at beginning of year (including reserves)	2,185,123		2,185,123
Funds at end of year (including reserves)	2,371,600		2,371,600
Assets			
Fixed Assets			206,885
Investment Assets			1,293,318
Other Assets			978,704
Total Assets			2,478,907
Liabilities		Total Liabilities	107,307
Net Assets (Total Assets less Total Liabilities)			2,371,600

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?

No

If Yes How many ballots were held:

For each ballot held please complete the information below:

Ballot 1

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

 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 2

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question

 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 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

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 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

**NATIONWIDE GROUP STAFF UNION
ACCOUNTING POLICIES
YEAR ENDED 31 DECEMBER 2025**

Union Information

The principal place of business for the Union is Unit 3, Upton Lodge Buildings, Astrop Road, Middleton Cheney, Oxfordshire, OX17 2PJ, United Kingdom.

Accounting Convention

The financial statements have been prepared under the historical cost convention, modified to include equity investments held at fair value, and follow all applicable Accounting Standards.

These financial statements for the year ended 31 December 2025 are prepared in accordance with FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. The disclosure requirements of section 1A of FRS 102 have been applied other than where additional disclosure is required to show a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the Union. Monetary amounts in these financial statements are rounded to the nearest £.

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 the Union are prepared under FRS102.

The financial statements present information about the Trade Union as an individual undertaking.

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 Union.

Going Concern

The National Executive Committee is monitoring transformation in the finance sector, resulting from changes to customer needs and the move to digital banking, which is impacting employment levels and therefore Union membership and income. Membership has remained fairly static over the last 12 months but the National Executive Committee considers that there will be on-going pressure on membership numbers from redundancies/turnover resulting from new business practices and streamlining, together with a more transient workforce. The National Executive Committee is confident that the Union has adequate resources to continue in operation for the foreseeable future. The National Executive Committee is embarking on a review of the Union's two-year strategic plan to determine necessary actions and options required to ensure the Union can fulfil its primary mission to promote and protect the interests of its members.

Subscriptions

Subscriptions are accounted for on an accruals basis.

Commission Income

Insurance Scheme Commission is accounted for on a cash received basis. Other commissions are accounted for on an accruals basis.

Draw Income

Draw income is accounted for in respect of those draws that have taken place in the year.

Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

Financial Instruments

The Union has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Basic financial assets

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs.

Other financial assets

Other financial assets, including investments in equity instruments, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value recognised in the income and expenditure account, except that investments in equity instruments that are not publicly traded and whose fair value cannot be measured reliably are measured at cost less impairment.

Basic financial liabilities

Basic financial liabilities, including trade and other payables, are initially recognised at transaction price unless the arrangement constitutes a financing transaction. Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of the business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. Trade payables are initially recognised at transaction price.

Defined Contributions Pension Plan

Contained within administrative and service to member staff costs are fully paid defined pension contributions totalling £122,075 (2024: £119,639).

Termination Benefits

Termination benefits are recognised immediately as an expense when the union is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Tangible Fixed Assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is provided on all tangible fixed assets (except freehold land) at rates estimated to write off the cost of each asset on a straight line basis over its expected useful life as follows:

Freehold building - 2% per annum
Office equipment - 10% per annum
Computer equipment - 25% per annum

Intangible Fixed Assets – Website

Intangible fixed assets are initially measured at cost and subsequently measured at cost, net of amortisation and any impairment losses.

Amortisation is provided at rates estimated to write off the cost of the website on a straight line basis over its expected useful life which is estimated to be 4 years.

National Conference

The costs of the National Conference are accounted for over three years by providing for in advance and not solely in the year that the National Conference occurs on the basis that the Union under the terms of its constitution is required to hold a Conference every three years, it's therefore regarded as an onerous contract

Employee Benefits

The costs of short-term employee benefits are recognised in the period in which the employee's services are received as a liability and an expense.

Charitable Donations

Charitable donations are accounted for when there is a commitment to pay the recipient.

Charitable Fund

At the Nationwide Group Staff Union Conference 2005, delegates voted for the Union to set up and maintain a Charitable Fund, allowing the Union to make charitable donations recognising the Union's wider responsibility to the national and international community.

Current Taxation

Corporation tax is payable on all interest income, rental income and chargeable gains arising on the disposal of properties and investments but only to the extent that these exceed expenditure on provident benefits.

Deferred Taxation

Deferred tax liabilities arise in relation to the difference between the fair value investments and their original cost.

Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure account.

Unrealised valuation increases relating to investments would potentially give rise to chargeable gains on the sale of the asset, but any potential liability to tax is eliminated if the proceeds of sale are reinvested in other chargeable assets used for provident purposes. The tax on any proceeds which are not reinvested is reduced by indexation allowances and any balance can also be offset against expenditure on provident benefits. Deferred tax has not been provided for potential chargeable gains because the National Executive Committee is satisfied that proceeds of the sale of all related assets can be substantially reinvested, sufficient that any remaining balance can be offset against allowance or expenses. Therefore no unrealised gain at 31 December 2025 is expected to give rise to a liability to tax, and no related deferred tax asset or liability recognised.

Judgements and Key Sources of Estimation Uncertainty

In the application of its accounting policies, the Union is required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. All significant estimates and underlying assumptions are reviewed on an on going basis and the relevant carrying amounts of assets and liabilities are revised to reflect any changes.

As at 31 December 2025 the carrying amounts of the following assets and liabilities were subject to judgement or to estimation uncertainty:

- The unlisted equity investment was measured at fair value in 2021 based on a recent purchase price. There have been no more recent reliable measure of fair value and thus the fair value as at 31 December 2025 is treated as the cost amount subject to any impairment considerations.

NATIONWIDE GROUP STAFF UNION

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2025

1	OTHER OPERATING INCOME	2025	2024
		£	£
	<u>Other Income</u>		
	Bank interest	13,847	9,421
	Insurance commission	2,076	4,504
	Other commission	3,074	2,491
		<u>18,997</u>	<u>16,416</u>
	<u>Investment Income</u>		
	Dividend income	2,252	5,254
		<u>2,252</u>	<u>5,254</u>
		<u>21,249</u>	<u>21,670</u>
2	SERVICES TO MEMBERS	2025	2024
		£	£
	Legal and professional	38,569	34,161
	TUC affiliation fee	40,813	39,565
	Postage	10,310	11,478
	Publications	1,171	1,128
	Staff costs	999,104	931,881
	Telephone	12,255	11,758
	Training	6,181	4,679
	Disciplinary and grievance meetings	45	2,528
	Website costs	6,774	8,897
	VAT Recovered	-	(8,837)
	Members benefits	10,296	9,164
		<u>1,125,518</u>	<u>1,046,402</u>

NATIONWIDE GROUP STAFF UNION

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2025

3	MEETING EXPENSES	2025	2024
		£	£
	National Conference	25,566	42,388
	National Executive	4,108	1,947
	TUC Meetings	2,864	2,758
	Other meetings	6,280	10,311
		<u>38,818</u>	<u>57,404</u>

4	ADMINISTRATION EXPENSES	2025	2024
		£	£
	Audit and accountancy	34,093	32,730
	Ballots	4,964	-
	Accountancy systems	9,312	11,834
	Bank and legal costs	3,550	4,406
	Printing and stationery	370	1,078
	Staff costs	88,011	132,376
	Sundry expenses	6,491	3,498
		<u>146,791</u>	<u>185,922</u>

The average monthly number of persons employed by the Union during the period was 18 (2024: 19).

5	PREMISES AND EQUIPMENT COSTS	2025	2024
		£	£
	Cleaning	4,085	4,840
	Insurance	3,431	5,156
	Office move	20,311	-
	Rent and rates	10,142	12,974
	Repairs	1,028	2,241
	Utilities	3,317	7,375
	Other expenses	1,423	1,284
		<u>43,737</u>	<u>33,870</u>

NATIONWIDE GROUP STAFF UNION

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2025

5	PREMISES AND EQUIPMENT COSTS (CONTINUED)	2025		2024
		£		£
	EQUIPMENT COSTS			
	Maintenance and leasing			
	Motor	25,110		29,124
	Office and computer	59,561		52,344
	Loss on sale of fixed asset	772		934
		<u>85,443</u>		<u>82,402</u>
	DEPRECIATION	9,410		11,785
	AMORTISATION	6,296		7,862
		<u>144,886</u>		<u>135,919</u>
6	TANGIBLE FIXED ASSETS			
		Land and Buildings	Office equipment	Computer and software
		£	£	£
	COST			
	At 1 January 2025	303,960	56,246	192,169
	Additions		2,628	10,843
	Disposals		-	-
			3,780	3,780
	At 31 December 2025	<u>303,960</u>	<u>58,874</u>	<u>199,232</u>
	ACCUMULATED DEPRECIATION			
	At 1 January 2025	112,073	49,429	187,277
	Charge for the year		783	8,627
	Disposals			(3,008)
	At 31 December 2025	<u>112,073</u>	<u>50,212</u>	<u>192,896</u>
	NET BOOK VALUE			
	At 31 December 2025	<u>191,887</u>	<u>8,662</u>	<u>6,336</u>
	At 31 December 2024	<u>191,887</u>	<u>6,817</u>	<u>4,892</u>

NATIONWIDE GROUP STAFF UNION

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2025

7 INTANGIBLE FIXED ASSETS

	Website £
COST	
At 1 January 2025	71,192
Disposals	-
At 31 December 2025	<u>71,192</u>
AMORTISATION	
At 1 January 2025	64,896
Charge for the year	6,296
At 31 December 2025	<u>71,192</u>
NET BOOK VALUE	
At 31 December 2025	<u>-</u>
At 31 December 2024	<u>6,296</u>

8 INVESTMENTS

	Listed Equities £	Unlisted Equities £	Total £
Market Value/Cost at 1 January 2025	933,394	288,943	1,222,337
Change in value in the year	70,981	-	70,981
Market Value/Cost at 31 December 2025	<u>1,004,375</u>	<u>288,943</u>	<u>1,293,318</u>

NATIONWIDE GROUP STAFF UNION

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2025

9 CURRENT ASSET INVESTMENT

The following are the amounts held by Union in deposit as Bonds at 31 December 2025:

	Bonds	Total
	£	£
Balance at 1 January 2025	117,646	117,646
Interest received in the year	3,721	3,721
Additions		-
Balance at 31 December 2025	<u>121,367</u>	<u>121,367</u>

10 DEBTORS

	2025	2024
	£	£
Trade debtors	25,450	60
Prepayments	40,447	35,937
	<u>65,897</u>	<u>35,997</u>

11 CREDITORS

	2025	2024
	£	£
Trade Creditors	8,642	11,743
Other creditors	31,518	32,024
Taxes & social security costs	37,992	26,347
Accruals & deferred income	29,155	71,543
	<u>107,307</u>	<u>141,657</u>

NATIONWIDE GROUP STAFF UNION

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31 DECEMBER 2025

12 FINANCIAL COMMITMENTS

At 31 December 2025 the union was committed to making the following payments under non-cancellable operating leases in the year to 31 December 2030:

	2025 £	2024 £
Operating leases which expire:		
Within one year	22,430	1,592
Between two and five years	78,465	3,980
	<u>100,895</u>	<u>5,572</u>

13 CONTROLLING INTEREST

NGSU has control of NGSU Asset Management Limited which is a dormant company limited by guarantee.

14 CONTINGENT LIABILITIES

As explained in deferred taxation accounting policy, no tax liabilities are expected to arise on the realisation of unrealised valuation increases on investments. If the unrealised valuation increases at 31 December 2025 were all to give rise to chargeable gains the maximum liability to tax would be £85,524 (2024: £67,747)

Notes to the accounts

(see notes 82 and 83)

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

See attached appendix 2

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:	EMMA CLAY	Name:	NICOLA SELLARS
Date:	27 May 2026	Date:	27 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	a	No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes	a	No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes	a	No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes	a	No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes	a	No	
A member statement is: (see Note 80)	Enclosed	a	To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes	a	To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes	a	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)

Please see attached appendix 4

Signature(s) of auditor or auditors:

Please see attached appendix 4

Name(s):

HW Fisher Audit

Profession(s) or Calling(s):

Chartered Accountants Statutory Auditors

Address(es):

Acre House

11-15 William Road

London

Postcode

NW1 3ER

Date

27 May 2026

Contact name for inquiries and telephone number:

Diccon Thornely : +44 (0)20 7380 4962

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

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes

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

Yes

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

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

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE
NATIONWIDE GROUP STAFF UNION**

Opinion

We have audited the financial statements of the Nationwide Group Staff Union ("The Union") for the year ended 31 December 2025 which comprise the Income and Expenditure account – Combined Funds, the Income and Expenditure Account – General Fund, the Income and Expenditure account – Charitable Fund, the Balance Sheet, the Cash Flow Statement, the Accounting Policies and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the Union's affairs as at 31 December 2025 and of its income and expenditure for the year then ended; and
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to the audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The National Executive Committee is responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE
NATIONWIDE GROUP STAFF UNION**

Matters on which we are required to report by exception

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

- A satisfactory system of control over transactions has not been maintained; or
- The Union has not kept proper accounting records; or
- The financial statements are not in agreement with the books of account; or
- We have not received all the information and explanations we need for our audit.

Responsibilities of the National Executive Committee

As explained more fully in the Statement of Responsibilities of the National Executive Committee, the National Executive Committee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view, and for such internal control as the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the National Executive Committee 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 the National Executive Committee either intends to liquidate the Union or to cease operations, or has 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.

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.

As part of our planning process:

- We enquired of management the systems and controls the Union has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The Union did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the Union. We determined that the following were most relevant: FRS 102 and the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).
- We considered the incentives and opportunities that exist in the Union, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the Union, together with the discussions held with the Union at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

**REPORT OF THE INDEPENDENT AUDITOR
TO THE MEMBERS OF THE
NATIONWIDE GROUP STAFF UNION**

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, in particular in relation to the measurement of the unlisted investment.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key revenue lines for evidence of management bias.
- Obtaining third-party confirmation of material bank balances and investments.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as the NEC minutes, correspondence with solicitors, for discussions of irregularities including fraud.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the National Executive Committee.

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

Use of our report

This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members, as a body, for our audit work, for this report, or for the opinions we have formed.

HW Fisher Audit

**HW FISHER AUDIT
Chartered accountants
Statutory Auditor**

Date: 28 Apr 2026

**Acre House
11-15 William Road
London NW1 3ER
United Kingdom**

Membership audit certificate (continued)

Signature of assurer	<i>Diccon Thornely</i>
Name	Diccon Thornely
Address	Acre House, 11-15 William road, London, NW1 3ER
Date	27 May 2026
Contact name and telephone number	Diccon Thornely, 020 7388 700

Membership audit certificate

Section two

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

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

Yes / No

If "No" Please explain below:

--	--

Signature	
Name	
Office held	
Date	



Issuer HW Fisher

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Parties involved with this document

Document processed	Party + Fingerprint
Tue, 26th May 2026 16:48:55 BST	Sarah Daly - Signer (b847103c045b0f0ef6e366560e00b48f)
Wed, 27th May 2026 9:02:11 BST	Nicola Sellars - Signer (9379c6f893c1fe8f57cd9f488f312bc0)
Wed, 27th May 2026 9:21:30 BST	Emma Clay - Signer (57eae15d4dd2c34c271d230cca267ba3)
Wed, 27th May 2026 23:02:38 BST	Diccon Thornely - Signer (d9688fa08fca29754faba7c1533178f9)

Audit history log

Date	Action
Tue, 26th May 2026 16:18:28 BST	Envelope generated by Stephanie Chan (89.150.28.98)
Tue, 26th May 2026 16:18:28 BST	Document generated with fingerprint 24fde476564d6367ecbd8faeb05cd460 (89.150.28.98)
Tue, 26th May 2026 16:18:29 BST	Document generated with fingerprint 13c58fe7e943d276a606e2e566b17cf2 (89.150.28.98)
Tue, 26th May 2026 16:41:04 BST	Document generated with fingerprint 6473903ad2aa365f575e08eb0cea6432 (89.150.28.98)
Tue, 26th May 2026 16:44:11 BST	Sent the envelope to Sarah Daly (sarah.daly@nationwide.co.uk) for signing (89.150.28.98)
Tue, 26th May 2026 16:44:11 BST	Document emailed to sarah.daly@nationwide.co.uk
Tue, 26th May 2026 16:44:32 BST	Sarah Daly viewed the envelope (208.65.148.39)
Tue, 26th May 2026 16:48:55 BST	Sarah Daly signed the envelope (208.65.148.39)
Tue, 26th May 2026 16:48:55 BST	Sent the envelope to Nicola Sellars (nicola.sellars@nationwide.co.uk) for signing (208.65.148.39)
Tue, 26th May 2026 16:48:56 BST	Document emailed to nicola.sellars@nationwide.co.uk
Wed, 27th May 2026 9:00:30 BST	Nicola Sellars opened the document email. (208.65.148.39)
Wed, 27th May 2026 9:00:42 BST	Nicola Sellars viewed the envelope (208.65.148.39)
Wed, 27th May 2026 9:02:11 BST	Nicola Sellars signed the envelope (208.65.148.39)
Wed, 27th May 2026 9:02:12 BST	Sent the envelope to Emma Clay (emmaclay@ngsu.org.uk) for signing (208.65.148.39)

Wed, 27th May 2026 9:02:13 BST	Document emailed to emmaclay@ngsu.org.uk
Wed, 27th May 2026 9:02:22 BST	Emma Clay opened the document email. (85.210.240.70)
Wed, 27th May 2026 9:19:27 BST	Emma Clay viewed the envelope (86.171.248.87)
Wed, 27th May 2026 9:21:30 BST	Emma Clay signed the envelope (86.171.248.87)
Wed, 27th May 2026 9:21:30 BST	Sent the envelope to Diccon Thornely (dthornely@hwfisher.co.uk) for signing (86.171.248.87)
Wed, 27th May 2026 9:21:31 BST	Document emailed to dthornely@hwfisher.co.uk
Wed, 27th May 2026 23:01:43 BST	Diccon Thornely viewed the envelope (82.18.254.104)
Wed, 27th May 2026 23:02:38 BST	Diccon Thornely signed the envelope (82.18.254.104)
Wed, 27th May 2026 23:02:38 BST	This envelope has been signed by all parties (82.18.254.104)
Wed, 27th May 2026 23:02:38 BST	Signed document confirmation emailed to sarah.daly@nationwide.co.uk (82.18.254.104)
Wed, 27th May 2026 23:02:38 BST	Signed document confirmation emailed to nicola.sellars@nationwide.co.uk (82.18.254.104)
Wed, 27th May 2026 23:02:38 BST	Signed document confirmation emailed to emmaclay@ngsu.org.uk (82.18.254.104)
Wed, 27th May 2026 23:02:38 BST	Signed document confirmation emailed to dthornely@hwfisher.co.uk (82.18.254.104)
Wed, 27th May 2026 23:02:38 BST	Signed document confirmation emails have been sent to all parties. Document URL: https://api.signable.app/shareable/envelope?t=391f1690-0474-44a5-85a2-b5e9a0e23bca (82.18.254.104)