

REGISTERED COMPANY NUMBER: 02368796 (England and Wales)  
REGISTERED CHARITY NUMBER: 1059629

**REPORT OF THE TRUSTEES AND  
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025  
FOR  
INSTITUTE OF EMPLOYMENT RIGHTS**

Sturgess Hutchinson  
Chartered Certified Accountants  
21 New Walk  
Leicester  
LE1 6TE

# **INSTITUTE OF EMPLOYMENT RIGHTS**

## **CONTENTS OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025**

	<b>Page</b>
<b>Report of the Trustees</b>	<b>1 to 2</b>
<b>Independent Examiner's Report</b>	<b>3</b>
<b>Statement of Financial Activities</b>	<b>4</b>
<b>Balance Sheet</b>	<b>5</b>
<b>Notes to the Financial Statements</b>	<b>6 to 9</b>
<b>Detailed Statement of Financial Activities</b>	<b>10</b>

## **INSTITUTE OF EMPLOYMENT RIGHTS**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### **Objectives and activities**

##### **Objectives and aims**

The principal activity of the company is to advance the education of the public in issues connected with labour law, unemployment, work and any related matter; and to commission, encourage and sponsor research in any of the above subjects and to publish the useful results of such research.

#### **Introduction**

As of last year, we have covered themes like the Employment Rights Bill, Shareholders vs workers' rights, and case studies on negotiating reduced working time.

#### **Public benefit**

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

#### **Conclusion**

In our professional capacity, we continue to work with the trade union movement and others to inform the debate on employment rights and labour law.

#### **Structure, governance and management**

##### **Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

##### **Charity constitution**

The Institute is a charitable company limited by guarantee, incorporated on 30 June 1989 and registered as a charity on 29 July 1997.

##### **Recruitment and appointment of new trustees**

The number of directors (who act as trustees) shall not be less than three nor exceed five. The trustees will be the president, chairman and treasurer of the Institute of Employment Rights (the Institute), positions confirmed at each annual general meeting of the Institute.

##### **Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

#### **Reference and administrative details**

##### **Registered Company number**

02368796 (England and Wales)

##### **Registered Charity number**

1059629

##### **Registered office**

4th Floor  
Jack Jones House  
1 Islington  
Liverpool  
L3 8EG

##### **Trustees**

Professor K Ewing  
G D Shears  
J Hendy KC

##### **Company Secretary**

G D Shears

**INSTITUTE OF EMPLOYMENT RIGHTS**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2025**

**Reference and administrative details**

**Independent Examiner**

Sturgess Hutchinson  
Chartered Certified Accountants  
21 New Walk  
Leicester  
LE1 6TE

**Bankers**

Unity Trust Bank plc, Nine Brindley Place, 4 Oozells Square, Birmingham B1 2HB

Approved by order of the board of trustees on 19 December 2025 and signed on its behalf by:

G D Shears - Secretary

# **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF INSTITUTE OF EMPLOYMENT RIGHTS**

## **Independent examiner's report to the trustees of Institute of Employment Rights ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

### **Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

### **Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

David Goodwin

Sturgess Hutchinson  
Chartered Certified Accountants  
21 New Walk  
Leicester  
LE1 6TE

22 December 2025

**INSTITUTE OF EMPLOYMENT RIGHTS**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

		2025 Unrestricted fund £	2024 Total funds £
	Notes		
<b>Income and endowments from</b>			
Donations and legacies		114,916	123,108
<b>Charitable activities</b>			
Education		19,228	3,822
Other trading activities	2	15,735	18,647
<b>Total</b>		<u>149,879</u>	<u>145,577</u>
<b>Expenditure on</b>			
Raising funds		83,064	92,043
<b>Charitable activities</b>			
Education		47,046	55,230
<b>Total</b>		<u>130,110</u>	<u>147,273</u>
<b>NET INCOME/(EXPENDITURE)</b>		19,769	(1,696)
<b>Reconciliation of funds</b>			
Total funds brought forward		72,126	73,822
<b>Total funds carried forward</b>		<u>91,895</u>	<u>72,126</u>

The notes form part of these financial statements

# INSTITUTE OF EMPLOYMENT RIGHTS

## BALANCE SHEET 31 MARCH 2025

	Notes	2025 Unrestricted fund £	2024 Total funds £
<b>Current assets</b>			
Stocks	7	2,500	2,500
Debtors	8	2,991	3,699
Cash at bank and in hand		97,195	73,478
		<hr/> 102,686	<hr/> 79,677
<b>Creditors</b>			
Amounts falling due within one year	9	(10,791)	(7,551)
		<hr/>	<hr/>
<b>Net current assets</b>		<hr/> 91,895	<hr/> 72,126
<b>Total assets less current liabilities</b>		<hr/> 91,895	<hr/> 72,126
<b>NET ASSETS</b>		<hr/> <hr/> 91,895	<hr/> <hr/> 72,126
<b>Funds</b>	10		
Unrestricted funds		<hr/> 91,895	<hr/> 72,126
<b>Total funds</b>		<hr/> <hr/> 91,895	<hr/> <hr/> 72,126

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 19 December 2025 and were signed on its behalf by:

G D Shears - Trustee

J Hendy KC - Trustee

The notes form part of these financial statements

## INSTITUTE OF EMPLOYMENT RIGHTS

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

#### 1. Accounting policies

##### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

##### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

##### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

##### Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

##### Taxation

The charity is exempt from corporation tax on its charitable activities.

##### Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

#### 2. Other trading activities

	2025	2024
	£	£
Sales of publications	3,881	6,380
Seminar receipts and sponsorship	11,556	12,019
Royalties	298	248
	<u>15,735</u>	<u>18,647</u>

#### 3. Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

##### Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.



# INSTITUTE OF EMPLOYMENT RIGHTS

## NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

### 4. Staff costs

The average monthly number of employees during the year was as follows:

	2025	2024
Administration	3	3

No employees received emoluments in excess of £60,000.

### 5. Comparatives for the statement of financial activities

	Unrestricted fund £
<b>Income and endowments from</b>	
Donations and legacies	123,108
<b>Charitable activities</b>	
Education	3,822
Other trading activities	18,647
<b>Total</b>	145,577
<b>Expenditure on</b>	
Raising funds	92,043
<b>Charitable activities</b>	
Education	55,230
<b>Total</b>	147,273
<b>NET INCOME/(EXPENDITURE)</b>	(1,696)
<b>Reconciliation of funds</b>	
Total funds brought forward	73,822
<b>Total funds carried forward</b>	72,126

### 6. Tangible fixed assets

	Computer equipment £
<b>Cost</b>	
At 1 April 2024 and 31 March 2025	2,667
<b>Depreciation</b>	
At 1 April 2024 and 31 March 2025	2,667
<b>Net book value</b>	
At 31 March 2025	-
At 31 March 2024	-

**INSTITUTE OF EMPLOYMENT RIGHTS**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 MARCH 2025**

**7. Stocks**

	2025 £	2024 £
Finished goods	<u>2,500</u>	<u>2,500</u>

**8. Debtors: amounts falling due within one year**

	2025 £	2024 £
Trade debtors	2,183	1,885
Other debtors	<u>808</u>	<u>1,814</u>
	<u>2,991</u>	<u>3,699</u>

**9. Creditors: amounts falling due within one year**

	2025 £	2024 £
Trade creditors	2,645	2,674
Other creditors	<u>8,146</u>	<u>4,877</u>
	<u>10,791</u>	<u>7,551</u>

**10. Movement in funds**

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
<b>Unrestricted funds</b>			
General fund	72,126	19,769	91,895
<b>TOTAL FUNDS</b>	<u>72,126</u>	<u>19,769</u>	<u>91,895</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	149,879	(130,110)	19,769
<b>TOTAL FUNDS</b>	<u>149,879</u>	<u>(130,110)</u>	<u>19,769</u>

**Comparatives for movement in funds**

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
<b>Unrestricted funds</b>			
General fund	73,822	(1,696)	72,126
<b>TOTAL FUNDS</b>	<u>73,822</u>	<u>(1,696)</u>	<u>72,126</u>

# INSTITUTE OF EMPLOYMENT RIGHTS

## NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

### 10. Movement in funds - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	145,577	(147,273)	(1,696)
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>145,577</u>	<u>(147,273)</u>	<u>(1,696)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
<b>Unrestricted funds</b>			
General fund	73,822	18,073	91,895
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>73,822</u>	<u>18,073</u>	<u>91,895</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	295,456	(277,383)	18,073
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>295,456</u>	<u>(277,383)</u>	<u>18,073</u>

### 11. Related party disclosures

There were no related party transactions for the year ended 31 March 2025.

**INSTITUTE OF EMPLOYMENT RIGHTS**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 MARCH 2025**

	2025 £	2024 £
<b>Income and endowments</b>		
<b>Donations and legacies</b>		
Donations	97,343	99,483
Subscriptions	17,573	23,625
	<hr/> 114,916	<hr/> 123,108
<b>Other trading activities</b>		
Sales of publications	3,881	6,380
Seminar receipts and sponsorship	11,556	12,019
Royalties	298	248
	<hr/> 15,735	<hr/> 18,647
<b>Charitable activities</b>		
Project development	9,228	3,822
Commissioned work	10,000	-
	<hr/> 19,228	<hr/> 3,822
<b>Total incoming resources</b>	<hr/> 149,879	<hr/> 145,577
<b>Expenditure</b>		
<b>Raising donations and legacies</b>		
Wages	48,997	59,845
Printing costs	8,263	9,523
Conference and seminars	2,431	3,970
Office costs	23,373	18,705
	<hr/> 83,064	<hr/> 92,043
<b>Charitable activities</b>		
Wages	24,498	29,923
Office costs	6,281	5,822
Project costs	5,500	6,328
	<hr/> 36,279	<hr/> 42,073
<b>Support costs</b>		
<b>Governance costs</b>		
Wages	8,166	9,974
Accountancy and legal fees	2,601	3,183
	<hr/> 10,767	<hr/> 13,157
Total resources expended	<hr/> 130,110	<hr/> 147,273
<b>Net income/(expenditure)</b>	<hr/> <hr/> 19,769	<hr/> <hr/> (1,696)

This page does not form part of the statutory financial statements