

# 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 CO9 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 Kase Burton*



**THE INDUSTRIAL LAW SOCIETY**

**INCOME AND EXPENDITURE ACCOUNT**

**YEAR ENDED 31 DECEMBER 2021**

		<u><b>2021</b></u>	<u><b>2020</b></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	-
	-----	-----	-----
		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><b>£14,546</b></u>	<u><b>£13,139</b></u>

**THE INDUSTRIAL LAW SOCIETY**

**INCOME AND EXPENDITURE ACCOUNT**

**YEAR ENDED 31 DECEMBER 2021**

		<u><b>2021</b></u>	<u><b>2020</b></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>		5,964		4,545

**SUMMER PARTY (JUNE)**

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

**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**

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<b>SURPLUS/(DEFICIT)</b>				( 2,200)



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

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