

# INDUSTRIAL LAW SOCIETY

England & Wales - Charity number 292145

## Details

---

**Status** Registered

**Legal form** Other

**Registered** 1985-08-21

**Register** [View on the Charity Commission register](#)

## Contact

---

**Address** 18 Graysmead  
Sible Hedingham  
Halstead  
CO9 3NY

**Phone** 01787463838

**Email** [jean@industriallawsociety.org.uk](mailto:jean@industriallawsociety.org.uk)

**Website** [www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

## Activities

---

**Objects:** THE OBJECTS OF THE SOCIETY ARE TO ADVANCE THE EDUCATION OF THE PUBLIC IN INDUSTRIAL LAW AND INDUSTRIAL RELATIONS, THEIR PRACTICAL APPLICATION AND DEVELOPMENT WITH A VIEW TO THE EDUCATION OF ALL PERSONS WHO ARE CONCERNED WITH INDUSTRIAL LAW AND INDUSTRIAL RELATIONS.

**Activities:** The objects of the Society are to advance the education of the public in industrial law and industrial relations, their practical application and development with a view to the education of all persons who are concerned with industrial law and industrial relations

## Classification

---

- **How:** Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** The General Public/mankind

## Geography

---

- Scotland
- Birmingham City
- Bristol City
- Cardiff
- City Of London
- Leeds City
- Manchester City
- Northumberland
- Nottingham City
- Sheffield City

## Finances

---

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£121,741	£124,158	-	-
2023-12-31	£117,381	£124,498	-	-
2022-12-31	£110,068	£108,008	-	-
2021-12-31	£85,720	£71,174	-	-
2020-12-31	£65,142	£52,003	-	-

## Trustees

Name	Role	Appointed
<b>Emma Zarb</b>	Chair	2025-04-30
Andrew James		2019-04-25
Anita Vadgama		2019-04-25
Anna Beale		2013-04-17
Declan O'Dempsey		2017-04-26
Dr SIMON DEAKIN		
MICHAEL REED		2025-04-30
Madeline Stanley		2017-04-26
Omar Khalil		2017-04-26
Rachel Wedderspoon		2013-10-31
Robert Lewis		2017-04-26
SHUBHA BANERJEE		2012-10-31

**INDUSTRIAL LAW SOCIETY**

England & Wales - Charity number 292145

---

# Accounts

---

# INDUSTRIAL LAW SOCIETY

[www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

**Co-Chair**

Robert Lewis  
Mishcon de Reya LLP  
Africa House  
70 Kingsway  
London WC2B 6AH  
Email: Robert.Lewis@mishcon.com  
Tel: 020 3321 7000

**Co-Chair**

Anna Beale  
Cloisters  
1 Pump Court  
TEMPLE  
London EC4Y 7AA  
Email: abe@cloisters.com  
Tel: 020 7827 4000

**Co-ordinator**

Jean Hughes  
18 Graysmead  
SIBLE HEDINGHAM  
Essex C09 3NY  
Tel/Fax: 01787 463838  
Email jean@industriallawsociety.org.uk  
Office Hours: 9am to 1pm

## **CO-CHAIR'S REPORT 2024 / 2025**

### **1. Officers and Committee**

The Society's Officers and Committee members were elected on a two-year tenure (since 2023) with the following Officers and Executive Committee serving throughout 2024/2025 as follows:

**Co-Chairs:** Anna Beale and Robert Lewis

**Vice-Chairs:** Madeline Stanley and Emma Zarb

**Treasurer:** Nike Balogun

**Secretary:** Rachel Wedderspoon

#### **Ordinary Members:**

Shubha Banerjee, Iain Birrell, Clive Day, Andrew James, Omar Khalil, Declan O'Dempsey, Michael Reed, Suresh Patel, Anita Vadgama and Max Winthrop

**Ex-officio regional chairs during 2024 and 2025 have been:** Connie Cliff (Birmingham), Joel Smith (who assists Iain Birrell in Leeds), Professor Tonia Novitz and Michael Ford KC (Bristol), Jo Seery (Manchester) and David Martyn (Scotland).

**Members co-opted onto the Committee were:** Frances Cusack and Ann Kelly.

Ex-officio members and co-optees are selected to ensure as broad representation as possible on the Committee across industry, legal practitioners including the judiciary and academia.

We would like to record our thanks to the Society's Committee members for their contributions over the last 12 months.

### **2. Announcement: Honorary President and Vice-Presidents**

It is with a tinge of sadness that we are announcing that Sir Patrick Elias has decided to relinquish his position of Honorary President of the Society after serving in this role since 2016 and that Vice-President, Professor Paul Davies KC, has also decided to step down.

We are enormously grateful to Patrick for the time, energy and enthusiasm he has lavished on the Society during his almost ten years as our Honorary President. It is a testament to his dedication that almost every active member will have met him at the Society's evening meetings (where he always asks the most difficult questions) and annual conference. It is fitting that, in his last term as President, so many luminaries of the employment law world met in Cambridge to celebrate his academic and judicial contribution to the development of our area of law.

We would also like to thank Paul for his long service to the Society, both as the Editor of the Industrial Law Journal for the astonishing period of 32 years (1977 to 2009) and, from 2001, as Vice President. Paul has spoken regularly at ILS events and – even when not a speaker – always makes valuable contributions from the floor in the best traditions of the Society, most recently during Patrick's celebration in March of this year.

We very much hope that Patrick and Paul will continue to attend the Society's events despite their "retirement" from active duties.

We are incredibly honoured to announce that Lord (John) Hendy KC has agreed to take over the position of Honorary President from Patrick with immediate effect. John's long and distinguished association with the Society, and his unparalleled contribution to UK employment law, will be familiar to you all. We could not hope for a better successor to Patrick.

We are also delighted to inform members that Rebecca Tuck KC and Caspar Glyn KC, who are long standing supporters of the Society and its activities, as well as former Chairs, have been appointed Vice-Presidents as of this evening.

### **3. Treasurer and Secretary**

We would also like to record our thanks to Nike Balogun (now HHJ Balogun) and Rachel Wedderspoon (for some time now, Employment Judge Wedderspoon), who are stepping down after ten years as Treasurer and six years as Secretary respectively.

Nike and Rachel have both spent many years on the Executive Committee and have made a huge contribution to the smooth running of the Society, as well as initiating and chairing events. They will be greatly missed.

### **4. Membership**

There continues to be financial pressures since the pandemic on both individuals and businesses alike, and whilst there has been a small reduction of membership which is regrettable, it is of course not surprising. At its heart, the Society still has a strong and active core membership base, for which we are very grateful.

## 5. Principal activities

### Hybrid and occasional In Person Only Evening Meetings

Given that more members today divide their time between working in offices and working remotely from home, hybrid sessions remain incredibly popular and a great method to reach a wide audience.

Nonetheless, the Society has hosted a small number of in person only meetings: sometimes to secure speakers who prefer not to address a hybrid audience; where hybrid facilities are not available (usually at regional venues); or when the Committee believes that a particular session would benefit greatly from a room of attendees engaging in debate both during and after the session at drinks.

Regardless of the format — in-person, hybrid, or online only — the Society remains dedicated to providing excellent evening/lunch-time meetings on current and topical issues free of charge to members.

We would like to express our gratitude to the speakers who contributed to the Society's Evening (and lunch-time!) sessions in 2024 and 2025, and to those who chaired them. These meetings were as follows:

#### **London Evening Meeting (Hybrid): London: 22 October 2024**

Dr Francesca Moore, Associate Professor in Geography: *Private harms, public justice? Sexual misconduct, law and feminist protest in the era of #MeToo*

#### **London Evening Meeting (In Person Only): London: 12 November 2024**

Kate Bell, Assistant General Secretary of the TUC; Neil Carberry, Chief Executive of the Recruitment & Employment Confederation; and Will Winch, Partner, Mishcon de Reya LLP:

*A panel session which discussed the new Labour government's plans for employment law*

#### **Cambridge: Joint (In Person Only event) with Woolf Institute: 25 November 2024**

Sarah Fraser Butlin KC, Cloisters and Fellow, Selwyn College, Cambridge: *Religion and Belief Discrimination: Where Next?* This event was attended by Lady Hale and was followed by dinner for attendees. We would like to express our gratitude to Sarah Fraser Butlin KC, Lady Hale and all those involved at Woolf Institute. Grateful thanks also recorded to Clive Day, the Society's regional representative in Nottingham, for proposing and organising the event.

#### **London Evening Meeting (Hybrid): London: 10 December 2024**

The Honourable Mr Justice Sheldon: *The influence of the Human Rights Act on our employment law*

#### **Lunch-time webinar: 15 January 2025**

Samantha Mangwana, Director, Head of Strategy, byrne-dean: *New Year, new thinking? Sexual harassment – the new duty and new ideas to make it work*

**Manchester: Evening Meeting (In Person Only): 23 January 2025**

Professor Alan Bogg, Bristol University and Michael Ford KC, Old Square Chambers  
***Employment Rights Bill – Where are we now?***

**Manchester: Evening Meeting (In Person Only): 13 February 2025**

REJ David Franey and Rachel Owusu-Agyei, Old Square Chambers: ***Making the most of Dispute Resolution Appointments and Preparing for Case Management***

**Evening Webinar: 4 March 2025**

Sarah Fraser Butlin KC, Cloisters and Fellow, Selwyn College, Cambridge: ***A proportionate response: where are we now on manifestation of religion and belief?***

**London Evening Meeting (Hybrid): 12 March 2025**

Schona Jolly KC, Cloisters: ***Reflections on Race Equality in the UK: has the law delivered?***

**London Evening Meeting (Hybrid): 30 April 2025**

Sir Brian Langstaff KC: ***How does infected blood affect employment? Does the Infected Blood Inquiry provide the answer?***

You will see from the list of sessions above, that in addition to events in Cambridge and London, the Society also held two in-person meetings in Manchester. These were the first regional sessions there since the pandemic and were arranged and hosted by Jo Seery, the Society's regional representative in Manchester.

We would like to take this opportunity to express our gratitude to Jo for organising these sessions, which drew a great number of in person attendees. We hope that these will serve as the first of many future regional sessions.

**One Day Event in honour of Sir Patrick Elias**

The Society held a one-day workshop on 28 March 2025 at Selwyn College, Cambridge to celebrate and reflect upon Patrick Elias' legacy as a judge, advocate, and scholar.

There was a range of panels reflecting on Patrick's many contributions to labour law comprising:

Professor Simon Deakin, ***Sir Patrick and employment status***, with a comment from Brian Napier KC;

Dr Joe Atkinson, ***Sir Patrick and human rights in employment law***, with a comment from Shantha David

Professor ACL Davies, ***Sir Patrick on the employment contract***, with a comment from Stuart Brittenden KC

The foregoing panels were chaired by Lord Sales.

Professor Sandra Fredman, *Sir Patrick and Equal Pay*, with a comment from Anna Beale KC

Professor Catherine Barnard and Sarah Fraser Butlin KC, *Sir Patrick and discrimination law*, with a comment from Jo Omambala KC

The foregoing panels were chaired by Singh LJ.

Judge Simon Auerbach, *Sir Patrick on causation in employment law*, with a comment from Dr Charles Wynn-Evans

Professor Keith Ewing, *Sir Patrick and trade union rights*, with a comment from Andrew Burns KC

Professor Alan Bogg, *Sir Patrick as Judge and Jurist*, with a comment from Underhill LJ.

The foregoing panels were chaired by Lady Simler

This was a fantastic event which celebrated Patrick's career. It was a who's who of attendees and was an amazing day, followed by a wonderful evening.

We would like to take this opportunity to record our thanks to contributors and those chairing but also to pay particular thanks to Sarah Fraser Butlin KC, and Professors Catherine Barnard and Alan Bogg, for putting together such a superb event in celebration of Patrick and for making it truly special.

#### 2024 Annual Conference: Keble College, Oxford

The 2024 Annual Conference was hosted at St John's College in Cambridge. This was the Society's second in person only Conference since lockdown and it sold out with 155 attendees. There was a very lively and friendly atmosphere at the Conference with delegates expressing how much they enjoyed it.

Speaker sessions and contributions were superb, details of which are outlined below:

#### **Panel Session: *The ethics of employment lawyering***

Those sharing the platform were Beth Hale, Partner and General Counsel at CM Murray LLP; Iain Miller, partner at Kingsley Napley LLP; and Richard Moorhead, Professor of Law and Professional Ethics, University of Exeter.

The Panel session was chaired by Charles Wynn-Evans, Partner and International General Counsel, Dechert LLP

**Plenary Sessions:*****Is Equal Pay broken? A debate***

Ijeoma Omambala KC, Old Square Chambers and Sean Jones KC, 11KBW

***Religion and belief discrimination: where next?***

Sarah Fraser Butlin KC, Cloisters and Fellow, Selwyn College, Cambridge

***The rights, wrongs, risks and regulation of AI at work***

Robin Allen KC, Cloisters and Mary Towers, Employment Rights Policy Officer in the Rights, Social Affairs and Economics department at the TUC

***A Discrimination Law Miscellany***

HHJ Simon Auerbach

**Workshops:*****Employment Tribunal or High Court – how to decide which jurisdiction to choose***

Clare Brereton, Partner, BDBF LLP

***Best practice in investigations: avoiding common pitfalls***

Arpita Dutt, Independent Investigator and Mediator – Arpita Dutt Consulting and Luke Watkeys, Director &amp; HR Consultant, Compose HR

***Reinstatement and re-engagement: tactics and strategy***

Thomas Ogg, 11KBW

***How can the government best deliver “a new deal for working people”?***

Nick Denys, Head of Private and Commercial Law, The Law Society

**After-Dinner Speaker Sir Patrick Elias KC**

We are incredibly grateful to all of the Society’s Conference speakers and to all those who chaired at the Conference.

**6. Plans for 2025/2026**

We are pleased to confirm that the Society will be hosting the Summer Quiz/Drinks Party at UNISON on Thursday 26 June 2025, details of which will undoubtedly be circulated very soon. Please do sign up to what we anticipate will be a very enjoyable social event.

The Society’s Annual Conference is scheduled to take place at Keble College in Oxford on Friday 12 and Saturday 13 September this year. Full details will hopefully be circulated in early to mid June.

## 7. Thanks

### Change

We would like to take this opportunity again to record thanks to all those who have given their time to contribute to ILS events as speakers, organisers or chairs as well as our thanks to the Committee for their work during the year and the members of the Society for your continued participation and support.

Finally, we would also like to wish the newly elected Co-Chairs and Executive Committee for 2025 to 2027 all the very best. The Society has brilliant new leadership which promises much and will achieve more and we look forward to seeing the Society continue to prosper.

**Anna Beale and Robert Lewis**  
**Co-Chairs**

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES**

### **OF THE INDUSTRIAL LAW SOCIETY**

I report on the accounts of the Society for the year ended 31 December 2024, which are set out on pages 1 to 4.

#### **Respective responsibilities of trustees and examiner**

As the charity's trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

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

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 41 of the Act and to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R.D. Ginbey  
3 Page Road  
BOWERS GIFFORD  
Basildon  
Essex SS13 2HP

**ACCOUNTANT'S REPORT**

In accordance with instructions given to us we have prepared the attached Accounts from the records and from information and explanations received from the Treasurer of the Industrial Law Society and we certify that it is in accordance therewith.

***R D Ginbey***  
***3 Page Road***  
***BOWERS GIFFORD***  
***Basildon***  
***Essex SS13 2HP***



**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2024**

	<u>2024</u>	<u>2023</u>
£	£	£
<b>INCOME</b>		
Subscriptions: Individual	25,605	25,252
Corporate	14,130	14,045
Journal Sales	17,698	16,146
	-----	-----
	57,433	55,443
<b>LESS EXPENDITURE</b>		
Postage & Stationery	420	231
Employment Expenses:		
Inc. employers' NI	32,492	32,362
Insurances	2,885	2,769
Information Commissioners Office	35	35
Secretarial Expenses	-	-
Affiliation and accreditation Fees	112	266
Bank Charges	2,185	1,586
Printing	-	-
Telephone		
(incl e-mail/broadband/zoom)	2,164	2,508
Accountancy & Payroll Administration	1,845	1,395
Gifts	-	538
Miscellaneous	120	-
Email/website development	-	268
OUP	-	-
	-----	-----
	42,258	41,958
	-----	-----
	15,175	13,485
<b>SURPLUS/(DEFICIT) ON CONFERENCES &amp; EVENING MEETINGS</b>	<b>(17,592)</b>	<b>(20,602)</b>
	-----	-----
<b>(DEFICIT)/SURPLUS FOR THE YEAR</b>	<b><u>(£ 2,417)</u></b>	<b><u>(£ 7,117)</u></b>

**THE INDUSTRIAL LAW SOCIETY**

**STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST DECEMBER 2024**

	<u>2024</u>	<u>2023</u>
	£	£
<b>ASSETS RETAINED FOR THE CHARITY'S OWN USE</b>		
Office Equipment at Cost	15,239	15,059
Additions	43	180
	-----	-----
	15,282	15,239
	-----	-----
<b>CASH ASSETS</b>		
Cash at Bank	86,739	89,199
	-----	-----
<b>LIABILITIES</b>		
HMRC	967	541
Payroll Admin	-	450
Telephone	345	284
(incl e-mail/broadband/zoom)	47	-
Annual Conference	-	120
Evening Meeting	39	-
Bank Charges	-	11
	-----	-----
	<u>£1,398</u>	<u>£ 1,406</u>

Approved  ..... Co-Chair (ANNA BEALE KC)  
Approved  ..... Co-Chair (ROBERT LEWIS)

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2024**

		<u>2024</u>		<u>2023</u>	
	£	£		£	£
<b>ANNUAL CONFERENCE</b>					
Income		58,408			57,890
Less Expenses					
Venue hire (incl: AV Aids)	49,473			55,519	
Speakers	631			956	
Postage, Printing, Promotion & consumables	262			415	
		50,366			56,890
<b>SURPLUS/(DEFICIT)</b>	-----	8,042		-----	1,000

**SUMMER PARTY (JUNE)**

	£	£		£	£
Income		-			3,415
Less Expenses					
Hire of venue	-			3,154	
Speakers	-				
Postage, Printing & Promotion	-			-	
Donation on behalf of Winning Quiz Team to FRU	-			375	
	-				3,529
<b>SURPLUS/(DEFICIT)</b>	-----	-		-----	(114)

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2024**

		<u>2024</u>		<u>2023</u>	
	£	£		£	£
<b>ONE DAY EVENT IN HONOUR OF SIR PATRICK ELIAS (MARCH 2025)</b>					
Income		4,850			-
Less Expenses					
Hire of venue (deposit)	435				-
Speakers				-	
Postage, Printing & Promotion		435		-	
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>		<b>4,415</b>		<b>-</b>	
 <b>EVENING MEETINGS: (ALL CENTRES)</b>					
Income		1,050			633
Expenses					
Hall Hire	28,113			20,162	
Speakers expenses	1,345			495	
AV Technician	1,151			1,120	
Postage, Printing, Promotion & consumables	490	31,099		344	22,121
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>		<b><u>(30,049)</u></b>		<b><u>(21,488)</u></b>	
 <b>TOTAL SURPLUS/(DEFICIT) ON CONFERENCES AND EVENING MEETINGS</b>					
		<b><u>(17,592)</u></b>		<b><u>(20,602)</u></b>	

# INDUSTRIAL LAW SOCIETY

[www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

**Co-Chair**

Robert Lewis  
Mishcon de Reya LLP  
Africa House  
70 Kingsway  
London WC2B 6AH  
Email: Robert.Lewis@mishcon.com  
Tel: 020 3321 7000

**Co-Chair**

Anna Beale  
Cloisters  
1 Pump Court  
TEMPLE  
London EC4Y 7AA  
Email: abe@cloisters.com  
Tel: 020 7827 4000

**Co-ordinator**

Jean Hughes  
18 Graysmead  
SIBLE HEDINGHAM  
Essex C09 3NY  
Tel/Fax: 01787 463838  
Email jean@industriallawsociety.org.uk  
Office Hours: 9am to 1pm

## **Treasurer's Report 2024**

This years report is presented once again accounting for the activities of the Society on a "Receipts and Payments" basis.

### **Subscription Income/Journal Sales**

Income from Journal sales, which continue to greatly supplement the Society's finances, increased to £17,698 being received from OUP in respect of the profit share scheme this year.

So as to address the higher costs of hosting our events and the day to day running of the Society, details of which I will address below, subscription rates were, reluctantly, increased (by £5 for Individual members and £10 for Corporate members), having remained unchanged previously for several years.

### **General Income & Expenditure**

The Society made a deficit of £2,417. This amount would have been higher had we not received surplus of income of £4,415 from the One Day Event in Honour of Sir Patrick Elias. Unusually bookings opened for it during the financial year end for 2024, although the event was held in March 2025. Liabilities in relation to hosting it will therefore be paid in 2025. If you allow for the liabilities likely to be owed for the One Day Event in Honour of Sir Patrick, which are yet to be confirmed, it is anticipated that the Society's deficit for the year will have been a little higher than it was in 2023.

The Society made a healthy surplus of £8,000 on the Annual Conference which was held at St John's College in Cambridge. The Society was fortunate in negotiating a discount of £8,251 on their final invoice as it transpired that the College had over priced their initial costings by not taking our VAT exemption into account.

There was a significant increase of £8,561 in the cost of hosting the Society's evening meetings in 2024. To try and save money, the Society's Executive Committee had investigated switching venues in London but quotes received from suitable alternative venues were on a par with The Law Society.

While banking charges for electronic and online payments increased by some 31%, the overall general day to day running of the Society saw only a modest increase in monetary terms of £300 for the year. These included notable higher costs for payroll services and stationery.

Income of some £1,050 was received from non-members attending our evening meetings; a 49% increase on the previous year.

There was a miscellaneous charge of £120 for a donation made to Britten Pears Arts. This was half of the sweepstake monies raised at the 2023 Annual Conference (with the other £120 being donated to Scope in 2023). Britten Pears Arts was the chosen

charity of the after-dinner speaker. The £120 donation made to the charity did not however clear until 2024.

## **General**

It is reassuring that, despite the rising costs incurred in 2024, particularly for venue hire which are largely beyond our control, the Society's financial position remains relatively stable with the Society maintaining a healthy amount of money in the bank. We should not be unduly worried about finances despite the current environment of increasing costs and austerity, but we cannot be complacent either.

There was a reduction of 3.5% in membership numbers in 2024, which is not what we would have hoped for. However, it was not unexpected due to cost of living/austerity measures etc. How the Society goes about balancing venue hire costs and membership fees will no doubt be an important focus for the newly elected Committee.

The conservative management of the Society's finances allows us to continue in our dedication of our founding aim of fostering engagement with individuals interested in employment law and industrial relations through its meetings and conferences. The Society is truly grateful for the continued support of our core, longstanding membership.

Finally, as you will have heard from the results of the AGM tonight, I am stepping down from my role as the Society's Treasurer after 10 years in post. I look forward to continuing to attend the Society's events as an active member though. I would also like to take this opportunity to wish the newly elected Treasurer, Co-Chairs and Vice-Chairs and Executive Committee every success in the future.

**Nike Balogun  
Treasurer, ILS**

**INDUSTRIAL LAW SOCIETY**

England & Wales - Charity number 292145

---

# Accounts

---

# INDUSTRIAL LAW SOCIETY

[www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

**Co-Chair**

Robert Lewis  
Mishcon de Reya LLP  
Africa House  
70 Kingsway  
London WC2B 6AH  
Email: Robert.Lewis@mishcon.com  
Tel: 020 3321 7000

**Co-Chair**

Anna Beale  
Cloisters  
1 Pump Court  
TEMPLE  
London EC4Y 7AA  
Email: abe@cloisters.com  
Tel: 020 7827 4000

**Co-ordinator**

Jean Hughes  
18 Graysmead  
SIBLE HEDINGHAM  
Essex C09 3NY  
Tel/Fax: 01787 463838  
Email jean@industriallawsociety.org.uk  
Office Hours: 9am to 1pm

## **CO-CHAIR'S REPORT 2024 / 2025**

### **1. Officers and Committee**

The Society's Officers and Committee members were elected on a two-year tenure (since 2023) with the following Officers and Executive Committee serving throughout 2024/2025 as follows:

**Co-Chairs:** Anna Beale and Robert Lewis

**Vice-Chairs:** Madeline Stanley and Emma Zarb

**Treasurer:** Nike Balogun

**Secretary:** Rachel Wedderspoon

#### **Ordinary Members:**

Shubha Banerjee, Iain Birrell, Clive Day, Andrew James, Omar Khalil, Declan O'Dempsey, Michael Reed, Suresh Patel, Anita Vadgama and Max Winthrop

**Ex-officio regional chairs during 2024 and 2025 have been:** Connie Cliff (Birmingham), Joel Smith (who assists Iain Birrell in Leeds), Professor Tonia Novitz and Michael Ford KC (Bristol), Jo Seery (Manchester) and David Martyn (Scotland).

**Members co-opted onto the Committee were:** Frances Cusack and Ann Kelly.

Ex-officio members and co-optees are selected to ensure as broad representation as possible on the Committee across industry, legal practitioners including the judiciary and academia.

We would like to record our thanks to the Society's Committee members for their contributions over the last 12 months.

### **2. Announcement: Honorary President and Vice-Presidents**

It is with a tinge of sadness that we are announcing that Sir Patrick Elias has decided to relinquish his position of Honorary President of the Society after serving in this role since 2016 and that Vice-President, Professor Paul Davies KC, has also decided to step down.

We are enormously grateful to Patrick for the time, energy and enthusiasm he has lavished on the Society during his almost ten years as our Honorary President. It is a testament to his dedication that almost every active member will have met him at the Society's evening meetings (where he always asks the most difficult questions) and annual conference. It is fitting that, in his last term as President, so many luminaries of the employment law world met in Cambridge to celebrate his academic and judicial contribution to the development of our area of law.

We would also like to thank Paul for his long service to the Society, both as the Editor of the Industrial Law Journal for the astonishing period of 32 years (1977 to 2009) and, from 2001, as Vice President. Paul has spoken regularly at ILS events and – even when not a speaker – always makes valuable contributions from the floor in the best traditions of the Society, most recently during Patrick's celebration in March of this year.

We very much hope that Patrick and Paul will continue to attend the Society's events despite their "retirement" from active duties.

We are incredibly honoured to announce that Lord (John) Hendy KC has agreed to take over the position of Honorary President from Patrick with immediate effect. John's long and distinguished association with the Society, and his unparalleled contribution to UK employment law, will be familiar to you all. We could not hope for a better successor to Patrick.

We are also delighted to inform members that Rebecca Tuck KC and Caspar Glyn KC, who are long standing supporters of the Society and its activities, as well as former Chairs, have been appointed Vice-Presidents as of this evening.

### **3. Treasurer and Secretary**

We would also like to record our thanks to Nike Balogun (now HHJ Balogun) and Rachel Wedderspoon (for some time now, Employment Judge Wedderspoon), who are stepping down after ten years as Treasurer and six years as Secretary respectively.

Nike and Rachel have both spent many years on the Executive Committee and have made a huge contribution to the smooth running of the Society, as well as initiating and chairing events. They will be greatly missed.

### **4. Membership**

There continues to be financial pressures since the pandemic on both individuals and businesses alike, and whilst there has been a small reduction of membership which is regrettable, it is of course not surprising. At its heart, the Society still has a strong and active core membership base, for which we are very grateful.

## 5. Principal activities

### Hybrid and occasional In Person Only Evening Meetings

Given that more members today divide their time between working in offices and working remotely from home, hybrid sessions remain incredibly popular and a great method to reach a wide audience.

Nonetheless, the Society has hosted a small number of in person only meetings: sometimes to secure speakers who prefer not to address a hybrid audience; where hybrid facilities are not available (usually at regional venues); or when the Committee believes that a particular session would benefit greatly from a room of attendees engaging in debate both during and after the session at drinks.

Regardless of the format — in-person, hybrid, or online only — the Society remains dedicated to providing excellent evening/lunch-time meetings on current and topical issues free of charge to members.

We would like to express our gratitude to the speakers who contributed to the Society's Evening (and lunch-time!) sessions in 2024 and 2025, and to those who chaired them. These meetings were as follows:

#### **London Evening Meeting (Hybrid): London: 22 October 2024**

Dr Francesca Moore, Associate Professor in Geography: ***Private harms, public justice? Sexual misconduct, law and feminist protest in the era of #MeToo***

#### **London Evening Meeting (In Person Only): London: 12 November 2024**

Kate Bell, Assistant General Secretary of the TUC; Neil Carberry, Chief Executive of the Recruitment & Employment Confederation; and Will Winch, Partner, Mishcon de Reya LLP:

***A panel session which discussed the new Labour government's plans for employment law***

#### **Cambridge: Joint (In Person Only event) with Woolf Institute: 25 November 2024**

Sarah Fraser Butlin KC, Cloisters and Fellow, Selwyn College, Cambridge: ***Religion and Belief Discrimination: Where Next?*** This event was attended by Lady Hale and was followed by dinner for attendees. We would like to express our gratitude to Sarah Fraser Butlin KC, Lady Hale and all those involved at Woolf Institute. Grateful thanks also recorded to Clive Day, the Society's regional representative in Nottingham, for proposing and organising the event.

#### **London Evening Meeting (Hybrid): London: 10 December 2024**

The Honourable Mr Justice Sheldon: ***The influence of the Human Rights Act on our employment law***

#### **Lunch-time webinar: 15 January 2025**

Samantha Mangwana, Director, Head of Strategy, byrne-dean: ***New Year, new thinking? Sexual harassment – the new duty and new ideas to make it work***

**Manchester: Evening Meeting (In Person Only): 23 January 2025**

Professor Alan Bogg, Bristol University and Michael Ford KC, Old Square Chambers  
***Employment Rights Bill – Where are we now?***

**Manchester: Evening Meeting (In Person Only): 13 February 2025**

REJ David Franey and Rachel Owusu-Agyei, Old Square Chambers: ***Making the most of Dispute Resolution Appointments and Preparing for Case Management***

**Evening Webinar: 4 March 2025**

Sarah Fraser Butlin KC, Cloisters and Fellow, Selwyn College, Cambridge: ***A proportionate response: where are we now on manifestation of religion and belief?***

**London Evening Meeting (Hybrid): 12 March 2025**

Schona Jolly KC, Cloisters: ***Reflections on Race Equality in the UK: has the law delivered?***

**London Evening Meeting (Hybrid): 30 April 2025**

Sir Brian Langstaff KC: ***How does infected blood affect employment? Does the Infected Blood Inquiry provide the answer?***

You will see from the list of sessions above, that in addition to events in Cambridge and London, the Society also held two in-person meetings in Manchester. These were the first regional sessions there since the pandemic and were arranged and hosted by Jo Seery, the Society's regional representative in Manchester.

We would like to take this opportunity to express our gratitude to Jo for organising these sessions, which drew a great number of in person attendees. We hope that these will serve as the first of many future regional sessions.

**One Day Event in honour of Sir Patrick Elias**

The Society held a one-day workshop on 28 March 2025 at Selwyn College, Cambridge to celebrate and reflect upon Patrick Elias' legacy as a judge, advocate, and scholar.

There was a range of panels reflecting on Patrick's many contributions to labour law comprising:

Professor Simon Deakin, ***Sir Patrick and employment status***, with a comment from Brian Napier KC;

Dr Joe Atkinson, ***Sir Patrick and human rights in employment law***, with a comment from Shantha David

Professor ACL Davies, ***Sir Patrick on the employment contract***, with a comment from Stuart Brittenden KC

The foregoing panels were chaired by Lord Sales.

Professor Sandra Fredman, *Sir Patrick and Equal Pay*, with a comment from Anna Beale KC

Professor Catherine Barnard and Sarah Fraser Butlin KC, *Sir Patrick and discrimination law*, with a comment from Jo Omambala KC

The foregoing panels were chaired by Singh LJ.

Judge Simon Auerbach, *Sir Patrick on causation in employment law*, with a comment from Dr Charles Wynn-Evans

Professor Keith Ewing, *Sir Patrick and trade union rights*, with a comment from Andrew Burns KC

Professor Alan Bogg, *Sir Patrick as Judge and Jurist*, with a comment from Underhill LJ.

The foregoing panels were chaired by Lady Simler

This was a fantastic event which celebrated Patrick's career. It was a who's who of attendees and was an amazing day, followed by a wonderful evening.

We would like to take this opportunity to record our thanks to contributors and those chairing but also to pay particular thanks to Sarah Fraser Butlin KC, and Professors Catherine Barnard and Alan Bogg, for putting together such a superb event in celebration of Patrick and for making it truly special.

#### 2024 Annual Conference: Keble College, Oxford

The 2024 Annual Conference was hosted at St John's College in Cambridge. This was the Society's second in person only Conference since lockdown and it sold out with 155 attendees. There was a very lively and friendly atmosphere at the Conference with delegates expressing how much they enjoyed it.

Speaker sessions and contributions were superb, details of which are outlined below:

#### **Panel Session: *The ethics of employment lawyering***

Those sharing the platform were Beth Hale, Partner and General Counsel at CM Murray LLP; Iain Miller, partner at Kingsley Napley LLP; and Richard Moorhead, Professor of Law and Professional Ethics, University of Exeter.

The Panel session was chaired by Charles Wynn-Evans, Partner and International General Counsel, Dechert LLP

**Plenary Sessions:*****Is Equal Pay broken? A debate***

Ijeoma Omambala KC, Old Square Chambers and Sean Jones KC, 11KBW

***Religion and belief discrimination: where next?***

Sarah Fraser Butlin KC, Cloisters and Fellow, Selwyn College, Cambridge

***The rights, wrongs, risks and regulation of AI at work***

Robin Allen KC, Cloisters and Mary Towers, Employment Rights Policy Officer in the Rights, Social Affairs and Economics department at the TUC

***A Discrimination Law Miscellany***

HHJ Simon Auerbach

**Workshops:*****Employment Tribunal or High Court – how to decide which jurisdiction to choose***

Clare Brereton, Partner, BDBF LLP

***Best practice in investigations: avoiding common pitfalls***

Arpita Dutt, Independent Investigator and Mediator – Arpita Dutt Consulting and Luke Watkeys, Director &amp; HR Consultant, Compose HR

***Reinstatement and re-engagement: tactics and strategy***

Thomas Ogg, 11KBW

***How can the government best deliver “a new deal for working people”?***

Nick Denys, Head of Private and Commercial Law, The Law Society

**After-Dinner Speaker Sir Patrick Elias KC**

We are incredibly grateful to all of the Society’s Conference speakers and to all those who chaired at the Conference.

**6. Plans for 2025/2026**

We are pleased to confirm that the Society will be hosting the Summer Quiz/Drinks Party at UNISON on Thursday 26 June 2025, details of which will undoubtedly be circulated very soon. Please do sign up to what we anticipate will be a very enjoyable social event.

The Society’s Annual Conference is scheduled to take place at Keble College in Oxford on Friday 12 and Saturday 13 September this year. Full details will hopefully be circulated in early to mid June.

## 7. Thanks

### Change

We would like to take this opportunity again to record thanks to all those who have given their time to contribute to ILS events as speakers, organisers or chairs as well as our thanks to the Committee for their work during the year and the members of the Society for your continued participation and support.

Finally, we would also like to wish the newly elected Co-Chairs and Executive Committee for 2025 to 2027 all the very best. The Society has brilliant new leadership which promises much and will achieve more and we look forward to seeing the Society continue to prosper.

**Anna Beale and Robert Lewis**  
**Co-Chairs**

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES**

### **OF THE INDUSTRIAL LAW SOCIETY**

I report on the accounts of the Society for the year ended 31 December 2024, which are set out on pages 1 to 4.

#### **Respective responsibilities of trustees and examiner**

As the charity's trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

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

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 41 of the Act and to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R.D. Ginbey  
3 Page Road  
BOWERS GIFFORD  
Basildon  
Essex SS13 2HP

**ACCOUNTANT'S REPORT**

In accordance with instructions given to us we have prepared the attached Accounts from the records and from information and explanations received from the Treasurer of the Industrial Law Society and we certify that it is in accordance therewith.

***R D Ginbey  
3 Page Road  
BOWERS GIFFORD  
Basildon  
Essex SS13 2HP***



**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2024**

	<u>2024</u>	<u>2023</u>
£	£	£
<b>INCOME</b>		
Subscriptions: Individual	25,605	25,252
Corporate	14,130	14,045
Journal Sales	17,698	16,146
	-----	-----
	57,433	55,443
<b>LESS EXPENDITURE</b>		
Postage & Stationery	420	231
Employment Expenses:		
Inc. employers' NI	32,492	32,362
Insurances	2,885	2,769
Information Commissioners Office	35	35
Secretarial Expenses	-	-
Affiliation and accreditation Fees	112	266
Bank Charges	2,185	1,586
Printing	-	-
Telephone		
(incl e-mail/broadband/zoom)	2,164	2,508
Accountancy & Payroll Administration	1,845	1,395
Gifts	-	538
Miscellaneous	120	-
Email/website development	-	268
OUP	-	-
	-----	-----
	42,258	41,958
	-----	-----
	15,175	13,485
<b>SURPLUS/(DEFICIT) ON CONFERENCES &amp; EVENING MEETINGS</b>	<b>(17,592)</b>	<b>(20,602)</b>
	-----	-----
<b>(DEFICIT)/SURPLUS FOR THE YEAR</b>	<b><u>(£ 2,417)</u></b>	<b><u>(£ 7,117)</u></b>

**THE INDUSTRIAL LAW SOCIETY**

**STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST DECEMBER 2024**

	<u>2024</u>	<u>2023</u>
	£	£
<b>ASSETS RETAINED FOR THE CHARITY'S OWN USE</b>		
Office Equipment at Cost	15,239	15,059
Additions	43	180
	-----	-----
	15,282	15,239
	-----	-----
<b>CASH ASSETS</b>		
Cash at Bank	86,739	89,199
	-----	-----
<b>LIABILITIES</b>		
HMRC	967	541
Payroll Admin	-	450
Telephone	345	284
(incl e-mail/broadband/zoom)	47	-
Annual Conference	-	120
Evening Meeting	39	-
Bank Charges	-	11
	-----	-----
	<u>£1,398</u>	<u>£ 1,406</u>

Approved  ..... Co-Chair (ANNA BEALE KC)  
Approved  ..... Co-Chair (ROBERT LEWIS)

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2024**

		<u>2024</u>		<u>2023</u>	
	£	£		£	£
<b>ANNUAL CONFERENCE</b>					
Income		58,408			57,890
Less Expenses					
Venue hire (incl: AV Aids)	49,473			55,519	
Speakers	631			956	
Postage, Printing, Promotion & consumables	262			415	
		50,366			56,890
<b>SURPLUS/(DEFICIT)</b>	-----	8,042		-----	1,000

**SUMMER PARTY (JUNE)**

	£	£		£	£
Income		-			3,415
Less Expenses					
Hire of venue	-			3,154	
Speakers	-				
Postage, Printing & Promotion	-			-	
Donation on behalf of Winning Quiz Team to FRU	-			375	
	-				3,529
<b>SURPLUS/(DEFICIT)</b>	-----	-		-----	(114)

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2024**

		<u>2024</u>		<u>2023</u>	
	£	£		£	£
<b>ONE DAY EVENT IN HONOUR OF SIR PATRICK ELIAS (MARCH 2025)</b>					
Income		4,850			-
Less Expenses					
Hire of venue (deposit)	435				-
Speakers				-	
Postage, Printing & Promotion		435		-	
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>		<b>4,415</b>		<b>-</b>	
 <b>EVENING MEETINGS: (ALL CENTRES)</b>					
Income		1,050			633
Expenses					
Hall Hire	28,113			20,162	
Speakers expenses	1,345			495	
AV Technician	1,151			1,120	
Postage, Printing, Promotion & consumables	490	31,099		344	22,121
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>		<b><u>(30,049)</u></b>		<b><u>(21,488)</u></b>	
 <b>TOTAL SURPLUS/(DEFICIT) ON CONFERENCES AND EVENING MEETINGS</b>					
		<b><u>(17,592)</u></b>		<b><u>(20,602)</u></b>	

# INDUSTRIAL LAW SOCIETY

[www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

**Co-Chair**

Robert Lewis  
Mishcon de Reya LLP  
Africa House  
70 Kingsway  
London WC2B 6AH  
Email: Robert.Lewis@mishcon.com  
Tel: 020 3321 7000

**Co-Chair**

Anna Beale  
Cloisters  
1 Pump Court  
TEMPLE  
London EC4Y 7AA  
Email: abe@cloisters.com  
Tel: 020 7827 4000

**Co-ordinator**

Jean Hughes  
18 Graysmead  
SIBLE HEDINGHAM  
Essex C09 3NY  
Tel/Fax: 01787 463838  
Email jean@industriallawsociety.org.uk  
Office Hours: 9am to 1pm

## **Treasurer's Report 2024**

This years report is presented once again accounting for the activities of the Society on a "Receipts and Payments" basis.

### **Subscription Income/Journal Sales**

Income from Journal sales, which continue to greatly supplement the Society's finances, increased to £17,698 being received from OUP in respect of the profit share scheme this year.

So as to address the higher costs of hosting our events and the day to day running of the Society, details of which I will address below, subscription rates were, reluctantly, increased (by £5 for Individual members and £10 for Corporate members), having remained unchanged previously for several years.

### **General Income & Expenditure**

The Society made a deficit of £2,417. This amount would have been higher had we not received surplus of income of £4,415 from the One Day Event in Honour of Sir Patrick Elias. Unusually bookings opened for it during the financial year end for 2024, although the event was held in March 2025. Liabilities in relation to hosting it will therefore be paid in 2025. If you allow for the liabilities likely to be owed for the One Day Event in Honour of Sir Patrick, which are yet to be confirmed, it is anticipated that the Society's deficit for the year will have been a little higher than it was in 2023.

The Society made a healthy surplus of £8,000 on the Annual Conference which was held at St John's College in Cambridge. The Society was fortunate in negotiating a discount of £8,251 on their final invoice as it transpired that the College had over priced their initial costings by not taking our VAT exemption into account.

There was a significant increase of £8,561 in the cost of hosting the Society's evening meetings in 2024. To try and save money, the Society's Executive Committee had investigated switching venues in London but quotes received from suitable alternative venues were on a par with The Law Society.

While banking charges for electronic and online payments increased by some 31%, the overall general day to day running of the Society saw only a modest increase in monetary terms of £300 for the year. These included notable higher costs for payroll services and stationery.

Income of some £1,050 was received from non-members attending our evening meetings; a 49% increase on the previous year.

There was a miscellaneous charge of £120 for a donation made to Britten Pears Arts. This was half of the sweepstake monies raised at the 2023 Annual Conference (with the other £120 being donated to Scope in 2023). Britten Pears Arts was the chosen

charity of the after-dinner speaker. The £120 donation made to the charity did not however clear until 2024.

## **General**

It is reassuring that, despite the rising costs incurred in 2024, particularly for venue hire which are largely beyond our control, the Society's financial position remains relatively stable with the Society maintaining a healthy amount of money in the bank. We should not be unduly worried about finances despite the current environment of increasing costs and austerity, but we cannot be complacent either.

There was a reduction of 3.5% in membership numbers in 2024, which is not what we would have hoped for. However, it was not unexpected due to cost of living/austerity measures etc. How the Society goes about balancing venue hire costs and membership fees will no doubt be an important focus for the newly elected Committee.

The conservative management of the Society's finances allows us to continue in our dedication of our founding aim of fostering engagement with individuals interested in employment law and industrial relations through its meetings and conferences. The Society is truly grateful for the continued support of our core, longstanding membership.

Finally, as you will have heard from the results of the AGM tonight, I am stepping down from my role as the Society's Treasurer after 10 years in post. I look forward to continuing to attend the Society's events as an active member though. I would also like to take this opportunity to wish the newly elected Treasurer, Co-Chairs and Vice-Chairs and Executive Committee every success in the future.

**Nike Balogun  
Treasurer, ILS**

**INDUSTRIAL LAW SOCIETY**

England & Wales - Charity number 292145

---

# Accounts

---

# INDUSTRIAL LAW SOCIETY

[www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

*Chair*

Sarah Fraser Butlin  
Cloisters  
1 Pump Court  
TEMPLE  
London EC4Y 7AA  
Email: [sfb@cloisters.com](mailto:sfb@cloisters.com)  
Tel: 020 7827 4000

*Co-ordinator*

Jean Hughes  
18 Graysmead  
SIBLE HEDINGHAM  
Essex C09 3NY  
Tel/Fax: 01787 463838  
Email : [jean@industriallawsociety.org.uk](mailto:jean@industriallawsociety.org.uk)  
Office Hours: 9am to 1pm

## **CHAIR'S REPORT 2022 / 2023**

### **1. Officers and Committee**

The Society's Officers and Committee members were on a two-year tenure since being elected in 2021. They were:

**Chair:** Sarah Fraser Butlin

**Vice-Chairs:** Anna Beale and Robert Lewis

**Treasurer:** Nike Balogun

**Secretary:** Rachel Wedderspoon

#### **Ordinary Members:**

Shubha Banerjee, Iain Birrell, Susan Harris, Andrew James, Omar Khalil, Dr John McMullen, Declan O'Dempsey, Rakesh Patel, Michael Reed, Madeline Stanley, Anita Vadgama and Emma Zarb

**Ex-officio regional chairs during 2021 and 2022 have been:** Connie Cliff (Birmingham), Joel Smith (who assisted Dr John McMullen in Leeds), Professor Tonia Novitz and Michael Ford KC (Bristol), Max Winthrop (Newcastle), Clive Day (Nottingham), and Hayley Johnson, Josephine van Lierop and David Martyn (Scotland).

**Members co-opted onto the Committee in 2021 were:** Ann Kelly.

Ex-officio members and co-optees are usually considered by the in-coming Executive Committee at its first meeting and are selected in order to ensure broad representation on the Committee across industry, legal practitioners including the judiciary and academia.

I would like to take this opportunity to thank all of the Committee members for their contributions over the last 12 months.

### **2. Membership**

In spite of the ongoing challenges in relation to the pandemic, cost of living and consolidation across the sector, membership numbers increased to just under 500.

I have no doubt that the newly elected committee for 2023 to 2025 will continue to develop membership further.

### 3. Principal activities

#### Hybrid Evening Meetings

These sessions have been highly successful and the Society remains committed to continuing to offer first-rate meetings on topical subjects, addressed by high calibre speakers, free of charge for our members. 2022/2023 meetings were as follows:

April 2022: His Honour Judge James Taylor: ***Reasonable Adjustments, Pitfalls and Possibilities***

May 2022: Joint Meeting with Bristol Law Centre: Dr Philippa Collins: ***Putting Human Rights to Work: Labour Law, The ECHR and the Employment Relation***

October 2022: Karen Jackson: ***Menopause: do we need another protected characteristic in the Equality Act 2010?***

November 2022: Will Winch: ***The Modern Slavery Act: Making Statements***

December 2022: Lady Justice Simler: ***Identifying the real reason for dismissal: reflections on Kong, Jhuti, and questions of attribution***

January 2023: Kathleen Healy and Charles Wynn-Evans: ***"TUPE CONTINUED" – a review, recap and a look ahead at key developments relating to TUPE***

February 2023 Mrs Justice Eady DBE: An ***'In Conversation'*** meeting, facilitated by REJ Nike Balogun

February 2023: In person only Bristol Meeting: Charles Wynn-Evans, ***"TUPE CONTINUED" – a review, recap and a look ahead at key developments relating to TUPE***

I would like to take this opportunity to pay special thanks not only to the Society's guest speakers but also to those who have chaired sessions.

#### 2022 Annual Conference: Downing College, Cambridge

The 2022 Annual Conference was hosted at Downing College in Cambridge in hybrid format. Although numbers did not return to pre-pandemic levels, they significantly increased on the previous year with 127 in-person attendees and a much smaller number of additional participants (11) who joined online via zoom.

The Conference was extremely well received and speaker contributions were superb:

**Panel Session:**

***Sex, gender identity and religion and belief in the workplace.*** Those sharing the platform were Clare Conaghan, Director, Dearden HR; Ben Cooper KC, Old Square Chambers; and Robin White, Barrister, Old Square Chambers;

**Plenary Sessions:**

***Algorithms at Work - What if your boss was an algorithm?***: Professor Jeremias Adams-Prassl, Magdalen College, Oxford

***Restrictive Covenants:*** Lady Justice Elisabeth Laing DBE

***Labour Migration in the Post-Brexit UK: Transformation or Evolution:*** Dr Manoj Dias-Abey, Co-Director at the Centre for Law at Work and Lecturer in Law at the University of Bristol

***The protection of the individual right to strike under Article 11 and in domestic law: the journey to Mercer:*** Stuart Brittenden, Barrister, Old Square Chambers

**Workshops:**

***ET procedure: highways and byways:*** Employment Judge David Massarella

***All things Fire and Rehire:*** Gavin Mansfield KC, Littleton Chambers; and Neil Todd, Partner, Thompsons Solicitors

***Personal injury claims in an employment context:*** Will Young, Outer Temple Chambers;

***Simplifying Legal Professional Privilege for Employment Lawyers:*** Wonu Sanda, Senior Associate, CM Murray LLP; and Michael White, Barrister, 11KBW

**After-Dinner Speaker** Victoria Phillips, retired Solicitor and former Head of Employment Rights - Client Relations, Thompsons, Solicitors.

I would like to take this opportunity of recording thanks to all of the Society's Conference speakers and also all those who chaired at the Conference.

**4. Plans for 2023/2024**

The Society's newly elected committee will be considering the future shape of meetings going forwards. Details about further meetings will be circulated soon.

Our 2023 Annual Conference will take place at Keble College, Oxford on Friday 8 and Saturday 9 September. Full details will hopefully be circulated in early June.

## 5. Thanks

May I take this opportunity to record thanks to all those who have given their time to contribute to ILS events as speakers, organisers or chairs as well as my thanks to the Committee for their work during the year and the members of the Society for your continued participation and support.

## 6. Announcement

We record the sad passing of Dr John McMullen in 2022. John was a long standing and valued member of the ILS, having been an Executive Committee member for over 30 years. He was instrumental in setting up the Society's Leeds regional meetings in the late 1990s which he enthusiastically continued to organise, together with other ILS colleagues until the beginning of the covid lock-down. John is much missed by the Society and the wider employment law community.

**Sarah Fraser Butlin**  
Chair

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES**

### **OF THE INDUSTRIAL LAW SOCIETY**

I report on the accounts of the Society for the year ended 31 December 2022, which are set out on pages 1 to 4.

#### **Respective responsibilities of trustees and examiner**

As the charity's trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

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

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 41 of the Act and to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R.D. Ginbey  
3 Page Road  
BOWERS GIFFORD  
Basildon  
Essex SS13 2HP

**ACCOUNTANT'S REPORT**


In accordance with instructions given to us we have prepared the attached Accounts from the records and from information and explanations received from the Treasurer of the Industrial Law Society and we certify that it is in accordance therewith.

*R D Ginbey*  
*3 Page Road*  
**BOWERS GIFFORD**  
*Basildon*  
*Essex SS13 2HP*

THE INDUSTRIAL LAW SOCIETY

STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST DECEMBER 2022

	<u>2022</u>	<u>2021</u>
	£	£
<b>ASSETS RETAINED FOR THE CHARITY'S OWN USE</b>		
Office Equipment at Cost	14,949	14,143
Additions	110	806
	-----	-----
	15,059	14,949
	-----	-----
<b>CASH ASSETS</b>		
Cash at Bank	96,497	94,546
	-----	-----
<b>LIABILITIES</b>		
HMRC	653	492
Payroll Admin	450	225
Telephone		
(incl e-mail/broadband/zoom)	102	202
Annual Conference	-	96
International Society for Labour Law	-	252
Stationery	-	30
Evening Meeting	145	-
Bank Charges	16	-
	-----	-----
	<u>£ 1,366</u>	<u>£ 1,297</u>

Approved  Chair



**THE INDUSTRIAL LAW SOCIETY**

**INCOME AND EXPENDITURE ACCOUNT**

**YEAR ENDED 31 DECEMBER 2022**

		<u>2022</u>		<u>2021</u>	
	£	£		£	£
<b>INCOME</b>					
Subscriptions: Individual		28,207			28,859
Corporate		15,665			15,510
Journal Sales		15,191			9,394
Deposit Account Interest		-			-
		-----			-----
		59,063			53,763
<b>LESS EXPENDITURE</b>					
Postage & Stationery	167			141	
Employment Expenses:					
Inc. employers' NI	29,951			30,477	
Insurances	2,692			2,616	
Information Commissioners Office	35			35	
Secretarial Expenses	-			-	
Affiliation and accreditation Fees	252			-	
Bank Charges	2,077			2,215	
Printing	-			-	
Telephone					
(incl e-mail/broadband/zoom)	1,979			1,650	
Accountancy & Payroll Administration	1,375			1,135	
Gifts	33			146	
Miscellaneous	-			-	
Email/website development	1,695			2,905	
OUP	-	40,256		-	41,320
		-----		-----	
		18,807			12,443
<b>SURPLUS/(DEFICIT) ON CONFERENCES &amp; EVENING MEETINGS</b>					
		(16,746)			2,103
		-----			-----
<b>(DEFICIT)/SURPLUS FOR THE YEAR</b>		<u>£ 2,060</u>			<u>£14,546</u>

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2022**

		<u>2022</u>		<u>2021</u>	
	£	£		£	£
<b>ANNUAL CONFERENCE</b>					
Income		45,975			30,938
Less Expenses					
Venue hire (incl: AV Aids)	44,618			23,814	
Speakers	587			1,025	
Postage, Printing, Promotion & consumables	238			135	
		45,443			24,974
<b>SURPLUS/(DEFICIT)</b>	-----	532		-----	5,964

**SUMMER PARTY (JUNE)**

	£	£		£	£
Income		3,910			
Less Expenses					
Hire of venue	2,762			-	
Speakers	-			-	
Postage, Printing & Promotion	-	2,762		-	
<b>SURPLUS/(DEFICIT)</b>	-----	1,148		-----	-----

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2022**

	<u>2022</u>	<u>2021</u>
£	£	£
<b>PUB QUIZ (DECEMBER 2021)</b>		
Income		470
Less Expenses		
Donation to MIND		470
Hire of venue		
Speakers		
Postage, Printing & Promotion & consumables		
	-----	-----
<b>SURPLUS/(DEFICIT)</b>		<b>(470)</b>
<b>EVENING MEETINGS: (ALL CENTRES)</b>		
Income	1,120	549
Expenses		
Hall Hire	17,583	2,946
Speakers expenses	588	480
AV Technician	1,114	421
Postage, Printing, Promotion & consumables	262	93
	-----	-----
<b>SURPLUS/(DEFICIT)</b>	<b><u>(18,427)</u></b>	<b><u>(3,391)</u></b>
<b>TOTAL SURPLUS/(DEFICIT) ON CONFERENCES AND EVENING MEETINGS</b>	<b><u>(16,746)</u></b>	<b><u>2,103</u></b>

# INDUSTRIAL LAW SOCIETY

[www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

*Chair*

Sarah Fraser Butlin  
Cloisters  
1 Pump Court  
TEMPLE  
London EC4Y 7AA  
Email: [sfb@cloisters.com](mailto:sfb@cloisters.com)  
Tel: 020 7827 4000

*Co-ordinator*

Jean Hughes  
18 Graysmead  
SIBLE HEDINGHAM  
Essex C09 3NY  
Tel/Fax: 01787 463838  
Email : [jean@industriallawsociety.org.uk](mailto:jean@industriallawsociety.org.uk)  
Office Hours: 9am to 1pm

## **Treasurer's Report 2022**

This year's report is presented once again accounting for the activities of the Society on a "Receipts and Payments" basis.

The Society made a surplus of £2,060 for 2022.

### **Subscription Income**

There was a modest decrease of just under 2.5% in Individual subscription income and a small increase of 1% in the Society's Corporate subscriptions.

### **Sales of the Journal**

Sales of the Journal were exceptionally strong in 2022 with £15,191 being received from OUP in respect of profit share scheme.

### **Annual Conference**

The Society's Annual Conference made a small surplus of £532.

Conference fees were kept as low as possible by the Society's Executive Committee who unanimously agreed they should remain at the same rate as they were in 2019 and 2021. (NB In 2020 the Conference was held online only).

More venue costs were incurred in terms of bedroom and dining booking fees due to the increase of in-person delegates and a reduction of online participants in 2022 from the previous year.

Some £3,105 of income from the Conference is attributable to delegates arriving the evening before the start of the Conference and paying for an additional night's bed and breakfast. No profit on these costs were made by the Society.

The venue's 'Hybrid Meeting Package' on top of lecture room hire resulted in an extra £2,200 in fees to the Society. This amount did not include costs of hire of an additional AV technician for the breakout sessions.

As well as the sweepstake monies raised at the banqueting dinner at the Conference, the Society donated £250 to Hope Not Hate, making a total of £500 which was sent to the charity. This sum is recorded under speakers' expenses.

### **BBQ/Summer Party**

Although the 2022 BBQ/Summer Party shows a surplus of some £1,148 a deposit of £2,200 was in fact made in 2020 for the event which was subsequently cancelled in 2021! Once the figures are adjusted to take into account the previous deposit, the BBQ/Summer Party actually made a deficit of £1,052.

**Honorary President:** Sir Patrick Elias, **Vice-Presidents:** Dr Saphié Ashtiany, Professor Catherine Barnard, Mr D Cockburn  
Professor Paul Davies KC, The Hon Mrs Justice Eady DBE, Lord Henty KC, Sir Brian Langstaff,  
Michael Rubenstein, The Hon Mrs Justice Stacey DBE, Melanie Tether, Lord Justice Underhill  
**A Registered Charity: No. 292145**

## Evening Meetings/Webinars

Costs to the Society for the hybrid sessions substantially increased six-fold in 2022. The deficit of £18,427 was due to a significant increase in venue hire costs, additional sessions taking place and AV technician costs of £1,114.

The Society is, however, due a refund of some £1,046 for Evening Meeting venue hire from 2022 and when this is taken into account the deficit is reduced to £17,381.

Whilst the Society has sourced a freelance AV technician (as The Law Society does not have webinar equipment in their lecture room and does not have a full-time in-house technician working for them), their fees are considerably less than was quoted to hire one via The Law Society. The freelance technician the Society has secured sets up the camera and microphone equipment purchased by the Society and will also sit in every evening session to monitor AV feeds etc, to be on hand if needed and fix any AV issues if they arise.

While the Society's Executive Committee are monitoring the viability of these additional costs versus number of in person attendees for each hybrid session, they were, and are, keen to continue with regular hybrid evening meetings so that members have the choice of meeting peers in person, participating in a session and debating and/or exchanging views online or in person as well as enabling attendees to socialise afterwards if they so wish.

## General Income & Expenditure

The final phase of the rebuild of the Society's web-site was completed in 2022 at an additional cost of £1,695.

As a consequence of the Society changing online Merchants with lower online transaction tariffs in the middle of 2022, bank charges decreased by some 6%.

The Society spent £110 on a SumUP card reader so that delegates attending the Annual Conference could buy raffle tickets for the sweepstake at the banqueting dinner by card instead of cash. However, the machine was faulty so we were unable to use it in the end!

Increases in insurance premiums, telephone/email/broadband and zoom accounts arose once again from retail price hikes.

The co-ordinator was awarded a one-off bonus payment of £600 (gross) in December. Annual pay remains unchanged but the decrease is attributable to the timing of the payments of NI & Tax to HMRC.

A wedding gift of some £33 was made to a member of the Society's Executive Committee.

## General

Income and expenditure for the year has remained stable which is extremely encouraging in the current difficult climate, whilst the bonus payment from Journal sales has made the difference between profit and loss for the year. The bank balance has remained in good shape and funds have risen to £96,497 and provides a very sound base for future projects.

**Nike Balogun  
Treasurer, ILS**

**INDUSTRIAL LAW SOCIETY**

England & Wales - Charity number 292145

---

# Accounts

---

# INDUSTRIAL LAW SOCIETY

[www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

*Chair*

Sarah Fraser Butlin  
Cloisters  
1 Pump Court  
TEMPLE  
London EC4Y 7AA  
Email: [sfb@cloisters.com](mailto:sfb@cloisters.com)  
Tel: 020 7827 4000

*Co-ordinator*

Jean Hughes  
18 Graysmead  
SIBLE HEDINGHAM  
Essex C09 3NY  
Tel/Fax: 01787 463838  
Email : [jean@industriallawsociety.org.uk](mailto:jean@industriallawsociety.org.uk)  
Office Hours: 9am to 1pm

## **Treasurer's Report 2021**

This year's report is presented once again accounting for the activities of the Society on a "Receipts and Payments" basis.

In spite of the continuing uncertainty surrounding the pandemic the Society made a surplus of £14,546 for 2021.

### **Subscription Income**

There was a very modest increase of 3% in Individual subscription income. Corporate subscription income however, decreased by some 11%, which is most likely due to the many cut-backs by companies that are being made due to Covid-19.

### **Sales of the Journal**

Sales of the Journal were strong again in 2021 with £9,394 being received from OUP in respect of profit share scheme.

### **Annual Conference**

As the country was in lockdown for much of 2021 the majority of the Society's events were held virtually. Whilst the Summer Party/BBQ was postponed for another year, the Society's Executive Committee took the decision, after reviewing results of a survey which had been sent out to members, to host a hybrid Conference at Keble College in Oxford which worked very well for both in person attendees and those who joined in virtually via zoom.

The Society's Annual Conference made a profit of £5,964 after securing a refund of venue hire from Keble College of some £11,435. This was obtained after many discussions with the College when they eventually agreed to waive the minimum number of delegate requirement for our Conference booking.

The £135 for the postage, printing, promotion and consumables relate to the additional cost of buying face-masks and hand-gel for all in person delegates which we hope went a small way to making the hybrid Annual Conference as Covid-safe as we possibly could have.

There was no sweepstake at the 2021 Annual Conference but instead £500 was paid to the after-dinner speaker's charity of choice which was 'Action Refugee'. This sum is recorded under speakers' expenses.

### **Evening Meetings/Webinars**

The deficit incurred on Evening Meetings declined somewhat to £3,391, a drop of some £5,612 from the previous year, which as mentioned above, was due to the majority of the Society's sessions being held virtually in 2021.

After the success of the Annual Conference two hybrid evening meetings were booked and paid for. However, due to the prevalence of the Omicron variant, at very short notice the decision was made to switch December's session to online only and the Society was still therefore liable for the cost of venue hire etc for that event.

Speaker expenses relate to November's hybrid session of some £480 for the speaker's travel expenses from Scotland and overnight hotel accommodation.

AV Technician is a new additional expense for the Society's hybrid evening meetings. The Law Society does not currently have webinar equipment in their lecture room and no longer has a full-time in-house technician working for them! The freelance technician the Society has secured sets up the camera and microphone equipment purchased by the Society and will also sit in every evening session to monitor AV feeds etc, to be on hand if needed and fix any AV issues if they arise.

### **General Income & Expenditure**

The Society spent £766 on a professional zoom camera, microphone, a case to carry the equipment, stands, port ways USB, adapter data extender hubs, splitter and appropriate cable connectors. £40 was spent on a laminator to laminate dietary preference cards for delegates with special dietary requirements as requested by Keble College.

The Society's web-site was modernised in June 2021 at a cost of £2,812. A further £93 was also spent on fixing an IT issue with the Society's email system.

£470 was raised for charity in December 2020 during the virtual Pub Quiz. The donation to MIND cleared the Society's account in early 2021.

There was a reduction in venue hire; printing; postage and stationery; and secretarial expenses due to Covid-19.

Increases in insurance premiums, telephone/email/broadband and zoom accounts arose from retail price hikes.

The co-ordinator's annual pay remains unchanged. The increase of £969 is attributable to the timing of the payments of NI & Tax to HMRC.

Bank charges increased by some 11% reflecting the continuing ever-increasing use of online banking transactions by the Society's members during the pandemic. The Society is in the process of applying to change online Merchants with lower tariffs.

Gifts of some £146 were made to a former Vice-Chair of the Society who stepped down after serving on the Committee since April 2011 and who had been Vice-Chair since 2015.

### **General**

Finances have remained extremely healthy and funds available for charitable use have risen to £94,546.

2021 has been another incredibly difficult year for so many people but due to the continued support of the Society's members, the Chair, Officers and Committee can continue with their commitment to the continued success of the Society, its membership and events which we hope will go from strength to strength in the coming months and years.

**Nike Balogun**  
**Treasurer, ILS**

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES**

### **OF THE INDUSTRIAL LAW SOCIETY**

I report on the accounts of the Society for the year ended 31 December 2021, which are set out on pages 1 to 4.

#### **Respective responsibilities of trustees and examiner**

As the charity's trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

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

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 41 of the Act and to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R.D. Ginbey  
3 Page Road  
BOWERS GIFFORD  
Basildon  
Essex SS13 2HP

**ACCOUNTANT'S REPORT**

In accordance with instructions given to us we have prepared the attached Accounts from the records and from information and explanations received from the Treasurer of the Industrial Law Society and we certify that it is in accordance therewith.

*R D Ginbey*  
*3 Page Road*  
**BOWERS GIFFORD**  
*Basildon*  
*Essex SS13 2HP*

THE INDUSTRIAL LAW SOCIETY

STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST DECEMBER 2021

	<u>2021</u>	<u>2020</u>
	£	£
<b>ASSETS RETAINED FOR THE CHARITY'S OWN USE</b>		
Office Equipment at Cost	14,143	14,143
Additions	806	-
	-----	-----
	14,949	14,143
	-----	-----
<b>CASH ASSETS</b>		
Cash at Bank	94,546	80,806
	-----	-----
<b>LIABILITIES</b>		
Donation to MIND (Pub Quiz)	-	470
HMRC	492	503
Payroll Admin	225	225
Telephone		
(incl e-mail/broadband/zoom)	202	-
Annual Conference	96	-
International Society for Labour Law	252	-
Stationery	30	-
	-----	-----
	<u>£ 1,297</u>	<u>£ 1,198</u>

Approved .....Chair

*Sarah Kruse Burton*

**THE INDUSTRIAL LAW SOCIETY**

**INCOME AND EXPENDITURE ACCOUNT**

**YEAR ENDED 31 DECEMBER 2021**

	<u>2021</u>	<u>2020</u>
£	£	£
<b>INCOME</b>		
Subscriptions: Individual	28,859	27,893
Corporate	15,510	17,555
Journal Sales	9,394	11,456
Deposit Account Interest	-	-
	-----	-----
	53,763	56,904
<b>LESS EXPENDITURE</b>		
Postage & Stationery	141	287
Employment Expenses:		
Inc. employers' NI	30,477	29,508
Insurances	2,616	2,239
Information Commissioners Office	35	35
Secretarial Expenses	-	81
Affiliation and accreditation Fees	-	287
Bank Charges	2,215	1,974
Printing	-	39
Telephone		
(incl e-mail/broadband/zoom)	1,650	1,471
Accountancy & Payroll Administration	1,135	1,350
Gifts	146	55
Miscellaneous	-	-
Email/website development	2,905	251
OUP	-	-
	-----	-----
	41,320	37,577
	-----	-----
	12,443	19,327
<b>SURPLUS/(DEFICIT) ON CONFERENCES &amp; EVENING MEETINGS</b>	2,103	( 6,188)
	-----	-----
<b>(DEFICIT)/SURPLUS FOR THE YEAR</b>	<u>£14,546</u>	<u>£13,139</u>

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2021**

		<u>2021</u>		<u>2020</u>	
	£	£		£	£
<b>ANNUAL CONFERENCE</b>					
Income		30,938			7,618
Less Expenses					
Venue hire (incl: AV Aids)	23,814			3,000	
Speakers	1,025			73	
Postage, Printing, Promotion & consumables	135	24,974			3,073
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>		<b>5,964</b>			<b>4,545</b>

**SUMMER PARTY (JUNE)**

	£	£		£	£
Income					
Less Expenses					
Hire of venue	-			2,200	
Speakers	-			-	
Postage, Printing & Promotion	-			-	2,200
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>					<b>( 2,200)</b>

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2021**

		<u>2021</u>		<u>2020</u>	
<b>PUB QUIZ (DECEMBER 2021)</b>					
	£	£		£	£
Income					470
Less Expenses					
Donation to MIND		470			
Hire of venue					
Speakers					
Postage, Printing & Promotion & consumables					
<b>SURPLUS/(DEFICIT)</b>	-----	-----		-----	-----
		(470)			470
 <b>EVENING MEETINGS: (ALL CENTRES)</b>					
Income		549			150
Expenses					
Hall Hire	2,946			7,508	
Speakers expenses	480			1,645	
AV Technician	421				
Postage, Printing, Promotion & consumables	93	3,940			9,153
<b>SURPLUS/(DEFICIT)</b>	-----	-----		-----	-----
		<u>(3,391)</u>			<u>(9,003)</u>
 <b>TOTAL SURPLUS/(DEFICIT) ON CONFERENCES AND EVENING MEETINGS</b>		 <u>2,103</u>			 <u>(6,188)</u>

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES**

**OF THE INDUSTRIAL LAW SOCIETY**

I report on the accounts of the Society for the year ended 31 December 2021, which are set out on pages 1 to 4.

**Respective responsibilities of trustees and examiner**

As the charity's trustees you are responsible for the preparation of the accounts; you consider that the audit requirement of section 43(2) of the Charities Act 1993 (the Act) does not apply. It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements to keep accounting records in accordance with section 41 of the Act and to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

R.D. Ginbey  
3 Page Road  
BOWERS GIFFORD  
Basildon  
Essex SS13 2HP

**ACCOUNTANT'S REPORT**

In accordance with instructions given to us we have prepared the attached Accounts from the records and from information and explanations received from the Treasurer of the Industrial Law Society and we certify that it is in accordance therewith.

*R D Ginbey*  
*3 Page Road*  
**BOWERS GIFFORD**  
*Basildon*  
*Essex SS13 2HP*

THE INDUSTRIAL LAW SOCIETY

STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST DECEMBER 2021

	<u>2021</u>	<u>2020</u>
	£	£
<b>ASSETS RETAINED FOR THE CHARITY'S OWN USE</b>		
Office Equipment at Cost	14,143	14,143
Additions	806	-
	-----	-----
	14,949	14,143
	-----	-----
<b>CASH ASSETS</b>		
Cash at Bank	94,546	80,806
	-----	-----
<b>LIABILITIES</b>		
Donation to MIND (Pub Quiz)	-	470
HMRC	492	503
Payroll Admin	225	225
Telephone		
(incl e-mail/broadband/zoom)	202	-
Annual Conference	96	-
International Society for Labour Law	252	-
Stationery	30	-
	-----	-----
	<u>£ 1,297</u>	<u>£ 1,198</u>

Approved .....Chair

*Sarah Kruse Burton*

**THE INDUSTRIAL LAW SOCIETY**

**INCOME AND EXPENDITURE ACCOUNT**

**YEAR ENDED 31 DECEMBER 2021**

	<u>2021</u>	<u>2020</u>
£	£	£
<b>INCOME</b>		
Subscriptions: Individual	28,859	27,893
Corporate	15,510	17,555
Journal Sales	9,394	11,456
Deposit Account Interest	-	-
	-----	-----
	53,763	56,904
<b>LESS EXPENDITURE</b>		
Postage & Stationery	141	287
Employment Expenses:		
Inc. employers' NI	30,477	29,508
Insurances	2,616	2,239
Information Commissioners Office	35	35
Secretarial Expenses	-	81
Affiliation and accreditation Fees	-	287
Bank Charges	2,215	1,974
Printing	-	39
Telephone		
(incl e-mail/broadband/zoom)	1,650	1,471
Accountancy & Payroll Administration	1,135	1,350
Gifts	146	55
Miscellaneous	-	-
Email/website development	2,905	251
OUP	-	-
	-----	-----
	41,320	37,577
	-----	-----
	12,443	19,327
<b>SURPLUS/(DEFICIT) ON CONFERENCES &amp; EVENING MEETINGS</b>	2,103	( 6,188)
	-----	-----
<b>(DEFICIT)/SURPLUS FOR THE YEAR</b>	<u>£14,546</u>	<u>£13,139</u>

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2021**

		<u>2021</u>		<u>2020</u>	
	£	£		£	£
<b>ANNUAL CONFERENCE</b>					
Income		30,938			7,618
Less Expenses					
Venue hire (incl: AV Aids)	23,814			3,000	
Speakers	1,025			73	
Postage, Printing, Promotion & consumables	135	24,974			3,073
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>		<b>5,964</b>			<b>4,545</b>

**SUMMER PARTY (JUNE)**

	£	£		£	£
Income					
Less Expenses					
Hire of venue	-			2,200	
Speakers	-			-	
Postage, Printing & Promotion	-			-	2,200
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>					<b>( 2,200)</b>

**THE INDUSTRIAL LAW SOCIETY**  
**INCOME AND EXPENDITURE ACCOUNT**  
**YEAR ENDED 31 DECEMBER 2021**

		<u>2021</u>		<u>2020</u>	
<b>PUB QUIZ (DECEMBER 2021)</b>					
	£	£		£	£
Income					470
Less Expenses					
Donation to MIND		470			
Hire of venue					
Speakers					
Postage, Printing & Promotion & consumables					
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>		<b>(470)</b>			<b>470</b>
 <b>EVENING MEETINGS: (ALL CENTRES)</b>					
Income		549			150
Expenses					
Hall Hire	2,946			7,508	
Speakers expenses	480			1,645	
AV Technician	421				
Postage, Printing, Promotion & consumables	93	3,940			9,153
	-----	-----		-----	-----
<b>SURPLUS/(DEFICIT)</b>		<b><u>(3,391)</u></b>			<b><u>(9,003)</u></b>
 <b>TOTAL SURPLUS/(DEFICIT) ON CONFERENCES AND EVENING MEETINGS</b>		 <b><u>2,103</u></b>			 <b><u>(6,188)</u></b>

**INDUSTRIAL LAW SOCIETY**

England & Wales - Charity number 292145

---

# Accounts

---

# INDUSTRIAL LAW SOCIETY

[www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

*Chair*

Sarah Fraser Butlin  
Cloisters  
1 Pump Court  
TEMPLE  
London EC4Y 7AA  
Email: [sfb@cloisters.com](mailto:sfb@cloisters.com)  
Tel: 020 7827 4000

*Co-ordinator*

Jean Hughes  
18 Graysmead  
SIBLE HEDINGHAM  
Essex C09 3NY  
Tel/Fax : 01787 463838  
Email : [jean@industriallawsociety.org.uk](mailto:jean@industriallawsociety.org.uk)  
Office Hours: 9am to 1pm

## **CHAIR'S REPORT 2020 / 2021**

### **1. Vice-Presidents**

It is with very great sadness that we reported the death of another of the Society's Vice-Presidents, Stephen Levinson, who passed away on Wednesday 13 January, unexpectedly and suddenly.

Stephen was a hugely valued member of the ILS and of the wider labour law community, having been Chair of the Society from 1996 to 1999 as well as a founder member of the Employment Law Committee of the Law Society and a former Treasurer of the Employment Lawyers' Association. At meetings and conferences, his contributions were always insightful, engaging and aimed at stimulating important debate – and often with very dry humour.

Most of all, he will be remembered as a kind and generous man, encouraging junior members in their careers. He will be much missed.

### **2. Officers and Committee**

The Society's Officers and Committee members are on a two-year tenure since being elected in 2019. The following individuals have served as members of the Executive Committee since election in 2019.

**Chair:** Sarah Fraser Butlin

**Vice-Chairs:** Robert Lewis and Charles Wynn-Evans

**Treasurer:** Nike Balogun

**Secretary:** Rachel Wedderspoon

#### **Ordinary Members:**

Anna Beale, Shubha Banerjee, Iain Birrell, Susan Harris, Andrew James, Omar Khalil, Dr John McMullen, Louise Rea, Rakesh Patel, Madeline Stanley, Anita Vadgama and Emma Zarb

**Ex-officio regional chairs during 2019 to 2020 have been:** Connie Cliff (Birmingham), Joel Smith (Leeds), Professor Tonia Novitz and Michael Ford QC (Bristol), Max Winthrop (Newcastle), Clive Day (Nottingham), and Hayley Johnson, Josephine van Lierop and David Martyn (Scotland).

**Members co-opted onto the Committee in 2019 were:** Declan O’Dempsey and Michael Reed.

Ex-officio members and co-optees are usually considered by the in-coming Executive Committee at its first meeting and are selected in order to ensure broad representation on the Committee across industry, legal practitioners including the judiciary and academia.

The Chair would like to take this opportunity to thank all of the Committee members for their contributions over the last 12 months.

## **2. Membership**

Members will be aware that the Society’s Committee have been engaged in driving attendance as well as membership for many years which has proved increasingly difficult as we have seen a lot of consolidation across the sector, amongst other things. However, during the pandemic membership in fact increased by almost 4%.

There is still more work to be done to re-establish previous levels of both Corporate and Individual membership, and this continues to be one of our main focuses.

## **3. Principal activities**

### Evening Meetings/webinars

The Society’s 2020/2021 Evening Meeting Programme was suspended in March 2020 due to Covid-19 and London and regional sessions were replaced by highly successful webinars during the pandemic which were available at the time to both members and non-members of the Society for free. The Society has been extremely fortunate to have secured speakers of consistent high quality, too numerous to mention here.

The Society’s AGM which had been scheduled for April 2020 was postponed until 29 October 2020 and held as an EGM instead. The post EGM lecture was addressed by Dr Philippa Collins on the subject of ***Working from home, the Right to Privacy and the Protection of Human Rights at Work.***

For our Christmas 2020 event the Society’s Committee opted to get members together socially on zoom rather than to host another lecture. The Pub Quiz event was great fun, thoroughly enjoyed by everyone and, as you will see from the Treasurer’s Report, raised £470 for MIND.

I would like to pay special thanks not only to the Society’s speakers but also to those who have chaired sessions and to all those who organised our regional programme at the beginning of 2020, namely Dr John McMullen, Iain Birrell and Joel Smith (Leeds); Professor Tonia Novitz and Michael Ford QC (Bristol), Connie Cliff (Birmingham), Max Winthrop (Newcastle), Clive Day (Nottingham) and Rachel Wedderspoon (Manchester)

## Season of Conference webinars: September 2020

A virtual 'Season of Conference' webinars was spread over a week in September 2020 and replaced the Society's in-person Annual Conference.

The Season of Conference webinars was highly successful with over just over 150 participants booking. It opened on Thursday 10 September with Lord Justice Underhill (Chaired by Sir Patrick Elias) speaking on the subject of ***The Tenth Birthday of the Equality Act: Anything to Celebrate?***

Thereafter Professor ACL Davies, Dean of the Oxford Law Faculty and Professor of Law and Public Policy spoke on ***Stress at work: a critique of the law***; David Reade QC, Littleton Chambers and Lord Hendy QC, Old Square Chambers on ***Recognition for collective bargaining in a post COVID world: David Reade and John Hendy in conversation***; and Professor Abi Adams-Prassl, Oxford Department of Economics, and Professor Jeremias Adams-Prassl, Oxford Faculty of Law on ***COVID-19: Three Challenges for Labour Market Regulation***.

The Conference webinars concluded on 23 September with ***An evening with Mohsin Zaidi, writer of A Dutiful Boy*** which was chaired by Mrs Justice Eady DBE.

The contributions were inspiring and our thanks go to all our speakers. Speakers devote a huge amount of time, without payment, to preparing and delivering sessions for the Society and I would like to take this opportunity of recording our thanks to them.

#### **4. Plans for 2021/2022**

The Society is hopeful that in-person meetings will recommence later this year but this will, of course, be dependent on future Government guidelines.

The decision to cancel the Society's Summer Party/BBQ this June has been made. The Society anticipates that it will be a virtual 'in conversation' session in its place. Date and details to be circulated soon.

The Society is also currently in the process of arranging a joint memorial event with ELA for Stephen Levinson as well as planning this year's Annual Conference. If lockdown restrictions are lifted the Society will go ahead with the Conference at Keble College in Oxford on **Friday 10 September and Saturday 11 September 2021**.

So far confirmed speakers for the Annual Conference are:

**Mary Stacey** on ***Civil Restraint Orders and strike outs***; and

**Panel session on *The Future of Work***: **Sarah O'Connor**, columnist, reporter and associate editor at the Financial Times; **Nick Denys**, Councillor, Hillingdon, London; and **Rehana Azam**, National Secretary, GMB.

**David Reade QC**, Littleton Chambers and **Professor Alan Bogg**, University of Bristol on ***Consultation on collective redundancy and TUPE***.

We are considering how we might go forwards with regional and London meetings in the autumn.

## **5. Web-site**

The Society's web-site is in the process of being updated and we anticipate that our modernised site will be up and running at the end of April/beginning of May.

## **6. Thanks**

The thanks of the Society, and of the Chair personally, must be recorded to all those who have given their time to contribute to the ILS events as speakers, organisers or chairs as well as to the Society's members who have supported us throughout what has been an incredibly difficult year.

In closing I would also like to record particular thanks to Charles Wynn-Evans who is stepping down as Vice-Chair of the Society. Charles joined the Society's Committee in April 2011 and he has been a Vice-Chair since 2015. His tireless help and commitment have been incredibly invaluable to me as Chair of the Society as well as to recent former Chairs.

**Sarah Fraser Butlin**  
**Chair**

# INDUSTRIAL LAW SOCIETY

[www.industriallawsociety.org.uk](http://www.industriallawsociety.org.uk)

*Chair*

Sarah Fraser Butlin  
Cloisters  
1 Pump Court  
TEMPLE  
London EC4Y 7AA  
Email: [sfb@cloisters.com](mailto:sfb@cloisters.com)  
Tel: 020 7827 4000

*Co-ordinator*

Jean Hughes  
18 Graysmead  
SIBLE HEDINGHAM  
Essex C09 3NY  
Tel/Fax : 01787 463838  
Email : [jean@industriallawsociety.org.uk](mailto:jean@industriallawsociety.org.uk)  
Office Hours: 9am to 1pm

## **Treasurer's Report 2020**

This year's report is presented once again accounting for the activities of the Society on a "Receipts and Payments" basis.

The Society made a surplus of £13,139 for 2020 in spite of huge uncertainty surrounding the pandemic.

### **Subscription Income**

When it became evident that the Society would not be able to host its Annual Conference or further in-person sessions for the remainder of the year, the Society decided to reduce subscription fees at the beginning of June to maintain and build on its membership base.

Unsurprisingly Individual and Corporate subscription income fell by some 4% and 5% respectively. However, due to the one-off strategy to reduce subscription fees, I am pleased to report that membership in fact rose nearly 4% in 2020.

### **Sales of the Journal**

Sales of the Journal were extremely strong in 2020 with £11,456 being received from OUP in respect of profit share scheme.

### **Conferences & Evening Meetings**

At the beginning of the pandemic the duration of social distancing and lockdown was unknown.

Deposits of some £6,400 for venue hire were paid in January 2020 prior to the outbreak of Covid-19. £1,200 is being held on account by The Law Society for resumption of in-person meetings in London; £2,200 is being held on account by Goodenough College for the Society's Summer Party in 2022; and £3,000 is being held on account for the Annual Conference at Keble College which we hope will take place in September 2021.

Due to the cancellation of events from March onwards, expenditure for evening meeting venue hire dramatically decreased by some £14,216 with receipts for them also dramatically declining to £150.

A virtual 'Season of Conference' webinars was spread over a week in September and replaced the Society's in-person Annual Conference. The virtual Conference was highly successful not only in drawing in new members but in generating a surplus income of some £4,545 even after the deposit of £3,000 for the conference in 2021 is taken into account.

When it became apparent in June that the pandemic was far from over the Society established lunch-time and evening webinars. Members and non-members of the Society were able to participate in these webinars until the end of 2020 for free and no income has therefore been generated in relation to them.

The Society's Executive Committee were keen to get the Society's membership together, albeit virtually, for an end of year Christmas Pub Quiz which was great fun and feedback was that our members thoroughly enjoyed it. £470 was raised for charity and donated to MIND although you will see from liabilities that the donation didn't clear in 2020.

### **General Income & Expenditure**

There was a reduction in venue hire; printing; postage and stationery; and secretarial expenses due to Covid-19. The reduction of £441 in insurance premiums from 2019 was due to change of broker.

An increase of £285 for Telephone/email/broadband and zoom is attributable to the monthly fee incurred for setting up a zoom account to enable the Society to host webinars.

The increase in Affiliation and accreditation fees relates to liabilities brought forward from 2019.

Bank charges increased by 7.5% reflecting the Society's ever-increasing use of online banking. £50 of the increase related to a one-off fee for a multi-payments facility which the Society adopted through a Company Credit Card in July 2020.

Miscellaneous expenses in 2020 include £183.98 for E-Set anti-virus software (three-year contract) and £79.20 for domain and email EM Client licence.

Liabilities include NI & Tax payments of £503; a donation of £470 to MIND; and £225 for payroll services. All these liabilities were in fact paid by company credit card in December but not debited from the Society's account until January 2021.

### **General**

2020 has been an incredibly difficult year for so many people. The Society is extremely grateful for the amazing support it has received from members who have embraced and participated in the zoom sessions. Because of your support the Society's finances remain in an extremely strong position with cash at the bank of some £80,806 as of 31 December 2020.

The Society is aware of a lack of financial return on its cash balances but with interest rates continuing to run at unprecedented low levels it was felt that the lost interest is inevitable at present notwithstanding the alternative being to tie up the funds for 60 days or more.

Because of your support the Society will be able to continue to reach out and forge links with new members and re-establish links with previously lapsed members where possible going forwards and pursue our aims of encouraging and engaging with everyone interested in employment law and industrial relations.

**Nike Balogun  
Treasurer, ILS**