Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	AHDS
Year ended:	30 June 2026
List no:	
Head or Main Office address:	7 Constitution Street
	Inverurie
	Aberdeenshire
Postcode	AB51 4SQ
Website address (if available)	www.ahds.org.uk
Has the address changed during the year to which the return relates?	Yes [ ] No [X] ('X' in appropriate box)
General Secretary:	Greg Dempster
Email Address:	Greg Dempster
Telephone Number:	03331 210051
Contact name for queries regarding the completion of this return	Greg Dempster
Telephone Number:	03331 210051
E-mail:	info@ahds.gov.uk

Please follow the guidance notes in the completion of this return

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

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

returns@certoffice.org

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Return of Members

(see notes 9 to 10)

	Number of members at the end of the year				
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	**Totals**
	2,941				2,941
Total	2,941				A 2,941

Number of members at end of year contributing to the General Fund	2,941
Number of members included in totals box 'A' above for whom no home or authorised address is held:	None

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return (see note 11)

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
ASN Rep	Joanne Bastow	Fiona Dunlop	19 November 2025
Primary Rep	Grant Gillies	Paul Barrowman	19 November 2025
Executive Member	Fiona Dunlop	Natalie Beattie	19 November 2025
PT Rep	Natalie Beattie	Gordon Wilson-Miles	19 November 2025

State whether the union is:

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

If yes, state the name of that other union:

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

If yes, state the number of affiliated unions:

and names:

Officers in post

(see note 11)

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

Name of Officer	Position Held	Date Elected
Jonathan Cunningham	President	November 2024
Tim Wallace	Vice President	Nov '25
Dr Bernadette Casey	Past President	Nov '24
Fiona Dunlop	ASN Sector rep	Nov '25
Kathryn Dalrymple	DHT rep	Nov '25
Garry Graham	Diversity & Equalities rep	Nov '25
Alison Forbes	ELC rep	Nov '25
Paul Barrowman	Primary rep	Nov '25
Gordon Wilson-Miles	PT rep	Nov '25
Natalie Beattie	Executive member	Nov '25
Karen Emmett	Executive member	Nov '25
Greg Dempster	General Secretary	November 2021

General Fund

(see notes 12 to 17)

	£	£
Income		
From Members: Contributions and Subscriptions		800,565
From Members: Other income from members (specify)		
Training courses		14,035
Annual conference		49,334
Total other income from members		63,369
Total of all income from members		863,934
Investment income (as at page 15)		10,812
Other Income		
Income from Federations and other bodies (as at page 6)		
Income from any other sources (as at page 6)	79,269	
Total of other income (as at page 6)		79,269
Total income		954,015
Interfund Transfers IN		
Expenditure		
Benefits to members (as at page 7)		344,077
Administrative expenses (as at page 13)		546,746
Federation and other bodies (specify)		
Total expenditure Federation and other bodies		
Taxation		12,230
Total expenditure		903,053
Interfund Transfers OUT		
Surplus (deficit) for year		50,962
Amount of general fund at beginning of year		790,982
Amount of general fund at end of year		841,944

Analysis of income from federation and other bodies and other income

(see notes 18 and 19)

Description	£
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
Sponsorship	16,658
Advertising	4,657
Commission	206
Unrealised (gain) on fixed asset investments	57,748
Total other sources	**79,269**
Total of all other income	**79,269**

Analysis of benefit expenditure shown at the General Fund

(see notes 20 to 22)

	£		£
Representation –		**brought forward**	344,077
Employment Related Issues		Advisory Services	
Legal fees	68,151		
Area officers' salaries	210,315		
Area officers' support expenses	10,649		
Representation –		Other Cash Payments	
Non Employment Related Issues			
Insurance	7,523		
Members' wellbeing	5,501		
		Education and Training services	
Communications			
Members' magazine (including postage)	22,508		
Diaries & notebooks	11,170		
Website development	8,260		
		Negotiated Discount Services	
Dispute Benefits			
		Other Benefits and Grants (specify)	
carried forward	344,077	**Total (should agree with figure in General Fund)**	344,077

(See notes 20 and 22)

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

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

(See notes 20 and 22)

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

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

(See notes 20 and 22)

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

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

(See notes 20 and 22)

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

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

Political fund account

(see notes 23 to 26) £ £

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

Income

Members contributions and levies			
Investment income (as at page 15)			
Other income (specify)			
Total other income as specified			
Total income			

Political expenditure	
Non-political expenditure	
Total expenditure	
Surplus (deficit) for year	
Amount of political fund at beginning of year	
Amount of political fund at the end of year (as Balance Sheet)	
Number of members at end of year contributing to the political fund	
Number of members at end of the year not contributing to the political fund	
Number of members at end of year who have completed an exemption notice and do not contribute to the political fund	

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

Income

Contributions and levies collected from members on behalf of central political fund			
Funds received back from central political fund			
Other income (specify)			
Total other income as specified			
Total income			

Expenditure

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

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

(see notes 27 and 28)

		£
Administrative Expenses		
Remuneration and expenses of staff		329,324
Salaries and Wages included in above	202,594	
Auditors' fees		8,445
Legal and Professional fees		
Occupancy costs		9,330
Stationery, printing, postage, telephone, etc.		16,480
Expenses of Executive Committee (Head Office)		36,244
Expenses of conferences		54,585
Other administrative expenses (specify)		
Training costs		19,539
Public relations		13,728
ESHA membership and expenses		10,763
Office expenses		2,689
Insurance and sundry		11,731
Grants awarded		17,196
IT support		5,060
Investment management fees		7,844
Other Outgoings		
Depreciation		3,469
Bad debts		319
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
	Total	546,746
Charged to:	General Fund (Page 3)	546,746
	Total	546,746

Analysis of officials' salaries and benefits

(see notes 29 to 39 below)

Office held	Gross Salary	Employers N.I. contributions	Benefits			Total
			Pension Contributions	Other Benefits		
				Description	Value	
	£	£	£		£	£
ADMINISTRATIVE EXPENSES:						
HONORARIA:						
President	6,522	228	nil	n/a	nil	6,750
Vice President	2,154	nil	nil	n/a	nil	2,154
National executive members	18,588	405	nil	n/a	nil	18,993
SALARIES:						
General Secretary	88,939	12,590	35,537	Life Assurance	598	137,664
Deputy General Secretary	56,119	7,792	14,591	Life Assurance	61	78,563
Office Manager	42,580	5,696	nil	Life Assurance	174	48,450
Office Assistant	11,411	961	nil	n/a	nil	12,372
Presidential payments	3,545	nil	nil	n/a		3,545
BENEFITS TO MEMBERS:						
Area officers' salaries	210,315	26,588	4,745	n/a	nil	241,648
Employers allowance		-10,500				-10,500
TOTAL	440,173	43,760	54,873		833	539,639

Analysis of investment income

(see notes 40and 41)

	Political Fund £		Other Fund(s) £
Rent from land and buildings			
Dividends (gross) from:			
Equities (e.g. shares)			5,519
Interest (gross) from:			
Government securities (Gilts)			1,580
Mortgages			
Local Authority Bonds			
Bank and Building Societies			1,216
Other investment income (specify)			
UK Unit Trusts			1,131
Overseas Unit Trusts			1,366
			10,812

Total investment income	10,812

Credited to:

General Fund (Page 3)	10,812
Political Fund	
Total Investment Funds	10,812

Balance sheet as at 30 June 2026

(see notes 42 to 46)

Previous Year		£	£
4,496	Fixed Assets (at page 17)		8,065
555,665	Investments (as per analysis on page 18)		
	Quoted (Market value £ ( )		840,705
	Unquoted		
	Total Investments		840,705
	Other Assets		
	Loans to other trade unions		
11,014	Sundry debtors		7,411
266,515	Cash at bank and in hand		64,526
24	Income tax to be recovered		
	Stocks of goods		
	Others (specify)		
19,185	Prepayments		19,037
	Total of other assets		90,974
856,899		**Total assets**	939,744
790,982	General fund (page 5)		841,944
	Political Fund Account		
	Liabilities		
	Amount held on behalf of central trade union political fund		
£31,683	Accrued expenses		42,897
£5,960	Receipts in advance		12,385
£9,790	Tax payable		16,489
£7,908	Other creditors		4,045
£10,576	Deferred tax provision		21,984
		Total liabilities	97,800
£856,899		**Total assets**	939,744

Fixed assets account

(see notes 47 to 51)

	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			17,243			17,243
Additions			7,038			7,038
Disposals			-5,238			-5,238
Revaluation/Transfers						
At end of year			19,043			19,043
Accumulated Depreciation						
At start of year			12,747			12,747
Charges for year			3,469			3,469
Disposals			-5,238			-5,238
Revaluation/Transfers						
At end of year			10,978			10,978
Net book value at end of year			8,065			8,065
Net book value at end of previous year			4,496			4,496

Analysis of investments

(see notes 52 and 53)

		All Funds Except Political Funds £	Political Fund £
Quoted			
	Equities (e.g. Shares)		
	Evelyn Partners Investments portfolio value at 30.06.26	840,705	
	Government Securities (Gilts)		
	Other quoted securities (to be specified)		
	Total quoted (as Balance Sheet)	840,705	
	Market Value of Quoted Investment		
Unquoted	Equities		
	Government Securities (Gilts)		
	Mortgages		
	Bank and Building Societies		
	Other unquoted investments (to be specified)		
	Total unquoted (as Balance Sheet)		
	Market Value of Unquoted Investments		

Analysis of investment income (controlling interests)

(see notes 54 and 55)

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

Yes	No
	X

If YES name the relevant companies**:**

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

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

Yes	No

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

Company name	Names of shareholders

Summary sheet

(see notes 56 to 64)

	All funds except Political Funds	Political Funds £	Total Funds £
Income			
From Members	863,934		863,934
From Investments	10,812		10,812
Other Income (including increases by revaluation of assets)	79,269		79,269
Total Income	954,015		954,015
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	903,053		903,053
Funds at beginning of year (including reserves)	790,982		790,982
Funds at end of year (including reserves)	841,944		841,944

Assets		
	Fixed Assets	8,065
	Investment Assets	840,705
	Other Assets	90,974
	Total Assets	939,744
Liabilities	**Total Liabilities**	97,800
Net Assets (Total Assets less Total Liabilities)		841,944

Summary sheet

(see notes 56 to 67)

	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	
Total Liabilities	

Liabilities

Net Assets (Total Assets less Total Liabilities)

Notes to the accounts

(see notes 65 and 66)

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

All notes to the accounts are attached as pdf documents

Accounting policies

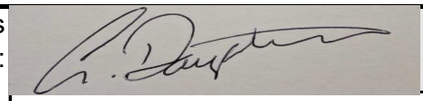
(see note 67 - 68)

Accounting policies are attached as pdf documents

Signatures to the annual return

(see notes 69 - 70)

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

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Greg Dempster	Name:	Jonathan Cunningham
Date:	14 October 2026	Date:	14 October 2026

Checklist

(see note 71)

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 72 to 77)

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)

We have examined the information on pages 3 to 24 of form AR21 for the year ended 30 June 2026, which has been prepared from the audited accounts of the Association of Head Teachers and Deputes in Scotland for the same year.

In our opinion the accounts of the Association give a true and fair view of the state of the Association's affairs at 30 June 2026 and of its surplus for the year then ended and form AR21 has been properly prepared from these audited accounts.

A copy of the report to the members of the Association is attached as a pdf with this form AR21.

Signature(s) of auditor or auditors:		
Name(s):	BROWN, SCOTT & MAIN	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS & STATUTORY AUDITOR	
Address(es):	31 TOWNSEND PLACE	
	KIRKCALDY	
	FIFE	
Postcode	KY1 1HB	
Date		
Contact name for inquiries and telephone number:	A W MAIN 0131 668 1933	

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

Auditor's report (continued)

We have examined the information on pages 3 to 24 of form AR21 for the year ended 30 June 2026, which has been prepared from the audited accounts of the Association of Head Teachers and Deputes in Scotland for the same year.

In our opinion the accounts of the Association give a true and fair view of the state of the Association's affairs at 30 June 2026 and of its surplus for the year then ended and form AR21 has been properly prepared from these audited accounts.

A copy of the report to the members of the Association is attached as a pdf with this form AR21.

Signature(s) of auditor or auditors:	Brown, Scott & Main	
Name(s):	BROWN, SCOTT & MAIN	
Profession(s) or Calling(s):	CHARTERED ACCOUNTANTS & STATUTORY AUDITOR	
Address(es):	31 TOWNSEND PLACE	
	KIRKCALDY	
	FIFE	
Postcode	KY1 1HB	
Date	6 OCTOBER 2026	
Contact name for inquiries and telephone number:	A W MAIN 0131 668 1933	

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 ASSOCIATION OF HEAD TEACHERS AND DEPUTES IN SCOTLAND (AHDS)

OPINION

We have audited the financial statements of AHDS for the year ended 30 June 2026, which comprise the Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, 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 Association's affairs at 30 June 2026, of its surplus for the year then ended and of the matters to which they relate;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of sections 28 to 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the members of the executive's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the members of the executive have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Association's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

- proper accounting records have not been kept;
- a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained; or
- the financial statements are not in agreement with the accounting records or returns.

RESPONSIBILITIES OF THE EXECUTIVE AND COUNCIL

As described in the Statement of Executive and Council's Responsibilities, the Executive and Council 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 its members 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, its members are responsible for assessing the Association'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 its members intend 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.

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 identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our experience of the Trade Union and Labour Relations sector and through discussion with the General Secretary (as required by auditing standards);
- we had regard to laws and regulations in areas that directly affect the financial statements including sections 28 to 36 of the Trade Union and Labour Relations (Consolidation) Act 1992;
- we communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

We addressed the risk of fraud through management override of controls, by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates were indicative of a potential bias; and evaluating the rationale of any significant transactions that were unusual or outside the normal activities of the Association and remained alert to the possibility of related party transactions.

There are inherent limitations in the audit procedures described above and the further removed the laws and regulations are from the events and transactions reflected in the financial statements, the less likely we would become aware of non-compliance. Also, 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 or intentional misrepresentation, or through collusion.

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

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. We also report to you if, in our opinion, the Association has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding officers' remuneration and transactions with the Association is not disclosed.

USE OF OUR REPORT

This report is made solely to the Association's members, as a body, in accordance with Section 33 of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Association'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 Association, and the Association's members, as a body, for our audit work, for this report, or for the opinions we have formed.

BROWN, SCOTT & MAIN
Chartered Accountants and Statutory Auditor
Kirkcaldy
6 October 2026

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2026

1 STATUTORY INFORMATION

AHDS is an unincorporated Association comprising Headteachers, Depute Headteachers and Principal Teachers from nursery, primary and Additional Support Needs schools in Scotland and is registered as a trade union. AHDS works in partnership with the Scottish Government, local authorities and other agencies in Scotland to represent the interests of its membership in the development of educational policy and practice. It also organises a programme of training and events targeted specifically at school leaders. Its principal office is located at Constitution Street, Inverurie.

2 ACCOUNTING POLICIES

Basis of accounting
These financial statements have been prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 and with the provisions of Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The financial statements have been prepared under the historical cost convention modified to include the valuation of investments at fair value and are presented in pounds sterling.

Financial instruments
Basic financial instruments are recognised at amortised cost and comprise debtors and prepayments, bank and cash and creditors and accruals.

Income and expenditure
Income, other than subscriptions, and expenditure have been accounted for on an accruals basis. Expenditure is set out to identify expenditure between direct costs which includes events; benefits to members which is split by representation, professional fees and communications; and administrative expenses. Grants awarded are recognized in the period to which they relate. Subscription income, which is recorded on a receipts basis is stated net of VAT and administration fees where applicable. Income received in advance of events is included in receipts in advance under current liabilities and payments made in advance of events are included in prepayments under current assets.

Tangible Fixed Assets
Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Depreciation is charged so as to write off the cost less residual value of assets over their useful lives. Depreciation on office equipment and office furniture is charged at 20% per annum on a straight line basis.

Fixed Asset Investments
Fixed asset investments comprise funds in a diversified portfolio of quoted securities, which is managed by a professional fund manager and whose values are included at fair value at the reporting date. Any gain or loss on valuation over the year is included in the income and expenditure account as an unrealised gain or loss as applicable.

Impairment of assets
At each reporting date fixed assets are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset is estimated and compared with its carrying amount. If the estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in income or expenditure.
If an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but not in excess of the amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately in income or expenditure.

2 ACCOUNTING POLICIES (continued)

Taxation
The tax expense for the period comprises current and deferred tax. Tax is recognised in the income and expenditure account and is payable on investment income and gains, calculated on the basis of the current tax rates and laws that have been enacted or substantively enacted by the reporting date.

Deferred tax is calculated on unrealised investment gains, included in the income and expenditure account and is measured using the tax rates and laws that have been enacted or substantively enacted by the reporting date.

Leases
Leases which substantially confer the right of ownership to the lessee are capitalised as fixed assets in the balance sheet with the corresponding liability included in creditors. Depreciation is charged to the income and expenditure account over the life of the lease. Other operating lease costs are charged to the income and expenditure account as incurred.

Pensions
The Association contributes to three defined contribution pension schemes for the benefit of its employees. Currently seven employees (2025 five) are participating in these schemes, the General Secretary, the Deputy General Secretary and five area officers. The schemes' assets are held and administered separately by insurance companies. The charge in the income and expenditure account reflects the amount payable for the accounting year.

Going concern
The Executive has considered the Association's financial position and is satisfied that it has sufficient resources and a sufficiently strong cashflow from its members' annual subscriptions to be able to meet its expenditure and to be able to continue for the foreseeable future. Consequently, these accounts have been prepared on the going concern basis.

3 OTHER INCOME

	2026	2025
	£	£
Training income		
Course fees	-	-
	-	-
Conferences		
Annual conference	49,334	46,740
Day conferences	14,035	11,328
	63,369	58,068
Other income		
Sponsorship	16,658	13,261
Interest received	5,293	5,525
Dividends received	5,519	4,990
Advertising revenue	4,657	3,881
Commission & sundry	206	956
	32,333	28,613
Total other income	£ 95,702	£ 86,681

4 DIRECT COSTS

	Note	2026 £	2025 £
Training costs		19,539	12,794
Annual conference		54,585	54,302
		£ 74,124	£ 67,096

Training costs represent training provided to members, training courses and events attended by the Associations' representatives, sectoral meetings, and all other associated training costs.

5 BENEFITS TO MEMBERS

Representation			
Legal fees		68,151	52,971
Area officers' salaries	7	210,315	169,965
Area officers' support expenses		10,649	10,320
Electoral expenses		-	1,473
		289,115	234,729
Professional fees			
Insurance		7,523	7,395
Members' wellbeing		5,501	13,324
		13,024	20,719
Communications			
Members' magazine		22,508	18,753
Diaries and notebooks		11,170	8,996
Website development		8,260	516
		41,938	28,265
Total benefits to members		£ 344,077	£ 283,713

6 ADMINISTRATIVE EXPENSES

Honoraria	7	27,264	26,955
Salaries	7	202,594	146,694
Other employment costs	7	99,466	54,248
ESHA membership and expenses		10,763	4,579
Investment management fees		7,844	6,633
Audit and accountancy fees		8,445	8,026
Printing and stationery		9,859	1,279
IT support		5,060	3,136
Communications		6,621	4,225
Executive and Council		36,244	35,805
Public relations		13,728	13,530
Office rent and expenses		12,019	12,506
Insurance		8,559	8,036
Trade Union levy		-	6,284
Grants		17,196	18,474
Depreciation		3,469	2,482
Bad debts		319	-
Sundry		3,172	1,154
		£ 472,622	£ 354,046

7 EMPLOYMENT COSTS AND HONORARIA

	2026	2025
	£	£
Employment costs comprise:		
Benefits to members:		
Area officers' salaries	210,315	169,965
Administrative expenses:		
Salaries	202,594	146,694
Social security costs	43,760	23,551
Pension costs	55,706	30,697
	£ 512,375	£ 370,907

There were 3 (2025 – 2) full-time employees and 1 (2025 – 1) part time employee during the year as well as 6 (2025 – 6) area support officers of whom 1 also served as professional advice officer (2025 - 1). Salaries includes £3,545 (2025 £1,502) paid to the past president for administrative services.

Honoraria comprise:		
President	6,522	6,262
National Executive members	20,742	20,693
	£ 27,264	£ 26,955

In November 2025 11 National Executive members (2024 - 12), 5 Area officers (2024 - 4), 1 Professional Advice officer (2024 - 1) and 4 staff members (2024 - 3) attended the Annual Conference free of charge.

8 TAXATION

	£	£
Corporation tax	822	172
Deferred tax	11,408	4,037
	£ 12,230	£ 4,209

The Association is an unincorporated mutual association but is liable to corporation tax on interest received, investment gains and on profits from non-mutual activities.

9 TANGIBLE FIXED ASSETS

	Office Equipment	Office Furniture	Total
	£	£	£
Cost			
At 1 July 2025	14,106	3,137	17,243
Additions	7,038	-	7,038
Disposals	(5,238)	-	(5,238)
At 30 June 2026	15,906	3,137	19,043
Depreciation			
At 1 July 2025	9,741	3,006	12,747
Charge for year	3,351	118	3,469
Disposals	(5,238)	-	(5,238)
At 30 June 2026	7,854	3,124	10,978
Net Book Value			
At 30 June 2026	8,052	13	8,065
At 30 June 2025	4,365	131	4,496

10 FIXED ASSET INVESTMENTS

	2026	2025
	£	£
Investments at cost b/f	500,000	500,000
Cash injected during the year	225,000	-
Investments at cost	725,000	500,000
Fair value at 1 July	555,665	534,414
Investments additions	225,000	-
Net interest received	4,594	2,967
Dividends received	5,519	4,990
Management fees (net of refund)	(7,821)	(6,633)
Unrealised gains	57,748	19,927
Fair value at 30 June	£ 840,705	£ 555,665
Fair value comprises:		
Listed investments	832,390	551,621
Cash	8,315	4,044
	£ 840,705	£ 555,665

11 PROVISIONS FOR LIABILITIES

	2026	2025
	£	£
Deferred tax	21,984	10,576
Balance at 1 July 2025		10,576
Charge/(credit) to income and expenditure account during the year		11,408
Balance at 30 June 2026		£ 21,984

12 LEASING COMMITMENTS

Total lease payments under non-cancellable operating leases fall due as follows:

	2026	2025
	£	£
Within one year	3,283	8,150
Between two and five years	2,267	5,550
	£ 5,550	£ 13,700

13 ACCUMULATED FUND

The accumulated fund includes unrealised investment gains of £93,712 (2025 £45,089), net of deferred tax.

Membership audit certificate

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

(See notes 79 - 85)

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

No

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

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

Membership audit certificate

Section one

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

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

Yes / No

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

Yes / No

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

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

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

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

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

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

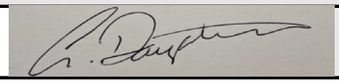
Section two

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

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

Yes

If "No" Please explain below:

Signature	
Name	Greg Dempster
Office held	General Secretary
Date	13-Oct-26

Double-click on icon to open guidance