EQUALITY FOR WORKERS UNION

EXECUTIVE COMMITTEE'S REPORT & FINANCIAL STATEMENTS

31 DECEMBER 2024

ArmstrongWatson®
Accountants, Business & Financial Advisers

EQUALITY FOR WORKERS UNION

UNION INFORMATION

Officers	I Rehman (Chair) M Muqit (General secretary) C Simo (resigned 12 August 2024) A Mushtaq (appointed 4 October 2024)
Registered number	823T (England and Wales)
Registered office	HEART Bennett Road Leeds LS6 3HN
Independent auditors	Armstrong Watson Audit Limited Chartered Accountants & Statutory Auditors Third Floor 10 South Parade Leeds LS1 5QS

EQUALITY FOR WORKERS UNION

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EXECUTIVE COMMITTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

The officers present their report and the financial statements for the year ended 31 December 2024.

Officers responsibilities statement

The officers are responsible for preparing the Executive Committees' Report and the financial statements in accordance with applicable law and regulations.

The officers have elected to prepare the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 ‘The Financial Reporting Standard applicable in the UK and Republic of Ireland'. The officers must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Union and of the profit or loss of the Union for that period.

In preparing these financial statements, the officers are required to:

- select suitable accounting policies for the Union's financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Union will continue in business.

The officers are responsible for keeping adequate accounting records that are sufficient to show and explain the Union's transactions and disclose with reasonable accuracy at any time the financial position of the Union and to enable them to ensure that the financial statements comply with the applicable legislation. They are also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Executive Committee

The officers who served during the year were:

I Rehman (Chair)
M Muqit (General secretary)
C Simo (resigned 12 August 2024)
A Mushtaq (appointed 4 October 2024)

Disclosure of information to auditors

Each of the persons who are officers at the time when this Executive Committees' Report is approved has confirmed that:

- so far as the officers is aware, there is no relevant audit information of which the Union's auditors are unaware, and
- the officers has taken all the steps that ought to have been taken as a in order to be aware of any relevant audit information and to establish that the Union's auditors are aware of that information.

Auditors

The auditors, Armstrong Watson Audit Limited, will be proposed for reappointment at the forthcoming Annual General Meeting.

EXECUTIVE COMMITTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

This report was approved by the board and signed on its behalf.

mizanulmuqit

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M Muqit
General Secretary

Date: 23/05/2025

INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS OF EQUALITY FOR WORKERS UNION

Opinion

We have audited the financial statements of Equality For Workers Union (the 'Union') for the year ended 31 December 2024, which comprise the Statement of Comprehensive Income, the Statement of Financial Position and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 ‘The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 Executive Committees' 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 Executive Committee with respect to going concern are described in the relevant sections of this report.

INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS OF EQUALITY FOR WORKERS UNION (CONTINUED)

Other information

The Executive Committee are responsible for the other information. The other information comprises the information included in the Executive Committee's Report, other than the financial statements and our Auditors' 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.

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

We have nothing to report in this regard.

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Executive Committees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Executive Committees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the Executive Committees' Report.

We have nothing to report in respect of the following matters to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires 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 union 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 Executive Committees' Responsibilities Statement set out on page 1, 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 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 Executive Committee are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Executive Committee either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS OF EQUALITY FOR WORKERS UNION (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

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

We obtained an understanding of laws and regulations that affect the company, focusing on those that had a direct effect on the financial statements or that had a fundamental effect on its operations. Key laws and regulations that we identified included the Trade Union and Labour Relations (Consolidation) Act 1992, tax legislation and occupational health and employment legislation.

- We enquired of the directors, reviewed correspondence with HMRC and reviewed director meeting minutes for evidence of non compliance with relevant laws and regulations. We also reviewed controls the directors have in place to ensure compliance.
- We gained an understanding of the controls that the directors have in place to prevent and detect fraud. We enquired of the directors about any incidences of fraud that had taken place during the accounting period.
- The risk of fraud and non compliance with laws and regulations and fraud was discussed within the audit team and tests were planned and performed to address these risks. We identified the potential for fraud in the following areas: revenue recognition.
- We reviewed financial statements disclosures and tested to supporting documentation to assess compliance with relevant laws and regulations discussed above.
- We enquired of the directors and third party advisors about actual and potential litigation and claims.
- We performed analytical procedures to identify any unusual or unexpected relationships that might indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud due to management override of internal controls we tested the appropriateness of journal entries and assessed whether the judgements made in making accounting estimates were indicative of a potential bias.

Due 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. For example, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing fraud or non-compliance with laws and regulations and cannot be expected to detect all fraud and non-compliance with laws and regulations.

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

INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS OF EQUALITY FOR WORKERS UNION (CONTINUED)

Use of our report

This report is made solely to the Union's members in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. 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 Auditors' 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 for our audit work, for this report, or for the opinions we have formed.



Steven Williams (Senior Statutory Auditor)
for and on behalf of

Armstrong Watson Audit Limited

Chartered Accountants & Statutory Auditors

Leeds
Date: 24/05/2025

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	2024 £	2023 £
Turnover		**316,136**	282,292
Administrative expenses		**(232,537)**	(230,183)
Operating surplus	3	**83,599**	52,109
Surplus before taxation		**83,599**	52,109
Tax on surplus		**-**	-
Surplus for the financial year		**83,599**	52,109

There were no recognised gains and losses for 2024 or 2023 other than those included in the statement of comprehensive income.

There was no other comprehensive income for 2024 (2023:£NIL).

The notes on pages 9 to 12 form part of these financial statements.

EQUALITY FOR WORKERS UNION
REGISTERED NUMBER: 823T (ENGLAND AND WALES)

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2024

	Note		2024 £		2023 £
Fixed assets					
Tangible assets	5		**875**		1,721
			875		1,721
Current assets					
Debtors: amounts falling due within one year	6	**-**		4,988	
Bank and cash balances		**357,352**		263,798	
		357,352		268,786	
Creditors: amounts falling due within one year	7	**(31,423)**		(27,302)	
Net current assets			**325,929**		241,484
Total assets less current liabilities			**326,804**		243,205
Net assets			**326,804**		243,205
Capital and reserves					
Income and expenditure account	8		**326,804**		243,205
			326,804		243,205

The financial statements have been prepared in accordance with the provisions of FRS 102 Section 1A – Small Entities.

The financial statements were approved and authorised for issue by the board and were signed on its behalf by:

mizanulmuqit
mizanulmuqit (May 23, 2025 21:09 GMT+1)

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M Muqit
General Secretary

Date: 23/05/2025

The notes on pages 9 to 12 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. General information

The entity is a trade union registered in England and Wales. The union's registered number and registered office address can be found on the Union Information page.

These financial statements have been presented in Pound Sterling as this is the currency of the primary economic environment in which the union operates.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Section 1A of Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland.

The following principle accounting policies have been applied:

2.2 Going concern

The Executive Committee have prepared the financial statements on a going concern basis. The Executive Committee note that the impact of the cost of living crisis could lead to lost members or equally an increase in members as employees seek representation as the economy potentially restricts. Despite these issues, the entity remains cash positive and therefore its accounts have been prepared on a going concern basis.

2.3 Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Union and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

- the amount of revenue can be measured reliably;
- it is probable that the Union will receive the consideration due under the subscription.

Revenue from subscriptions is recognised in the period in which the subscription is due from the member.

2.4 Pensions

Defined contribution pension plan

The Union operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Union pays fixed contributions into a separate entity. Once the contributions have been paid the Union has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of Financial Position. The assets of the plan are held separately from the Union in independently administered funds.

2.5 Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. Accounting policies (continued)

2.5 Tangible fixed assets (continued)

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Plant and machinery	-	33% straight line
Motor vehicles	-	33% straight line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in profit or loss.

2.6 Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.7 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

2.8 Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.9 Taxation

The trade union is taking advantage of the corporation tax exemption available for trade unions.

3. Operating surplus/(deficit)

The operating surplus/(deficit) is stated after charging:

	2024	2023
	£	£
Depreciation	**39**	543
Other operating lease rentals	**801**	578

4. Employees

The average monthly number of employees, including officers, during the year was 4 (2023 - 4).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

5. Tangible fixed assets

	Plant and machinery £	Motor vehicles £	Total £
Cost or valuation			
At 1 January 2024	**5,211**	**2,360**	**7,571**
Disposals	**(1,190)**	**-**	**(1,190)**
At 31 December 2024	**4,021**	**2,360**	**6,381**
Depreciation			
At 1 January 2024	**3,490**	**2,360**	**5,850**
Charge for the year on owned assets	**846**	**-**	**846**
Disposals	**(1,190)**	**-**	**(1,190)**
At 31 December 2024	**3,146**	**2,360**	**5,506**
Net book value			
At 31 December 2024	**875**	**-**	**875**
At 31 December 2023	1,721	-	1,721

6. Debtors

	2024 £	2023 £
Trade debtors	**-**	635
Other debtors	**-**	4,353
	-	4,988

7. Creditors: Amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	**31,423**	27,302
	31,423	27,302

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

8. Reserves

	Income and expenditure account £
At 1 January 2023	**243,205**
Surplus/(deficit) for the year	**83,599**
At 31 December 2023	**326,804**

9. Related party transactions

There company made an interest free loan of £9,500 to one of its officers in a previous accounting year and this loan was fully repaid in the year ended 31 December 2024 (2023: £4,354).

10. Controlling party

The activities of the Union are controlled by the Executive Committee. There is no ultimate controlling party.

Irregularity statement

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of the rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice.