Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	EDUCATIONAL INSTITUTE OF SCOTLAND
Year ended:	31 August 2021
List no:	
Head or Main Office address:	46 Moray Place Edinburgh Postcode EH3 6BH
Website address (if available)	www.eis.org.uk
Has the address changed during the year to which the return relates?	Yes [ ] No [X] ('X' in appropriate box)
General Secretary:	Larry Flanagan
Telephone Number:	0131 225 6244
Contact name for queries regarding the completion of this return	John McLeod
Telephone Number:	07852 609092
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Please follow the guidance notes in the completion of this return
Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

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

For Unions based in England and Wales: returns@certoffice.org

For Unions based in Scotland: ymw@tcyoung.co.uk

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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**
Male	12,762				12,762
Female	43,541				43,541
Other					
Total	56,303				A 56,303

Number of members at end of year contributing to the General Fund	54,702
Number of members included in totals box 'A' above for whom no home or authorised address is held:	

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
President	Carole Thorpe	Heather Hughes	June 21
Vice President	Heather Hughes	Andrene Bamford	June 21
Ex-President	Bill Ramsay	Carole Thorpe	June 21

State whether the union is:

a. A branch of another trade union? Yes [ ] No [x]

If yes, state the name of that other union:

b. A federation of trade unions? Yes [ ] No [x]

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 12)

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

Name of Officer	Position held
Heather Hughes	President
Andrene Bamford	Vice-President
Carole Thorpe	Ex-President

General Fund

(see notes 13 to 18)

	£	£
Income		
From Members: Contributions and Subscriptions		7,119,314
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		7,119,314
Investment income (as at page 12)		646,535
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	4,972,355	
Total of other income (as at page 4)		4,972,355
Total income		12,738,204
Interfund Transfers IN		47,516
Expenditure		
Benefits to members (as at page 5)		1,348,963
Administrative expenses (as at page 10)		7,077,152
Federation and other bodies (specify)		
TUC / STUC Affiliations		275,267
Miscellaneous Affiliations		70,519
Educational International/ International Aid		105,374
Movement in Pension Liability		-3,230,000
Total expenditure Federation and other bodies		-2,778,840
Taxation		
Total expenditure		5,647,275
Interfund Transfers OUT		110,600
Surplus (deficit) for year		7,090,929
Amount of general fund at beginning of year		22,437,625
Amount of general fund at end of year		29,465,470

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Commissions	455
Movement in fair value of shares and securities	4,971,900
Total other sources	**4,972,355**
Total of all other income	**4,972,355**

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£
Representation –		**brought forward**	1,082,163
Employment Related Issues		Advisory Services	
Legal fees for members	875,570	Legal Helpline	11,506
Representation –		Other Cash Payments	
Non Employment Related Issues		Members' Insurance	103,668
		Education and Training services	
Communications			
Scottish Educational Journal	157,037		
Members' Diaries	49,556		
		Negotiated Discount Services	
		EIS Extra Scheme	46,626
Dispute Benefits			
		Other Benefits and Grants (specify)	
		Donation to EIS Benevolent Funds	105,000
carried forward	1,082,163	**Total (should agree with figure in General Fund)**	1,348,963

(See notes 21 and 23)

Fund 2			Fund Account
Name:	Professional Fund	**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		219,354
	Other income (specify)		
	Movement in Fair Value of Investments		5,608,348
		Total other income as specified	5,608,348
		Total Income	5,827,702
		Interfund Transfers IN	
Expenditure			
	Benefits to members		363,571
	Administrative expenses and other expenditure (as at page 10)		1,578,978
		Total Expenditure	1,942,549
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	3,885,153
		Amount of fund at beginning of year	19,292,148
		Amount of fund at the end of year (as Balance Sheet)	23,177,301
		Number of members contributing at end of year	

Fund 3			Fund Account
Name:	Local Associations (Consolidated)	**£**	**£**
Income			
	From members		920,863
	Investment income (as at page 12)		6,046
	Other income (specify)		
	Movement in Fair Value of Investments		101,618
		Total other income as specified	101,618
		Total Income	1,028,527
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		673,474
		Total Expenditure	673,474
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	355,053
		Amount of fund at beginning of year	3,414,539
		Amount of fund at the end of year (as Balance Sheet)	3,769,592
		Number of members contributing at end of year	48,525

(See notes 21 and 23)

Fund 4			Fund Account
Name:	EIS University Lecturers Association General Fund	**£**	**£**
Income			
	From members		14,341
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	14,341
		Interfund Transfers IN	
Expenditure			
	Benefits to members		200
	Administrative expenses and other expenditure (as at page 10)		56
		Total Expenditure	256
		Interfund Transfers OUT	10,171
		Surplus (Deficit) for the year	14,085
		Amount of fund at beginning of year	42,623
		Amount of fund at the end of year (as Balance Sheet)	46,537
		Number of members contributing at end of year	1,366

Fund 5			Fund Account
Name:	EIS University Lecturers Association Special Fund	**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		8,632
	Other income (specify)		
		Total other income as specified	
		Total Income	8,632
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		2,676
		Total Expenditure	2,676
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	5,956
		Amount of fund at beginning of year	280,156
		Amount of fund at the end of year (as Balance Sheet)	286,112
		Number of members contributing at end of year	

(See notes 21 and 23)

Fund 6			Fund Account
Name:	EIS FELA General Fund	**£**	**£**
Income			
	From members		49,689
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	49,689
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		953
		Total Expenditure	953
		Interfund Transfers OUT	37,345
		Surplus (Deficit) for the year	48,736
		Amount of fund at beginning of year	8,893
		Amount of fund at the end of year (as Balance Sheet)	20,284
		Number of members contributing at end of year	4,894

Fund 7			Fund Account
Name:	Property Repair Fund	**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	75,000
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		52,220
		Total Expenditure	52,220
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	-52,220
		Amount of fund at beginning of year	61,478
		Amount of fund at the end of year (as Balance Sheet)	84,258
		Number of members contributing at end of year	

(See notes 21 and 23)

Fund 8			Fund Account
Name:	International Aid Fund	**£**	**£**
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	35,600
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		10,651
		Total Expenditure	10,651
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	-10,651
		Amount of fund at beginning of year	490,822
		Amount of fund at the end of year (as Balance Sheet)	515,771
		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		65,083
Investment income (as at page 12)		92,519
Other income (specify)		
Movement in Fair Value of Shares and Securities	506,670	
Total other income as specified		506,670
Total income		664,272
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)		3,438
Expenditure F (as at page vi)		
Non-political expenditure (as at page vii)		130,402
Total expenditure		133,840
Surplus (deficit) for year		530,432
Amount of political fund at beginning of year		2,919,470
Amount of political fund at the end of year (as Balance Sheet)		3,449,902
Number of members at end of year contributing to the political fund		36,157
Number of members at end of the year not contributing to the political fund		20,146
Number of members at end of year who have completed an exemption notice and do not contribute to the political fund		18,545

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.

Contribution to the funds of, or on the payment of expenses incurred directly or indirectly by a political party

Name of political party in relation to which money was expended	Total amount spent during the period £
Total	

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	
Name of political party to which payment was made	Total amount paid during the period
	£
Total	

Political fund account expenditure (c)

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

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

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

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

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 maintaince 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	£
Scottish National Party	3,438
Total	3,438

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 pursuade 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	£
Hustings event in advance of Scottish Parliament elections	7,852
Newspaper advert - pre-election supplement	2,500

Total expenditure 10,352

(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

Investment management fees	5,845
Deferred tax provision	114,205

Total expenditure 120,050

Total of all expenditures 130,402

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		4,835,205
Salaries and Wages included in above	4,572,558	
Auditors' fees		32,930
Legal and Professional fees		153,160
Occupancy costs		319,175
Stationery, printing, postage, telephone, etc.		196,201
Expenses of Executive Committee (Head Office)		-1,471
Expenses of conferences		23,166
Other administrative expenses (specify)		
IT Costs		114,443
Local Association Expenditure		91,744
General Insurance		46,890
Repairs & Maintenance		27,672
Learning Representatives' Costs		10,255
Other miscellaneous costs		178,489
Other Outgoings		
Depreciation and gains / losses on asset disposals		260,026
Taxation (including deferred tax charge)		3,088,924
Loan Interest		19,351
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
	Total	9,396,160
Charged to:	General Fund (Page 3)	7,077,152
	Professional Fund	1,578,978
	Local Associations (Consolidated)	673,474
	EIS University Lecturers Association General Fund	56
	EIS University Lecturers Association Special Fund	2,676
	EIS FELA General Fund	953
	Property Repair Fund	52,220
	International Aid Fund	10,651
	Total	9,396,160

Analysis of officials' salaries and benefits

(see notes 36 to 46 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Benefits		
				Description	Value	
	£	£	£		£	£
General Secretary	111,162	14,125	33,571	Car Mileage Benefit		144,733

Analysis of investment income

(see notes 47 and 48)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			87,986
Dividends (gross) from:			
Equities (e.g. shares)	219,354		665,746
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			
Other investment income (specify)			
	219,354		753,732

Total investment income	973,086
Credited to:	
General Fund (Page 3)	646,535
Professional Fund	219,354
Local Associations (Consolidated)	6,046
EIS University Lecturers Association General Fund	
EIS University Lecturers Association Special Fund	8,632
EIS FELA General Fund	
Property Repair Fund	
International Aid Fund	
Political Fund	92,519
Total Investment Funds	973,086

Balance sheet as at

(see notes 49 to 52)

Previous Year		£	£
	Fixed Assets (at page 14)		6,273,253
	Investments (as per analysis on page 15)		
	Quoted (Market value £ (51,355,065)		51,355,065
	Unquoted		217,375
	Total Investments		51,572,440
	Other Assets		
	Loans to other trade unions		
	Sundry debtors		994,166
	Cash at bank and in hand		8,549,832
	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
	Total of other assets		9,543,998
	Total assets		67,389,691
22,437,625	General fund (page 3)		29,465,470
19,292,148	Professional Fund		23,177,301
3,414,539	Local Associations (Consolidated)		3,769,592
42,623	EIS University Lecturers Association General Fund		46,537
280,156	EIS University Lecturers Association Special Fund		286,112
8,893	EIS FELA General Fund		20,284
61,478	Property Repair Fund		84,258
490,822	International Aid Fund		515,771
2,919,470	Political Fund Account		3,449,902
	Liabilities		
	Amount held on behalf of central trade union political fund		
	Sundry creditors		1,604,901
	Long term liability - Bank loan		589,810
	Pension Liabilities		3,019,000
	Deferred taxation		4,810,656
	Total liabilities		10,024,367
	Total assets		67,389,691

Fixed assets account

(see notes 53 to 57)

	Land and Buildings Freehold £	Land and Buildings Leasehold £	Furniture and Equipment £	Motor Vehicles £	Not used for union business £	Total £
Cost or Valuation						
At start of year	5,201,824		1,214,653	277,538	800,000	7,494,015
Additions			82,802			82,802
Disposals			-69,899			-69,899
Revaluation/Transfers						
At end of year	5,201,824		1,227,556	277,538	800,000	7,506,918
Accumulated Depreciation						
At start of year	22,125		855,271	161,633		1,039,029
Charges for year	130,046		103,626	28,983		262,655
Disposals			-68,019			-68,019
Revaluation/Transfers						
At end of year	152,171		890,878	190,616		1,233,665
Net book value at end of year	5,049,653		336,678	86,922	800,000	6,273,253
Net book value at end of previous year	5,179,699		359,282	115,905	800,000	6,454,886

Analysis of investments

(see notes 58 and 59)

		All Funds Except Political Funds £	Political Fund £
Quoted			
	Equities (e.g. Shares)		
	Shares and pooled funds	51,110,343	2,427,692
	Government Securities (Gilts)		
	Bond Fund	244,722	
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)	51,355,065	2,427,692
	Market Value of Quoted Investment	51,355,065	
Unquoted	Equities		
	Unquoted shares at cost	217,375	
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)	217,375	
	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	8,104,207	65,083	8,169,290
From Investments	880,567	92,519	973,086
Other Income (including increases by revaluation of assets)	10,682,321	506,670	11,188,991
Total Income	19,667,095	664,272	20,331,367
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	8,330,054	133,840	8,463,894
Funds at beginning of year (including reserves)	46,028,284	2,919,470	48,947,754
Funds at end of year (including reserves)	57,365,325	3,449,902	60,815,227

Assets		
	Fixed Assets	6,273,253
	Investment Assets	51,572,440
	Other Assets	9,543,998
	Total Assets	67,389,691
Liabilities	**Total Liabilities**	6,574,464
Net Assets (Total Assets less Total Liabilities)		60,815,227

Summary sheet

(see notes 62 to 73)

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

Assets		
	Fixed Assets	
	Investment Assets	
	Other Assets	
	Total Assets	
Liabilities	**Total Liabilities**	
Net Assets (Total Assets less Total Liabilities)		

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

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period? **Yes**

If Yes How many ballots were held: 7

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	

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

Ballot 4

Number of individual who were entitled to vote in the ballot		
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**

Information on Industrial Action Ballots

Name of Organisation:	Educational Institute of Scotland	Reporting Period	Year Ended 31 August 2021
Did the union hold any ballots in respect of industrial action during the return period?	Yes	For each ballot held please complete the information below	
If yes, how many ballots were held?	7		

Ballot	Number of individuals who were entitled to vote in the ballot	Number of votes cast in the ballot	Number of Individuals answering "Yes" to the question	Number of Individuals answering "No" to the question	Number of invalid or otherwise spoiled voting papers returned	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 226(2B) of the 1992 Act apply to this ballot?	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
1	215	114	91	22	1	Yes	No	
2	4846	2966	2690	275	1	Yes	No	
3	212	117	91	26	0	Yes	No	
4	87	47	41	6	0	Yes	No	
5	44	15	7	8	0	No	No	
6	164	106	99	7	0	Yes	No	
7	164	106	90	15	1	Yes	No	
8					0	Yes	No	
9					0	Yes	No	
10					0	Yes	No	
11					0	Yes	No	
12					0	Yes	No	
13					0	Yes	No	
14					0	Yes	No	
15					0	Yes	No	
16					0	Yes	No	

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

(see note 81)

***Categories of Nature of Trade Dispute**

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

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

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

D: matters of discipline;

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

F: facilities for officials of trade unions;

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

Yes

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
x						

2. Dates of the industrial action taken:	17 March 2021	to	06 May 2021
3. Number of days of industrial action:	12		
4. Nature of industrial action.	Strike 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
x						

2. Dates of the industrial action taken:	25 March 2021	to	06 May 2021
3. Number of days of industrial action:	7		
4. Nature of industrial action.	Strike 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
x						

2. Dates of the industrial action taken:	10 December 2020	to	29 January 2021
3. Number of days of industrial action:	50		
4. Nature of industrial action.	Action Short of a Strike		

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
x						

2. Dates of the industrial action taken: 26 April 2021 to 24 September 2021

3. Number of days of industrial action: 151

4. Nature of industrial action. Action Short of a Strike

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.

1 Accounting Policies

a) Background

The Educational Institute of Scotland is a body incorporated under Royal Charter with a principal place of business at 46 Moray Place, Edinburgh.

During the year, the Institute has continued to operate as a Trade Union and Professional Association for Teachers, Lecturers and associated professionals working in Scotland.

b) Basis of preparing the financial statements

These financial statements reflect the transactions of the Educational Institute of Scotland, as an entity, including those of its Local Associations for the year ended 31 August 2021 and the financial position of the Institute as at that date.

Transactions and balances are presented in £ sterling.

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of freehold property and fixed asset investments, and in accordance with Financial Reporting Standard 102.

The financial statements have been prepared on a going concern basis and, having considered the Institute's current financial position and it expected future income and expenditure (including the impact of COVID19 upon its operations and the value of its assets) for the period to 31 August 2023 , the Executive Committee consider that there are no material uncertainties about the Institute's ability to continue as a going concern.

c) Designated Funds

Reserves which are earmarked by the Institute for specific purposes are termed Designated Reserves. Movements and the components of the year end balances are set out in notes 25 and 27. Details of the specific purposes of designated funds are also disclosed within note 25.

All income and expenditure is credited or charged to the statement of comprehensive income. Transfers to or from designated funds are made in relation to cash transactions undertaken through General Fund bank accounts and for specific donations, where relevant.

Subscribing members, who have not opted out, contribute £1.80 per annum to the Political Fund. Expenditure in connection with the political activities of the Institute must be charged against this fund.

d) Income Recognition

Subscription income and investment income are accounted for on a receivables basis.

Grants receivable for specific purposes are credited to the Statement of Comprehensive Income to match the expenditure incurred on these projects to date.

1 Accounting Policies (Continued)

e) Fixed Assets and Depreciation

Fixed assets are initially recognised at cost.

Furniture and Equipment are depreciated on the straight-line basis over the period of their estimated useful lives which is considered to be between 5 and 10 years.

Motor cars are depreciated on the reducing balance basis at the rate of 25% per year.

Heritable property held for use by the Institute (including the underlying value of related freehold land) is carried at open market value, based on periodic reports from independent, qualified surveyors, and is depreciated on a straight-line basis at the rate of 2.5% per year. Where a material element of a single heritable property meets the definition of investment property as described in FRS102, that property is deemed to be a mixed-use property and the carrying value is apportioned between heritable property and investment property based on an approximation of floor area. No depreciation is charged on the investment property element of mixed-use property.

f) Investments

Listed investments are disclosed at bid value at the balance sheet date. Pooled investments are valued at fair value in accordance with information supplied by investment managers. Investments in the share capital of unquoted companies are valued at cost.

Realised and unrealised gains and losses are reflected in the Statement of Comprehensive Income and allocated to the appropriate designated fund.

Realised gains and losses on the disposal of investments are calculated with reference to the carrying value of these investments at the previous balance sheet date.

g) Financial Instruments

Financial instruments comprise financial assets and financial liabilities which are recognised when the body becomes a party to the contractual provisions of the instrument. All financial instruments are classified as “basic” in accordance with FRS102. Discounting is not applied to short-term receivables and payables, where the effect is immaterial.

Financial assets at cost comprise cash, and trade and other debtors. Financial liabilities comprise bank loans and overdrafts, trade creditors, accruals and other creditors.

h) Pension Schemes

Defined Benefit Scheme

In accordance with FRS102, the net deficit arising on the Institute’s defined benefit pension scheme and on the unfunded arrangement are disclosed on the Balance Sheet within Long term Liabilities.

1 Accounting Policies (Continued)

The unfunded arrangement stems from a decision taken by the Institute in 1994 to augment, out of its own resources, the benefits provided by the pension scheme to the extent that pensions in payment are increased by an additional 1.5% per annum. The unfunded arrangement will not apply for Institute employees taking up post after 1 September 2007 and changes have also been introduced for pensioners, deferred members and employees in post at 31 August 2007 which restricts the benefits payable. These benefits are paid from the Institute's own resources from time to time and are not pre-funded.

Movements on the pension scheme and unfunded arrangement liabilities are reflected through the General Fund to the extent that they relate either to the employer's current service costs (which is reflected as a component of Staff Costs) or movements arising from expected returns on pension scheme assets net of interest on pension scheme liabilities (which is disclosed as a component of Other Finance Costs.)

Defined Contribution Scheme

Pension contributions in respect of employees who are not eligible for membership of the Defined Benefit Pension Scheme are made to a defined contribution scheme as required by the auto-enrolment rules set out in UK law.

Contributions to the defined contribution scheme are recognised in the accounts as the employees' rights to the contributions is accrued.

i) Operating Leases

Rentals payable on operating leases are reflected in their entirety through the statement of comprehensive income**.**

j) Corporation Taxation

As a body incorporated under Royal Charter, the Educational Institute of Scotland is liable to Corporation Tax on its investment income and realized gains on investments sold. As a trade union, relief is available in respect of provident benefits expenditure, as defined in law.

k) Deferred Taxation

Deferred tax is provided on all material reversing timing differences which arise from transactions reflected through the statement of comprehensive income including unrealised gains on investments and property carried at a valuation above carrying value on a historic cost basis.

l) Significant judgements and estimates

In preparing the financial statements, the Executive Committee of the Institute make estimates or assumptions which affect reported results, financial position and the disclosure of contingencies. Use of available information and the application of judgement are inherent in the formation of such estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances.

1 Accounting Policies (Continued)

In the Executive Committee's opinion, the main areas in which judgements and estimates are applied, which require to be disclosed for a proper understanding of these accounts are as follows.

- Heritable Property – the appropriateness of assumptions used by professional valuers and the assumption that property values have not materially changed between the dates of professional valuations and the balance sheet date.
- Defined Benefit Pension Arrangements – the appropriateness of actuarial assumptions used in calculating the scheme assets and liabilities.

2 Members' Dues

	2021	2020
	£	£
National Subscriptions	7,119,314	6,731,919
Local Association Subscriptions	920,863	866,915
Self Governing Association Subscriptions	64,030	62,256
Political Fund Contributions	65,083	68,181
	8,169,290	7,729,271

3 Investment Income

	2021	2020
	£	£
General Fund	558,549	925,065
Professional Fund	219,354	257,618
Political Fund	92,519	56,950
EIS ULA – Special Fund	8,632	10,289
Local Associations	6,046	1,352
	885,100	1,251,274

4 Other Income

	2021	2020
	£	£
Commissions Received	454	37,607
	454	37,607

5 Scottish Educational Journal

	2021	2020
	£	£
Design, paper and printing	54,550	46,726
Postage	101,970	84,045
Online costs	1,400	3,565
Less: Advertising and contributions	(883)	(2,828)
	157,037	131,508

6 International Relations

	2021	2020
	£	£
Affiliation fees	105,374	108,589
Other expenses	-	5,314
International aid (See note 25)	10,651	14,084
	116,025	127,987

7 Campaigns and Action

	2021	2020
	£	£
Salaries campaign 2019	-	259
Workload campaign	-	39,173
Self governing association costs	610	-
Strike pay/ hardship payments	102,466	26,908
	103,076	66,340

8 Other Organisation Expenses

	2021	2020
	£	£
Conferences – Education	-	-
Conferences – Equality	3,423	13
Conferences – FELA	245	-
Secretaries Meetings	-	3,165
Expenses of Delegates to Conferences	250	4,850
Training Courses for Elected Representatives	-	11,977
Miscellaneous Organisation Costs	88	1,077
	4,006	21,082

9 Staffing Costs

	2021	2020
	£	£
Officer Group - Salaries	1,719,980	1,721,378
Officer Group – National Insurance	222,613	222,315
Officer Group – Pension Costs	1,027,544	872,166
Staff Group - Salaries and Overtime	852,461	887,537
Staff Group – National Insurance	80,121	82,822
Staff Group – Pension Costs	442,266	363,000
Unfunded Pensions - Current Service Cost	27,000	28,000
Pension Scheme administration costs	64,000	78,000
Unfunded Pensions – Interest Cost	39,000	42,000
Pension Scheme – Interest Cost	53,000	23,000
Secondments	73,192	5,280
Expenses and Training	15,956	42,127
Travel and Vehicles	17,499	27,382
	4,634,632	4,395,007

The current service cost for the Superannuation Scheme of £1,425,000 (2020: £1,231,000), as disclosed in note 24, represents the pension costs of the Officer Group and the Staff Group disclosed above, less contributions of £5,035 (2020: £4,166) paid to a third party defined contribution scheme in respect of those employees not eligible for membership of the Superannuation Scheme.

10 Office and Property Costs

	2021	2020
	£	£
Office rent and rates	129,990	137,622
Office Insurance	6,411	6,346
Office Heat, Light and Cleaning	60,796	90,088
Building Repairs	52,220	12,944
Local Association property costs	64,162	77,365
Let property costs	5,596	10,208
	319,175	334,573

11 Information Technology Costs

	2021	2020
	£	£
Website Development and Licencing	13,341	17,589
Software Licencing and Maintenance Agreements	30,636	25,947
Development	-	6,881
IT Support Costs	69,282	69,053
Other IT costs	1,184	1,230
	114,443	120,700

12 Professional Services

	2021	2020
	£	£
Auditor's Remuneration	32,930	55,592
Accounting and Taxation Fees	4,551	5,106
Other Legal and Professional Fees	154,544	123,106
	192,025	183,804

13 Affiliation Fees, Research Grants, Subscriptions and Donations

	2021	2020
	£	£
Sponsorship of the Arts	37,050	34,100
Other Affiliations and Donations	51,527	56,424
Donations to EIS Benevolent Funds	162,814	124,319
	251,391	214,843

14 Gain/ (Loss) on Sale of Investments

	2021	2020
	£	£
Gain on sale of shares in EIS Financial Services	-	1,935,000
General Fund – Gain/(Loss) on sale of Listed Investments	188,144	(261,499)
Professional Fund – Gain/ (Loss) on sale of Listed Investments	509,663	(196,787)
Political Fund – Gain/ (Loss) on sale of Listed Investments	41,810	(81,847)
	739,617	1,394,867

15 Unrealised Gains in the Fair Value of Investments

	2021	2020
	£	£
General Fund	4,783,756	1,056,807
Professional Fund	5,098,685	3,110,623
Political Fund	464,860	95,775
Local Associations	101,618	19,162
	10,448,919	4,282,367

16 Taxation

	2021 £	2020 £
Corporation Tax		
UK Corporation tax at 19%	350	1,121
Overseas Tax		
Tax retained from overseas dividends	24,496	-
Deferred Tax		
Deferred tax on revalued investments	3,201,283	756,000
Deferred tax on revalued heritable property	(23,000)	(6,000)
Tax charge (credit) for the year	3,203,129	751,121

Reconciliation of tax charge	**2021** **£**	**2020** **£**
Surplus before taxation	11,840,600	6,352,869
Tax on surplus on ordinary activities at standard CT rate of 19%	2,249,714	1,241,245
Effect of:		
Income not chargeable to taxation and expenditure not deductible for tax purposes	394,468	(490,124)
Change in applicable rates for deferred taxation	558,947	-
	3,203,129	751,121

17 Tangible Fixed Assets

	Investment Property £	Heritable Property £	Furniture & Equipment £	Motor Vehicles £	Total £
Cost					
At 1 September 2020	800,000	5,201,824	1,214,653	277,538	7,494,015
Additions	-	-	82,802	-	82,802
Disposals	-	-	(69,899)	-	(69,899)
At 31 August 2021	800,000	5,201,824	1,227,556	277,538	7,506,918
Depreciation					
At 1 September 2020	-	22,125	855,271	161,633	1,039,029
Charge for the year	-	130,046	103,626	28,983	262,655
On disposals	-	-	(68,019)	-	(68,019)
At 31 August 2021	-	152,171	890,878	190,616	1,233,665
Net Book Value					
At 31 August 2021	800,000	5,049,653	336,678	86,922	6,273,253
At 31 August 2020	800,000	5,179,699	359,382	115,905	6,454,986

Investment Property represents an element of the value of the Institute's Edinburgh property, which comprises residential flats let to third parties. Under FRS102, the property is classed as a mixed-use property and is therefore required to be accounted for in this manner.

A valuation of the Institute's Edinburgh property was undertaken by J & E Shepherd, Chartered Surveyors of 3 Chester Street, Edinburgh on 7 January 2021 and valued the property at £5,100,000. The report was prepared on the basis of vacant possession and in accordance with RICS Global Standards 2020 incorporating IVSC International Valuation Standards. The revalued property is being depreciated over its remaining working life. The market value of the property at 31 August 2021 is not considered to be materially different to the market value in the January 2021 valuation.

The property at 6 Clairmont Gardens, Glasgow was valued by J & E Shepherd, Chartered Surveyors of Glasgow on 5 March 2019, following the completion of a refurbishment project. The report was prepared on the basis of vacant possession and in accordance with RICS Global Standards 2017 incorporating IVSC International Valuation Standards. The market value of the property at 31 August 2021 is not considered to be materially different to the market value in the 2019 valuation.

17 Tangible Fixed Assets (continued)

The property at 34 West George Street, Glasgow was valued by J & E Shepherd, Chartered Surveyors of Glasgow on 24 November 2017. The report was prepared on the basis of vacant possession and in accordance with RICS Global Standards 2017 incorporating IVSC International Valuation Standards. A previous valuation, also undertaken by J & E Shepherd, Glasgow on 25 June 2010 valued the property at £95,000, and the £40,000 increase in value was credited to the Revaluation Reserve. The market value of the property at 31 August 2021 is not considered to be materially different to the market value in the 2017 valuation.

The aggregate net book value of the heritable property on a historic cost basis at 31 August 2021 was £3,050,283 (2020 £3,110,472). Additional Depreciation charged in the year as a consequence of the Property Revaluation amounted to £69,857 (2020 £69,857) and this amount has been debited to the Revaluation Reserve and credited to the General Fund.

Furniture and Equipment includes assets with a net book value of £81,565 (2020 £87,439) which are held by Local Associations.

18 Investments

	2021	2020
	£	£
Listed Equity Shares at Market Value	34,229,246	26,933,595
Funds and Unit Trusts at Market Value	19,553,511	16,756,039
Other Investments at Cost	217,375	150,000
	54,000,132	43,839,634

a) Listed Equity Shares

	General Fund	Professional Fund	Political Fund	Total
	£	£	£	£
Opening valuation	15,418,032	9,502,880	2,012,683	26,933,595
Additions	1,111,520	810,266	255,523	2,177,309
Disposal Proceeds	(1,024,477)	(631,769)	(347,183)	(2,003,429)
Gain/ (Loss) on Disposal	188,144	82,392	41,810	312,346
Unrealised Gains/ (Losses)	3,711,481	2,633,084	464,860	6,809,425
Closing Valuation	19,404,700	12,396,853	2,427,693	34,229,246
Listed Equity Shares at Cost	10,893,817	5,860,463	1,804,262	18,558,442

18 Investments (continued)

b) Funds and Unit Trusts

	General Fund	Professional Fund	Local Associations	Total
	£	£	£	£
Opening valuation	7,536,729	8,683,173	536,137	16,756,039
Additions	80,762	36,846	5,443	123,051
Disposal Proceeds	-	(1,400,000)	-	(1,400,000)
Gain/ (Loss) on Disposal	-	427,271	-	427,271
Unrealised Gains/ (Losses)	1,078,217	2,467,815	101,118	3,647,150
Closing Valuation	8,695,708	10,215,105	642,698	19,553,511
Funds and Unit Trusts at Cost	6,485,762	5,548,039	411,493	12,445,294

c) Other Investments – Shares in Unity Trust Bank

	2021	2020
	£	£
Opening cost	150,000	150,000
Additions	67,375	-
	217,375	150,000

19 Debtors

	2021	2020
	£	£
Prepayments and Accrued Income	64,028	163,693
Sundry Debtors	942,032	939,692
	1,006,060	1,103,385

20 Cash at Bank and in Hand

	2021	2020
	£	£
General Fund	4,859,363	2,558,291
Professional Fund	696,120	903,789
Political Fund	264,681	178,735
Local Associations	2,994,149	2,759,499
Further Education Lecturers' Association	200	200
	8,814,513	6,400,514

21 CREDITORS: Amounts falling due within one year

	2021	2020
	£	£
Sundry creditors and accruals	625,213	802,292
Other Taxation and Social Security	-	89,394
Bank Loan (Note 22)	96,426	87,495
	721,639	979,181

22 CREDITORS: Amounts falling due after more than one year

	2021	2020
	£	£
Bank Loan	589,810	690,584

The Institute's bank loan from Unity Trust Bank is repayable in instalments ending in August 2028, is unsecured and bears interest at 2.5% over the Unity Trust Bank base rate.

The bank loan is repayable as follows:

	2021	2020
	£	£
Less than 1 year	96,426	87,495
1 – 2 years	99,111	93,882
2 - 5 years	314,205	297,627
After more than 5 years	176,494	299,075

23 Provisions for Liabilities and Charges

	2021	2020
	£	£
Unfunded Pension Arrangements	2,399,000	2,462,000
Deferred taxation	4,948,284	1,770,000
	7,347,284	4,232,000

The Educational Institute of Scotland operates an unfunded pension arrangement for certain former employees of the Institute. As the scheme is unfunded, there are no assets held outwith the Institute in order to finance the payment of future pensions and employer's payments during the year and the comparative year are equivalent to pensions paid.

The amounts noted above, therefore represent both the present value of the liabilities arising from the unfunded arrangement , and the net deficit at the balance sheet date.

23 Provisions for Liabilities and Charges (continued)

Financial assumptions and Life Expectancies in respect of Unfunded Pension Arrangements are consistent with those applied to the Funded Scheme which are set out in Note 24.

Analysis of changes in the value of the unfunded pension arrangements during the year.

	2021	2020
	£	£
Value of liabilities at start of year	2,462,000	2,463,000
Service cost	27,000	28,000
Interest cost	39,000	42,000
Actuarial (gains) / losses	(59,000)	(5,000)
Benefits paid	(70,000)	(66,000)
Value of liabilities at end of year	2,399,000	2,462,000

Amounts recognised in Income and Expenditure Account	£	£
Service cost	27,000	28,000
Interest cost	39,000	42,000
Net pension cost charged to Income & Expenditure Account	**66,000**	**70,000**

The provision for deferred tax represents:

	2021	2020
	£	£
On revaluation of heritable property	(81,600)	(58,000)
On revaluation of investments	5,029,884	1,940,000
Capital losses carried forward	-	(112,000)
	4,948,284	1,770,000

Deferred tax is provided for at the rate of Corporation Tax expected to be in force when timing differences will reverse of 25% (2020, 19%).

24 Employer's Pension Scheme

The Institute operates a final salary pension scheme, The Educational Institute of Scotland Superannuation Scheme for Officials and Staff. The scheme pays benefits to Institute employees based on their final salary and is open to new entrants.

The Scheme is administered by Trustees and is independent of the Institute's finances. Contributions are paid to the scheme in accordance with the Schedule of Contributions agreed between the Trustees and the Institute at each triennial actuarial valuation. The funding target is for the scheme to hold assets equal in value to the accrued benefits based on projected salaries. If there is a shortfall against the target, then the Institute and the Trustees will agree on deficit contributions to meet the deficit over a set period.

24 Employer's Pension Scheme (continued)

The most recent actuarial valuation of the Scheme was carried out as at 31 August 2020 and revealed a funding surplus of £6,940,000.

The actuarial valuations have been updated to 31 August 2021 by independent qualified actuaries in accordance with FRS 102. As required by FRS 102, the value of defined benefit liabilities has been measured using the projected unit method.

The key FRS102 assumptions used are set out below along with the fair value of the assets, a breakdown of the assets into the main asset classes, the present value of the FRS 102 liabilities and the deficit of assets below the FRS 102 liabilities (the net pension liability).

The principal assumptions used by the actuaries to calculate the present value of the Scheme's liabilities were:

Financial assumptions

	2021	2020
Discount Rate	1.7%pa	1.6%pa
Retail price inflation/Rate of increase of pensions in payment and deferred		
Pre 2030	3.4%pa	2.9%pa
Post 2030	2.9%pa	2.9%pa
Consumer prices inflation	2.9%pa	2.3%pa
Salary Increases	3.9%pa	3.3%pa
Rate of increases of pensions in payment Non- GMP		
Pre 2030	3.4%pa	2.9% pa
Post 2030	2.9%pa	2.9% pa
Rate of increases of pensions in payment Post 1988 GMP	2.4%pa	2.1% pa
Rate of increases for deferred pensioners		
Pre 2030	3.4%pa	2.9% pa
Post 2030	2.9%pa	2.9% pa

Life expectancies

	31 Aug 2021		31 Aug 2020	
	Male	**Female**	**Male**	**Female**
Member age 65 (current life expectancy)	23.3	24.9	23.3	24.8
Member age 45 (life expectancy at age 65)	24.8	26.6	24.8	26.5

24 Employer's Pension Scheme (continued)

The current allocation of the Scheme's assets is as follows:

Scheme assets are invested in a range of pooled investment vehicles, the underlying assets of which are as set out below.

	Market Value 2021 £000	% of total Scheme Assets 2021 %	Market Value 2020 £000	% of total Scheme Assets 2020 %
Asset class				
Equities	22,607	61%	19,538	63%
Gilts	7,588	21%	5,646	18%
Bonds	3,508	9%	2,988	9%
Property	3,318	9%	2,993	10%
Cash /Other	3	-	68	-
	37,024	100%	31,233	100%

Reconciliation to the Balance Sheet

	2021 £	2020 £
Market value of assets	37,024,000	31,233,000
Present value of liabilities	(37,644,000)	(34,182,000)
(Deficit)/ Surplus in the Scheme	**(620,000)**	**(2,949,000)**

Analysis of changes in the present value of the defined benefit obligation	**2021**	**2020**
	£	**£**
Value of liabilities at start of year	34,182,000	32,688,000
Service cost	1,425,000	1,231,000
Interest cost	552,000	561,000
Member contributions	206,000	202,000
Actuarial (gains) / losses	2,263,000	259,000
Benefits paid	(984,000)	(759,000)
Value of liabilities at end of year	37,644,000	34,182,000

Analysis of changes in the value of the Scheme assets	**2021**	**2020**
	£	**£**
Market value of assets at start of year	31,233,000	31,606,000
Return on scheme assets excluding interest income	5,434,000	(955,000)
Employer contributions	700,000	679,000
Member contributions	206,000	202,000
Interest Income	499,000	538,000
Administrative Costs	(64,000)	(78,000)
Benefits paid	(984,000)	(759,000)
Market value of scheme assets at end of year	37,024,000	31,233,000

24 Employer's Pension Scheme (continued)

The following amounts have been included within the operating surplus for the year under FRS102.

	2021	2020
	£	£
Current service cost	1,425,000	1,231,000
Running costs	64,000	78,000
Interest expense	53,000	23,000
Pension cost	1,542,000	1,332,000

The movement in the surplus/ (deficit) from 2020 to 2021 can be summarised as follows:

	2021	2020
	£'000	£'000
Opening (Deficit)/ Surplus	(2,949)	(1,082)
Current Service Cost	(1,425)	(1,231)
Interest / Net Return on Investments	5,381	(978)
Employer's Contributions	700	679
Administrative Costs	(64)	(78)
Actuarial Gains / (Losses) & Roundings	(2,263)	(259)
	(620)	(2,949)

25 Designated Reserves

	Professional Fund	Political Fund	Local Association Funds	EIS ULA General Fund	EIS ULA Special Fund	EIS FELA General Fund	International Aid Fund	Property Repair Fund	Total
	£	£	£	£	£	£	£	£	£
At 1 Sept 2020	19,292,148	2,919,470	3,414,539	42,623	280,156	8,893	490,822	61,478	26,510,129
Subscription income	-	65,084	920,863	14,341	-	49,684	-	-	1,049,972
Transfer to/from General Fund	-	-	-	(10,171)	-	(37,342)	35,600	75,000	63,087
Investment income	219,354	92,519	6,046	-	8,632	-	-	-	326,551
Donations	-	-	(75,461)	-	-	-	-	-	(75,461)
Other expenditure	(388,430)	(19,636)	(597,663)	(256)	(2,676)	(953)	(10,651)	(52,220)	(1,072,485)
	19,123,072	3,057,437	3,668,324	46,537	286,112	20,282	515,771	84,258	26,801,793
Realised & Unrealised gains/ (losses) on investments	5,608,348	506,670	101,618	-	-	-	-	-	6,216,636
Corporation tax	(9,975)		(350)						(10,325)
Deferred tax	(1,544,144)	(114,205)	-	-	-	-	-	-	(1,658,349)
At 31 Aug 2021	23,177,301	3,449,902	3,769,592	46,537	286,112	20,282	515,771	84,258	31,349,755

The Professional Fund includes £193,919 (2020: £255,124) which is designated as a Strike Hardship Fund. Movements on this sub-fund during the year comprised strike pay paid out in the year in respect of actions in the previous financial year.

25 Designated Reserves (continued)

The International Aid Fund receives an allocation from the General Funds on an annual basis equivalent to 0.5% of members' subscriptions.

Council, at its May meeting each year, in approving the Institute's planned expenditure of the forthcoming year, determines the contribution to be made to the Property Repair Fund in the following year. In May 2020, Council decided the contribution in respect of the year ending 31 August 2021 would be £75,000.

26 Reconciliation of Movement in Total Funds

	2021	2020
	£	£
General Fund surplus/ (deficit) for the year	7,027,845	2,754,229
Designated Funds surplus for the year	4,839,626	2,510,860
Net addition to/ (reduction in) funds	11,867,471	5,265,089
Opening Funds	48,947,754	43,682,665
Closing Funds	60,815,225	48,947,754

27 Analysis of Net Assets by Fund

	General Fund	Professional Fund	Political Fund	Local Association Funds	EIS ULA General Fund	EIS ULA Special Fund	EIS FELA General Fund	International Aid Fund	Property Repair Fund	Total
	£	£	£	£	£	£	£	£	£	£
Fixed Assets										
- **Tangible**	6,191,688	-	-	81,565	-	-	-	-	-	6,273,253
- **Investments**	28,317,783	22,611,959	2,427,692	642,698	-	-	-	-	-	54,000,132
Net Current Assets	765,503	3,175,304	1,159,838	3,045,329	46,537	286,112	20,282	515,771	84,258	9,098,934
Creditors: Amounts falling due after more than 1 year	(589,810)	-	-	-	-	-	-	-	-	(589,810)
Provisions for liabilities and charges	(4,599,694)	(2,609,962)	(137,628)	-	-	-	-	-	-	(7,347,284)
Pension liability	(620,000)	-	-	-	-	-	-	-	-	(620,000)
At 31 Aug 2021	29,465,470	23,177,301	3,449,902	3,769,592	46,537	286,112	20,282	515,771	84,258	60,815,225

28 Reconciliation of Surplus before Taxation to Net Cash Flow from Operating Activities

	2021	2020
	£	£
Surplus/ (Deficit) before taxation	11,840,600	6,532,869
Deduct investment income	(885,100)	(1,251,274)
	10,955,500	5,281,595
Charges/ (Credits) not Involving Cash Flows		
Depreciation	262,655	305,526
(Gain)/ loss on disposal of fixed assets	(2,629)	(3,729)
Revaluation of investment property	-	(40,000)
(Increase)/ Decrease in the market value of investments	(10,448,919)	(4,282,367)
(Gain)/ Loss on sale of investments	(739,617)	(1,394,867)
Interest on net pension scheme liabilities	92,000	65,000
Current and past pension service costs	1,452,000	1,259,000
Pension scheme running costs	64,000	78,000
Cash flow not recognised in the Income Statement		
Payments to the Pension Scheme	(770,000)	(745,000)
Movements in working capital		
Decrease/ (Increase) in debtors	97,325	(75,637)
(Decrease)/ Increase in creditors and deferred income	(266,473)	297,491
Net cash flow from (used in) operating activities	695,842	745,022

29 Net debt reconciliation

	2020	Cash flows	Other non-cash movements	2021
		£	£	£
Cash at bank and in hand	6,400,514	2,413,999	-	8,814,513
Bank loans < 1 year	(87,495)	87,495	(96,426)	(96,426)
Bank loans > 1 year	(690,584)	4,348	96,426	(589,810)
	5,622,435	2,505,842	-	8,128,277

30 Operating leases

The EIS is committed to the following payments under operating leases for property.

	2021 £	2020 £
Expiry:		
Within one year	21,675	25,887

Rentals paid during the year amounted to £60,476 (2020, £61,458).

31 Contingencies

As part of the representation of members, the EIS has entered into a number of legal cases where, in the event of the case being lost or discontinued, the institute may become liable for the legal costs and expenses (including irrecoverable VAT) in respect of its own legal advisers and those of the defenders. The conduct of such cases is kept under review by the Employment Relations committee and cases are discontinued where advice is received that a successful outcome is not probable.

As at 31 August 2021, there were three (2020, four) such legal cases outstanding and the contingent liability to the Institute had the cases been discontinued at that date or subsequently lost, was estimated to be £608,500 (2020: £264,000).

In the event that these cases are resolved in the EIS members' favour, it is estimated that legal fees already incurred by the Institute of approximately £450,000 would be recoverable from the defendants.

32 Related Party Transactions

(A) Key Management Remuneration

Key management personnel received remuneration in the year (including pension benefits) totalling £542,179 (2020 £528,283).

(B) Superannuation Scheme

In terms of FRS 102, the Institute and the EIS Superannuation Scheme for Officials and Staff are related parties and as such there is a requirement to disclose material transactions between them. A standard security over the Institute's property at 46-48 Moray Place, Edinburgh in favour of the Trustees was granted by the Institute on 30 April 1982 the purpose of which is to enable, in certain circumstances, the Trustees to meet the Scheme's liabilities should, at the time those liabilities become due, the Superannuation Fund be insufficient to meet those liabilities. The Standard Security originally granted on 30 April 1982 has been replaced by revised Standard Securities issued in July 2005 and March 2007. The Institute's contributions to the Scheme are shown in Notes 9 and 24.

32 Related Party Transactions (continued)

(C) EIS Financial Services Limited

The Institute and EIS Financial Services Limited were related parties and as such there is a requirement to disclose material transactions between them. Until 19 March 2020, the Institute owned shares in the company. The Board consisted of 5 Directors of which 3 were Institute appointments. The accounts of EIS Financial Services Ltd for the year to 31 December 2019 disclosed a profit of £231,865 after tax and shareholder funds of £616,119.

Transactions with EIS Financial Services during the prior year included:

- Rent of offices with the Institute's property at 6 Clairmont Gardens, Glasgow; and

- Advertising within the Scottish Educational Journal.

There was no balance due to or from EIS Financial Services Limited at 31 August 2021 or 31 August 2020.

The Institute by way of a joint venture agreement was entitled to receive commission from EIS Financial Services Ltd which, from June 1996, had been determined as 15% of the company's pre-tax net profit. During the prior year, commission of £37,667 was received in respect of the period ended 19 March 2020.

Additionally, in the prior year, the Institute received Dividends of £500,000.

(D) Educational Institute of Scotland Benevolent Funds

The Institute and its Benevolent Funds are related parties on the basis that the Trustees of the Benevolent Funds comprise the EIS itself, its elected officials and members of the Institute's Employment Relations Committee. As such there is a requirement to disclose material transactions between them.

During the year, the Institute and its Local Associations made donations of £180,414 (2020 £121,819) to the EIS Benevolent Funds.

The administrative costs of operating the Benevolent Fund are met by the Institute.

As at 31 August 2021 the Educational Institute of Scotland Benevolent Funds were due the Institute £31,814 (2020 £35,989).

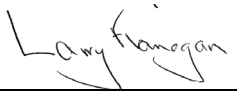
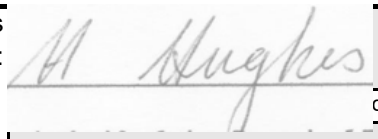
Accounting policies

(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:	
			d be stated)
Name:	Larry Flanagan	Name:	Heather Hughes
Date:	01 February 2022	Date:	01 February 2022

Checklist

(see notes 88 to 89)

(please tick as appropriate)

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

Checklist for auditor's report

(see notes 90 and 96)

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

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

Please explain in your report overleaf or attached.

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

a. kept proper accounting records with respect to its transactions and its assets and liabilities; and

b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

Please explain in your report overleaf or attached

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

In our opinion the financial statements:

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

Auditor's report (continued)

See attached signed audit report

Signature(s) of auditor or auditors:		
Name(s):	BDO LLP	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	Citypoint	
	65 Haymarket Terrace	
	Edinburgh	
Postcode	EH12 5HD	
Date	01-Feb-22	
Contact name for inquiries and telephone number:	Martin Gill +44 (0)131 347 0346	

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE EDUCATIONAL INSTITUTE OF SCOTLAND

Opinion on the financial statements

In our opinion the financial statements:

- give a true and fair view of the state of The Institute's affairs as at 31 August 2021 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

We have audited the financial statements of The Educational Institute of Scotland ("The Institute") for the year ended 31 August 2021 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

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 Institute 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 the 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 Institute'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 Executive Committee with respect to going concern are described in the relevant sections of this report.

Other information

The Executive Committee is responsible for the other information. The other information comprises the information included in the accounts 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 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.

Matters on which we are required to report by exception

In light of the knowledge and understanding of The Insitute and its environment obtained in the course of the audit, we have not identified material misstatements in the financial report.

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

- proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us, in accordance with the requirements; or
- the Institute has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; 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.

Responsibilities of the Executive Committee

As explained more fully in the Statement of the Executive Committee's Responsibilities, The Executive Committee are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as The Executive Committee 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, the Executive Committee is responsible for assessing The Institute'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 Executive Committee either intend to liquidate The Institute 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.

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:

- enquiring of Executive Members, and where appropriate, management as to whether:
    - the Institute is in compliance with laws and regulations that have a material effect on the financial statements;
    - they have any knowledge of any actual, suspected or alleged fraud;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the rationale of any significant transactions that are unusual or outside the normal course of business;
- reading minutes of Council meetings and reviewing correspondence with regulatory bodies and reviewing documentation for indications of non-compliance with laws and regulations;
- performing analytical procedures to identify unusual or unexpected relationships that may indicate risks of material misstatement due to fraud. Areas of identified risk are then tested substantively;
- assessing whether the accounting policies, treatments and presentation adopted in the financial statements is in accordance with applicable laws and regulations and whether there are instances of potential bias in areas with significant degrees of judgement such as revenue recognition;
- vouching balances and reconciling items in management's key control account reconciliations to supporting documentation as at 31 August 2021; and
- carrying out detailed testing, on a sample basis, of material transactions, financial statement categories and balances to appropriate documentary evidence to verify the completeness, existence and accuracy of the reported financial statements.

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 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 Educational Institute of Scotland, as a body, in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to The Institute'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 Institute and The Institute's members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:
BDO LLP
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BDO LLP, statutory auditor
Edinburgh, UK
Date 01 February 2022

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

Membership audit certificate

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

(See notes 97 to 103)

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

Yes

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

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

Membership audit certificate

Section one

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

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

Yes

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

Yes

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

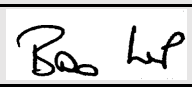
(a) set out below the assurer's reasons for stating that

(b) provide a description of the information or explanation requested or required which has not been obtained

(c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act

(d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

Membership audit certificate (continued)

Signature of assurer	
Name	BDO LLP
Address	Citypoint 65 Haymarket Terrace Edinburgh EH12 5HD
Date	01-Feb-22
Contact name and telephone number	Martin Gill +44(0)131 347 0346

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 asis 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	