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Form AR27

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for an Employers' Association

Name of Employers' Association:	SOUTH EAST EMPLOYERS
Year ended:	31 March 2026
List No:	237E
Head or Main Office:	Hursley Park Campus Hursley Park Road Winchester Hampshire Postcode SO21 2JN
Website address (if available)	www.seemp.co.uk
Has the address changed during the year to which the return relates?	Yes [ ] No [X] ('X' in appropriate box)
General Secretary:	Deborah Smith
Contact name for queries regarding the completion of this return:	James Boulton
Telephone Number:	01962 848326
E-mail:	jboulton@winchester.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 Office as below or by telephone to: 0330 1093602

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

returns@certoffice.org

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Return of Members

(see note 9)

Number of members at the end of the year				
Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (Including Channel Islands)	Totals
43				43

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
Executive Committee member	Cllr Richard Burrett	Cllr Andrew Burley	
Executive Committee member	Cllr Julie Westerby	Cllr Lesley McLean	
Executive Committee member	VACANT	Cllr Darren Sanders	
Executive Committee member	VACANT	Cllr Mark Stringer	
Executive Committee member	VACANT	Cllr Stephen Thompson	

Officers in post

(see note 10)

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

Name of Officer	Position held
Deborah Smith	Chief Executive
Darren Kennedy	Treasurer
Cllr Alison Andrew	Executive Committee Member
Cllr Anne-Marie Barker	Executive Committee Member
Cllr Andrew Burley	Executive Committee Member
Cllr Clive English	Executive Committee Member
Cllr Lesley McLean	Executive Committee Member
Cllr Connie Nolan	Executive Committee Member
Cllr Darren Sanders	Executive Committee Member
Cllr Mark Stringer	Executive Committee Member
Cllr Liz Terry	Executive Committee Member
Cllr Stephen Thompson	Executive Committee Member

Revenue Account / General Fund

(see notes 11 to 16)

Previous Year			£	£
	Income			
313,870	From Members	Subscriptions, levies, etc	323,875	323,875
	Investment income	Interest and dividends (gross)		
64,477		Bank interest (gross)	51,411	51,411
		Other (specify)		
64,477		Total Investment Income	51,411	51,411
	Other Income	Rents received		
		Insurance commission		
333,840		Consultancy fees	582,742	582,742
		Publications/Seminars		
		Miscellaneous receipts (specify)		
50,072		Other project funding	75	75
208		Gain on sale of assets		
384,120		Total of other income		582,817
762,467		**Total income**		958,103
		Interfund Transfers IN		
	Expenditure			
826,508	Administrative expenses	Remuneration and expenses of staff	778,267	778,267
6,014		Occupancy costs	9,972	9,972
24,367		Printing, Stationery, Post	1,504	1,504
9,689		Telephones	8,330	8,330
17,755		Legal and Professional fees	17,652	17,652
		Miscellaneous (specify)		
1,093		Insurance		
		Equipment		
16,000		Finance Contract	16,000	16,000
1,093		Website		
35,369		IT Cost	52,729	52,729
937,888		Total of Admin expenses		884,454
	Other Charges	Bank charges	151	151
		Depreciation		
-11,422		Sums written off	5,010	5,010
		Affiliation fees	3,710	3,710
		Donations		
5,063		Conference and meeting fees	9,945	9,945
19,202		Expenses	2,197	2,197
		Miscellaneous (specify)		
61,233		External Consultancy/other training	40,679	40,679
33,891		Other project expenditure	27,759	27,759
-20,000		Finance expense defined pension benefit		
-108,000		Actuarial gain on defined pension scheme		
		Total of other charges		89,451
		Taxation		
917,855		**Total expenditure**		973,905
		Interfund Transfers OUT		
-155,388		Surplus/Deficit for year		-15,802
1,595,414		Amount of fund at beginning of year		1,440,026
1,440,026		Amount of fund at end of year		1,424,224

Accounts other than Revenue Account/General Fund

(see notes 17 to 18)

Account 2		**Fund Account**
Name of account:	**£**	**£**
Income		
From members		
Investment income		
Other Income (specify)		
	Total Income	
Interfund Transfers IN		
Expenditure		
Administrative expenses		
Other expenditure (specify)		
	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)	

Account 3		**Fund Account**
Name of account:	**£**	**£**
Income		
From members		
Investment income		
Other income (specify)		
	Total Income	
Interfund Transfers IN		
Expenditure		
Administrative expenses		
Other expenditure (specify)		
	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)	

Accounts other than Revenue Account/General Fund

(see notes 17 to 18)

Account 4		**Fund Account**
Name of account:	**£**	**£**
Income		
From members		
Investment income		
Other income (specify)		
	Total Income	
Interfund Transfers IN		
Expenditure		
Administrative expenses		
Other expenditure (specify)		
	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)	

Account 5		**Fund Account**
Name of account:	**£**	**£**
Income		
From members		
Investment income		
Other income (specify)		
	Total Income	
Interfund Transfers IN		
Expenditure		
Administrative expenses		
Other expenditure (specify)		
	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)	

Accounts other than Revenue Account/General Fund

(see notes 17 to 18)

Account 6			**Fund Account**
Name of account:		**£**	**£**
Income			
	From members		
	Investment income		
	Other income (specify)		
		Total Income	
	Interfund Transfers IN		
Expenditure			
	Administrative expenses		
	Other expenditure (specify)		
		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)	

Account 7			**Fund Account**
Name of account:		**£**	**£**
Income			
	From members		
	Investment income		
	Other income (specify)		
		Total Income	
	Interfund Transfers IN		
Expenditure			
	Administrative expenses		
	Other expenditure (specify)		
		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)	

Balance Sheet as at [31 March 2026]

(see notes 19 and 20)

Previous Year		£	£
	Fixed Assets (as at Page 8)		
	Investments (as per analysis on page 9)		
	Quoted (Market value £) as at Page 9		
	Unquoted (Market value £) as at Page 9		
	Total Investments		
	Other Assets		
64,365	Sundry debtors	115,862	115,862
1,504,412	Cash at bank and in hand	1,461,400	1,461,400
	Stocks of goods		
	Others (specify)		
1,568,777	**Total of other assets**	1,577,262	1,577,262
		Total Assets	1,577,262
1,440,026	Revenue Account/ General Fund	1,424,224	
	Revaluation Reserve		
	Liabilities		
3,302	Trade creditors	25,378	
33,456	Social security & other taxes	52,587	
91,993	Other creditors	75,073	
128,751	**Total Liabilities**		153,038
	Total Assets		1,577,262

Fixed Assets account

(see note 21)

	Land and Buildings	Fixtures & Fittings	Motor Vehicles & Equipment	Total £
Cost or Valuation				
At start of period				
Additions during period				
Less: Disposals				
Less: Depreciation				
Total to end of period				
Book Amount at end of period				
Freehold				
Leasehold (50 or more years unexpired)				
Leasehold (less than 50 years unexpired				
Total of Fixed Assets				

Analysis of Investments

(see note 22)

		Other Funds
Quoted		
	British Government & British Government Guaranteed Securities	
	British Municipal and County Securities	
	Other quoted securities (to be specified)	
	Total Quoted (as Balance Sheet)	
	Market Value of Quoted Investments	
Unquoted	British Government Securities	
	British Municipal and County Securities	
	Mortgages	
	Other unquoted investments (to be specified)	
	Total Unquoted (as Balance Sheet)	
	Market Value of Unquoted Investments	

* Market value of investments to be stated where these are different from the figures quoted in the balance sheet

Analysis of investment income
(Controlling interests)

(see note 23)

Does the association, or any constituent part of the association, 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)

Incorporated Employers' Associations

Are the shares which are controlled by the association registered in the association's name	Yes		No	

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

Company name	Names of shareholders

Unincorporated Employers' Associations

Are the shares which are controlled by the association registered in the names of the association's trustees?	Yes		No	

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

Company name	Names of shareholders

Summary Sheet

(see notes 24 to 33)

	All Funds	Total Funds
	£	£
Income		
From Members	323,875	323,875
From Investments	51,411	51,411
Other Income (including increases by revaluation of assets)	582,817	582,817
Total Income	958,103	958,103
Expenditure (including decreases by revaluation of assets)		
Total Expenditure	973,905	973,905
Funds at beginning of year (including reserves)	1,440,026	1,440,026
Funds at end of year (including reserves)	1,424,224	1,424,224
ASSETS		
Fixed Assets		
Investment Assets		
Other Assets		1,577,262
Total Assets		1,577,262
Liabilities		
Total Liabilities		153,038
Net Assets (Total Assets less Total Liabilities)		1,424,224

Summary Sheet

(see notes 24 to 33)

	All 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)		

Notes to the accounts

(see note 34)

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

1 Accounting policies

Summary of significant accounting policies and key accounting estimates
The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance
The financial statements are prepared in accordance with applicable UK accounting standards and with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992.

Basis of preparation
These financial statements have been prepared using the historical cost convention except that as disclosed in the accounting policies certain items are shown at fair value.

These financial statements are presented in Sterling (£).

The pension liability uses the Consumer Price Index (CPI) as the inflation measure for determining the minimum pension increase to be applied to the statutory index-linked features of retirement benefits. In the current year the scheme is in a surplus however the surplus cannot be recognised as the economic benefits of this surplus are not available to the organisation either through a refund or reduction in future contributions. There is no expectation that any economic benefit from the surplus will be realised in the short term. The net asset position of the organisation is £1,410,240 with a cash balance held of £1,461,400. On this basis, the Executive Committee considers it appropriate to prepare the financial statements on the going concern basis.

Going concern
South East Employers made a surplus for the year of £65,214. The organisation has net assets of £1,410,240 and a cash balance held of £1,461,400. The Local Government Pension Scheme is in an asset position of £1,140,000 although this has not been recognised in the balance sheet. On this basis, the Executive Committee considers it appropriate to prepare the financial statements on the going concern basis.

We confirm that the financial statements have been prepared on a going concern basis which assumes that the association will continue in operational existence for the foreseeable future. In making our assessment the Executive Committee have reviewed the balance sheet, the likely future cash flows of the association and have considered the facilities and cash that are in place at this point in time.

Income recognition
Subscription income is recognised in the year to which the subscriptions relate. Where it relates to a future period the income is deferred.

Course and seminar income represents the amount receivable by the organisation for training services and information provided in the normal course of business, after making due allowance for deferred amounts, exclusive of Value Added Tax. Amounts receivable for courses and seminars are recognised in the period in which the course or seminar is delivered.

Cash and cash equivalents
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Debtors
Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables.

Creditors
Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Leases
Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to income or expenditure on a straight-line basis over the period of the lease.

Employee benefits
The costs of short-term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which they are received.

Defined benefit pension obligation
The organisation operates a defined benefit pension scheme for certain employees. The assets of the scheme are held separately from those of the organisation. Contributions to the scheme are charged to the Income and Expenditure account so as to spread the cost of pensions over the employees' working lives. The contributions are determined by a qualified actuary on the basis of triennial valuations.

Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit credit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent term and currency to the liabilities.

The amounts charged to operating surplus are the current service costs, net interest on the net defined benefit asset/liability.

The pension scheme surplus is not recognised in full in the Balance sheet as a net defined benefit asset is only recognised to the extent that it is recoverable through refunds from the plan or reductions in future contributions.

Financial instruments
Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as financial assets, financial liabilities or equity instruments. An equity instrument is any contract that evidences a residual interest in the assets of the organisation after deducting all of its liabilities.

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities, including trade and other creditors, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

2 Auditors' remuneration

	2026 £	2025 £
Auditors' remuneration	8,800	17,000

	2026 £	2025 £
Fair value of scheme assets	8,279,000	8,235,000
Present value of defined benefit obligation	(7,139,000)	(7,354,000)
Defined benefit pension scheme surplus	1,140,000	881,000

Defined benefit obligation
Changes in the defined benefit obligation are as follows:

	2026 £	2025 £
Present value at start of period	7,354,000	8,324,000
Current service cost	70,000	89,000
Interest cost	413,000	394,000
Actuarial gains and losses	(162,000)	(85,000)
Benefits paid	(596,000)	(361,000)
Contributions by scheme participants	47,000	45,000
Changes in financial assumptions	(174,000)	(1,037,000)
Changes in demographic assumptions	187,000	(15,000)
Present value at end of year	7,139,000	7,354,000

Fair value of scheme assets
Changes in the fair value of scheme assets are as follows:

	2026 £	2025 £
Fair value at start of period	8,235,000	8,196,000
Interest income	465,000	388,000
Return on plan assets, excluding amounts included in interest income/(expense)	141,000	(148,000)
Employer contributions	113,000	115,000
Contributions by scheme participants	47,000	45,000
Benefits paid	(596,000)	(361,000)
Pension increase order impact	(126,000)	-
Fair value at end of year	8,279,000	8,235,000

Analysis of assets
The major categories of scheme assets are as follows:

	2026 %	2025 %
Cash and cash equivalents	1	2
Equity instruments	54	52
Debt instruments	35	36
Property	10	10
	100	100

Amounts recognised in the income and expenditure accounts and statement of comprehensive income
The service charge £70,000 (2025: £89,000), net interest (income)/cost (£52,000) (2025: £6,000) and contributions (£113,000) (2025: (£115,000) total (£95,000) (2025: £20,000) for the year. This is shown in other interest and similar income in the income and expenditure account.

A remeasurement adjustment of £95,000 (2025: (£108,000)) has been recognised in the statement of comprehensive income. In total the adjustments represent the £Nil change (£128,000 reduction) in liability recognised in the balance sheet.

Principal actuarial assumptions
The principal actuarial assumptions at the balance sheet date are as follows:

	2026 %	2025 %
Discount rate	6.20	5.80
Future salary increases	4.00	3.80
Future pension increases	3.00	2.80
CPI Inflation assumption	3.00	2.80

Post retirement mortality assumptions

	2026 Years	2025 Years
Current UK pensioners at retirement age - male	22.10	21.10
Current UK pensioners at retirement age - female	24.70	23.00
Future UK pensioners at retirement age - male	22.80	22.40
Future UK pensioners at retirement age - female	25.90	24.40

6 Related party transactions

During the year the organisation had related party transactions of £Nil (2025 - £Nil).

7 Control

The organisation is controlled by the Executive Committee on behalf of the members of the organisation.

8 Non adjusting events after the balance sheet date

Subsequent to the year end, the Trustees and members of South East Employers agreed to a restructuring of regional employer support arrangements under which South East Employers would merge with South East Councils. As part of this merger, the activities, assets and liabilities of South East Councils and South East Employers will be brought together within a single combined entity.

The merger is expected to be completed during the financial year ending 31 March 2027. Following completion, the combined organisation will continue the activities previously undertaken by both South East Councils and South East Employers, and will assume responsibility for the delivery of those services. From this date, the merged entity will be renamed Local Government South East (LGSE).

As the agreement was entered into after the balance sheet date, the transaction has been treated as a non adjusting post balance sheet event. Accordingly, no adjustments have been made to the amounts recognised in these financial statements.

	2026 £	2025 £
Turnover		
Membership subscriptions	310,100	300,150
Associate member fees	13,775	13,720
Consultancy, courses and seminars	582,742	381,914
Other project funding	-	1,998
	906,617	697,782
Employment costs		
Wages and salaries	773,318	819,575
Staff training	4,949	7,659
	778,267	827,234
Establishment costs		
Rent	360	360
Insurance	1,102	1,093
Other establishment costs	-	1,764
	1,462	3,217
General administrative expenses		
Telephone and fax	8,330	9,689
Office expenses	8,510	10,705
Computer software and maintenance costs	52,729	80,690
Printing, postage and stationery	1,504	1,279
Conference costs	9,945	4,849
Other programme expenditure	27,759	32,374
Certification office fee	3,710	3,777
Travel and subsistence	2,197	5,297
Accountancy fees	1,000	1,500
Auditor's remuneration - The audit of the company's annual accounts	8,800	15,760
Consultancy fees	40,679	44,411
Legal and professional fees	7,852	495
Finance and IT support	16,000	16,000
Bad debts written off	5,010	(11,422)
	194,025	215,404
Finance charges		
Bank charges	151	-
Depreciation costs		
(Profit)/loss on disposal of tangible fixed assets	-	(208)

	2026 £	2025 £
Other interest receivable and similar income		
Bank interest receivable	51,411	64,477
Net finance income in respect of defined benefit pension schemes	95,000	20,000
	146,411	84,477
Other operating income		
Other operating income	75	-

Accounting policies

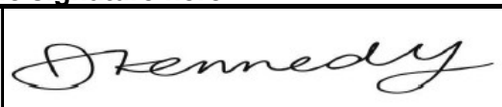
(see notes 35 & 36)

Signatures to the annual return

(see notes 37 and 38)

Including the accounts and balance sheet contained in the return.

Please copy and paste your electronic signature here

Chief Executive Signature:		Treasurer's Signature:	
			(or other official whose position should be stated)
Name:	Deborah Smith	Name:	Darren Kennedy
Date:	28 September 2026	Date:	28 September 2026

Checklist

(see note 39)

(please enter 'X' as appropriate)

Is the return of officers attached? (see Page 2)	Yes	X	No	
Has the list of officers been completed? (see Page 2A)	Yes	X	No	
Has the return been signed? (see Note 37)	Yes	X	No	
Has the auditor's report been completed? (see Note 41)	Yes	X	No	
Is the rule book enclosed? (see Note 39)	Yes	X	No	
Has the summary sheet been completed? (see Notes 6 and 24 to 33)	Yes	X	No	

Checklist for auditor's report

(see notes 41 to 44)

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 relate? (See section 36(1) and (2) of the 1992 Act and notes 43 and 44)

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 43)

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)

SOUTH EAST EMPLOYERS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SOUTH EAST EMPLOYERS
YEAR ENDED 31 MARCH 2026

Opinion
We have audited the financial statements of South East Employers (the 'association') for the year ended 31 March 2026, which comprise the Income and Expenditure Account, the Balance Sheet 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).
In our opinion the financial statements:
•give a true and fair view of the state of the association's affairs as at 31 March 2026 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.

Signature(s) of auditor or auditors:		
Name(s):	Albert Goodman LLP	
Profession(s) or Calling(s):	Statutory Auditors	
Address(es)	Goodwood House Blackbrook Park Avenue Taunton Somerset TA1 2PX	
Date:	28 September 2026	
Contact name for enquiries and telephone number:	Thomas Ridler, 01823 286096	

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