

- DO NOT STAPLE
- PRINT ON ONE SIDE ONLY

FORM AR21

Trade Union and Labour Relations (Consolidation) Act 1992

ANNUAL RETURN FOR A TRADE UNION

Name of Trade Union:	Association of Teachers and Lecturers
Year ended:	31 December 2010
List no:	584T
Head or Main Office:	7 Northumberland Street London WC2N 5RD
Website address (if available)	www.atl.org.uk
Has the address changed during the year to which the return relates?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> (Click the appropriate box)
General Secretary:	Dr Mary Bousted
Telephone Number:	020 7782 1500
Contact name for queries regarding	Phillip Clark
Telephone Number:	020 7388-7000 509 - 9305.
E-mail:	pclark@cvdff.com

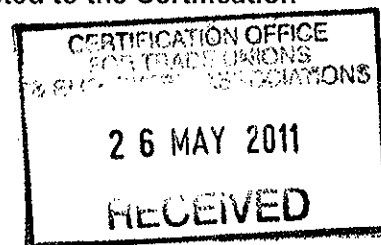
PLEASE FOLLOW THE GUIDANCE NOTES IN THE COMPLETION OF THIS RETURN.

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 020 7210 3734

The address to which returns and other documents should be sent are:

For Unions based in England and Wales:
Certification Office for Trade Unions and Employers' Associations
22nd Floor, Euston Tower, 286 Euston Road, London NW1 3JJ

For Unions based in Scotland:
Certification Office for Trade Unions and Employers' Associations
Melrose House, 69a George Street, Edinburgh EH2 2JG



(Revised February 2011)

RETURN OF MEMBERS

(see notes 10 and 11)

NUMBER OF MEMBERS AT THE END OF THE YEAR					
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	TOTALS
MALE	49,692	1,184	185	365	51,426
FEMALE	146,705	3,275	534	649	151,163
TOTAL	196,397	4,459	719	1,014	A 202,589

Number of members included in totals box 'A' above for whom no home or authorised address is held:

626

Number of members at end of year contributing to the General Fund

121,425

OFFICERS IN POST

(see note 12)

Please attach as an annexe to this form a complete list of all officers in post at the end of the year to which this form relates, with the title of each persons office.

RETURN OF CHANGE OF OFFICERS

Please complete the following to record any changes of officers during the twelve months covered by this return.

Title of Office	Name of Officer ceasing to hold office	Name of Officer Appointed	Date
President	Leslie Ward	Andy Brown	31 August 2010

State whether the union is:

a. A branch of another trade union?

Yes

No

If yes, state the name of that other union:

b. A federation of trade unions?

Yes

No

If yes, state the number of affiliated unions:

and names:

GENERAL FUND

(see notes 13 to 18)

	£	£
INCOME		
From Members: Contributions and Subscriptions		14,272,000
From Members: Other income from members (specify)		
	0	
	0	
	0	
Total other income from members		0
Total of all income from members		14,272,000
Investment income (as at page 12)		120,000
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	697,000	
Total of other income (as at page 4)		697,000
		TOTAL INCOME
		15,089,000
EXPENDITURE		
Benefits to members (as at page 5)		4,091,000
Administrative expenses (as at page 10)		9,691,000
Federation and other bodies (specify)		
TUC	313,000	
Education International	136,000	
Other	14,000	
Total expenditure Federation and other bodies		14,245,000
Taxation		
		TOTAL EXPENDITURE
		14,245,000
		Surplus (deficit) for year
		844,000
		Amount of general fund at beginning of year
		6,351,000
		Amount of general fund at end of year
		7,195,000

ANALYSIS OF INCOME FROM FEDERATION AND OTHER BODIES AND OTHER INCOME

(see notes 19 and 20)

DESCRIPTION	£	£
Federation and other bodies		
TOTAL FEDERATION AND OTHER BODIES		-
Other income		
Profit on sale of investments	145,000	
Retained insurance rebates and commission	204,000	
Union Learning Fund	120,000	
Trust Fund management charge	96,000	
Other Income	132,000	
TOTAL OTHER INCOME		697,000
TOTAL OF ALL OTHER INCOME		697,000

ANALYSIS OF BENEFIT EXPENDITURE SHOWN AT GENERAL FUND

(see notes 21 to 23)

	£		£
Representation – Employment Related Issues		brought forward	1,325,000
	(157,000)	Education and Training services	
		Training Courses	158,000
		Association of Managers in Education	231,000
Representation – Non Employment Related Issues			
		Negotiated Discount Services	
Communications	1,482,000		
		Salary Costs	2,261,000
Advisory Services	-		
		Other Benefits and Grants (specify)	
Dispute Benefits		Insurance on behalf of members	116,000
Other Cash Payments			
carried forward	1,325,000	Total (should agree with figure in General Fund)	4,091,000

(See notes 24 and 25)

FUND 2		Fund Account	
Name:	Dilapidations Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	From General Fund		150,000
		Total other income as specified	
		Total Income	150,000
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	-
		Surplus (Deficit) for the year	150,000
		Amount of fund at beginning of year	-
		Amount of fund at the end of year (as Balance Sheet)	150,000
		Number of members contributing at end of year	N/A

FUND 3		Fund Account	
Name:	Revaluation Reserve	£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	-
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	-
		Surplus (Deficit) for the year	-
		Amount of fund at beginning of year	2,027,000
		Amount of fund at the end of year (as Balance Sheet)	2,027,000
		Number of members contributing at end of year	N/A

(See notes 24 and 25)

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

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

(See notes 24 and 25)

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

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

(see notes 26 to 31)

POLITICAL FUND ACCOUNT 1		To be completed by trade unions which maintain their own fund		
		£	£	
Income	Members contributions and levies			
	Investment income (as at page 12)			
	Other income (specify)			
		Total other income as specified		
		Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)			
	Administration expenses in connection with political objects (specify)			
	Non-political expenditure			
			Total expenditure	
			Surplus (deficit) for year	
			Amount of political fund at beginning of year	
			Amount of political fund at the end of year (as Balance Sheet)	
			Number of members at end of year contributing to the political fund	
			Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

POLITICAL FUND ACCOUNT 2		To be completed by trade unions which act as components of a central trade union		
		£	£	
Income	Contributions and levies collected from members on behalf of central political fund			
	Funds received back from central political fund			
	Other income (specify)			
		Total other income as specified		
		Total income		
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)			
	Administration expenses in connection with political objects (specify)			
	Non-political expenditure			
			Total expenditure	
			Surplus (deficit) for year	
			Amount held on behalf of trade union political fund at beginning of year	
			Amount remitted to central political fund	
			Amount held on behalf of central political fund at end of year	
			Number of members at end of year contributing to the political fund	
			Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund		

ANALYSIS OF ADMINISTRATIVE EXPENSES AND OTHER OUTGOINGS EXCLUDING AMOUNTS CHARGED TO POLITICAL FUND ACCOUNTS

(see notes 32 and 33)

		£
Administrative Expenses		
Remuneration and expenses of staff		5,179,000
Salaries and Wages included in above	£4,998,000	
Auditors' fees		43,000
Legal and Professional fees		192,000
Occupancy costs		391,000
Stationery, printing, postage, telephone, etc.		907,000
Regional officials expenses		295,000
Expenses of conferences		789,000
Other administrative expenses (specify)		
Travel & subsistence		423,000
Recruiters in the field		71,000
IT Running expenses		457,000
VAT recovered		(150,000)
Office Expenses		123,000
Leasing equipment		48,000
Branch expenditure		345,000
Research		60,000
Net finance charge		(69,000)
Other Outgoings		
Interest payable:		-
Depreciation		84,000
Taxation		-
Other outgoings (specify)		
Actuarial loss		378,000
Dilapidation reserve		150,000
Decrease in provision for diminution in value against investments		(47,000)
Result of Trafalgar Conferences		22,000
Total		9,691,000
Charged to:	General Fund (Page 3)	
Total		9,691,000

ANALYSIS OF OFFICIALS SALARIES AND BENEFITS

(see notes 34 to 44 below)

Office held	Gross Salary £	Employers N.I. contributions £	Pension Contributions £	Benefits		Total £
				Description	Value £	
M. Bousted- General Secretary	111,399	13,479	27,877			152,755
L. Ward- President to August				Salary Reimbursement	28,093	
				Clothing Allowance	500	28,593
A. Brown- President from September				Salary Reimbursement	16,384	
				Clothing Allowance	500	16,834

ANALYSIS OF INVESTMENT INCOME

(see notes 45 and 46)

	Political Fund £	Other Fund(s) £
Rent from land and buildings		-
Dividends (gross) from:		
Equities (e.g. shares)		89,000
Interest (gross) from:		
Government securities (Gilts)		
Mortgages		
Local Authority Bonds		
Bank and Building Societies		31,000
Other investment income (specify)		
Total investment income		120,000
Credited to:		
General Fund (Page 3)		120,000
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Fund (Account)		
Political Fund		
Total Investment Income		120,000

BALANCE SHEET as at 31 December 2010

(see notes 47 to 50)

Previous Year		£	£
5,681,000	Fixed Assets (at page 14)		5,660,000
	Investments (as per analysis on page 15)		
3,052,000	Quoted (Market value £ 3,875,000)	3,254,000	
	Unquoted	-	
3,052,000	Total Investments		3,254,000
	Other Assets		
	Loans to other trade unions		
481,000	Sundry debtors	516,000	
1,701,000	Cash at bank and in hand	2,092,000	
	Income tax to be recovered		
	Stocks of goods		
561,000	Others (specify) Net pension scheme asset	829,000	
2,743,000	Total of other assets		3,437,000
11,476,000	TOTAL ASSETS		12,351,000
6,351,000	General Fund (Account)		7,195,000
-	Dilapidation Fund (Account)		150,000
	Fund (Account)		
	Superannuation Fund (Account)		
	Political Fund (Account)		
2,027,000	Revaluation Reserve		2,027,000
	LIABILITIES		
	Amount held on behalf of central trade union political fund		
	Loans: From other trade unions		
	Loans: Other		
	Bank overdraft		
	Tax payable		
1,500,000	Sundry creditors		1,261,000
987,000	Income received in advance		1,107,000
611,000	Provisions		611,000
	Other liabilities		
11,476,000	TOTAL LIABILITIES		12,351,000
11,476,000	TOTAL ASSETS		12,351,000

FIXED ASSETS ACCOUNT

(see notes 51 to 55)

	Land and Buildings		Furniture and Equipment £	Total £
	Freehold £	Leasehold £		
Cost or Valuation				
At start of year	5,550,000	-	433,000	5,983,000
Additions	-	-	90,000	90,000
Disposals	-	-	-	-
Revaluation/Transfers	-	-	-	-
At end of year	5,550,000	-	523,000	6,073,000
Accumulated Depreciation				
At start of year	-	-	302,000	302,000
Charges for year	44,000	-	67,000	111,000
Disposals	-	-	-	-
Revaluation/Transfers	-	-	-	-
At end of year	44,000	-	369,000	413,000
Net book value at end of year	5,506,000	-	154,000	5,660,000
Net book value at end of previous year	5,500,000	-	131,000	5,681,000

ANALYSIS OF INVESTMENTS

(see notes 56 and 57)

QUOTED	All Funds Except Political Funds £	Political Fund £
Equities (e.g. Shares)	2,789,000	
Government Securities (Gilts)	107,000	
Other quoted securities (to be specified)	358,000	
TOTAL QUOTED (as Balance Sheet)	3,254,000	
Market Value of Quoted Investment	3,875,000	
UNQUOTED		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Other unquoted investments (to be specified)		
TOTAL UNQUOTED (as Balance Sheet)		
Market Value of Unquoted Investments		

ANALYSIS OF INVESTMENT INCOME (CONTROLLING INTERESTS)

(see notes 58 and 59)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If YES name the relevant companies:			
COMPANY NAME Trafalgar Conferences Limited	COMPANY REGISTRATION NUMBER (if not registered in England & Wales, state where registered) 06614122		
Are the shares which are controlled by the union registered in the names of the union's trustees?		YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
If NO, state the names of the persons in whom the shares controlled by the union are registered.			
COMPANY NAME	NAMES OF SHAREHOLDERS		

SUMMARY SHEET

(see notes 60 to 71)

	All funds except Political Funds £	Political Funds £	Total Funds £
INCOME			
From Members	14,272,000		14,272,000
From Investments	120,000		120,000
Other Income (including increases by revaluation of assets)	697,000		697,000
Total Income	15,089,000		15,089,000
EXPENDITURE (including decreases by revaluation of	14,095,000		14,095,000
Total Expenditure	994,000		994,000
Funds at beginning of year (including reserves)	8,378,000		8,378,000
Funds at end of year (including reserves)	9,372,000		9,372,000
ASSETS			
Fixed Assets			5,660,000
Investment Assets			3,254,000
Other Assets			3,437,000
		Total Assets	12,351,000
LIABILITIES			
		Total Liabilities	2,979,000
NET ASSETS (Total Assets less Total Liabilities)			9,372,000

NOTES TO THE ACCOUNTS

(see notes 72 and 73)

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

Please find attached a copy of the ATL's published accounts for the year ended 31 December 2010, pages 11 to 23, in support of the AR21 return.

Accounting policies for the year ended 31 December 2010

ACCOUNTING CONVENTION

The accounts are prepared under the historical cost convention, modified to include the revaluation of land and buildings, and follow all applicable accounting standards.

SUBSCRIPTION INCOME

Subscription income is accounted for on an accruals basis.

EXPENDITURE

All expenditure in the accounts is inclusive of VAT where applicable.

TANGIBLE FIXED ASSETS

- a) Land and Buildings – Land and Buildings are stated at open market valuation. Full valuations are made by an independent professionally qualified valuer every five years and in the intervening years these valuations are updated by ATL.
- b) Equipment – All capitalised equipment is stated at cost and depreciated over its useful life on a straight line basis as follows:
 - Furniture, Fittings and Equipment – five years
 - Computer Equipment – three years

CORPORATION TAX

Corporation Tax is payable on investment income and chargeable gains but only to the extent that these exceed provident benefit expenditure.

INVESTMENTS

Investments are stated at cost. Provision is made against investments where there is a permanent diminution in value.

PENSION COSTS

ATL operates two pension schemes as follows:

- a) Defined Contribution Scheme – Contributions are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme.
- b) Defined Benefit Scheme – Pension scheme assets are measured using market values. Pension scheme liabilities are measured using the Projected Unit Method and discounted at the current rate of return on a high quality corporate bond of equivalent term and currency to the liability. The increase in the present value of ATL's defined benefit pension scheme expected to arise from employee service in the period is charged to the income and expenditure account. The expected return on the scheme's assets and the increase during the period in the present value of the scheme's liabilities arising from the passage of time are included in other finance charges. Actuarial gains and losses are recognised by transfer to the general fund.

OPERATING LEASES

Rental payments in respect of operating leases are charged to the income and expenditure account.

Notes to the accounts
for the year ended 31 December 2010

1 OTHER INCOME	2010	2009
	£'000	£'000
Dividend and interest income	120	172
Profit on disposals	145	30
Retained insurance rebates and commission	204	234
Union Learning Fund	120	214
Trust Fund management charge	96	–
Other income	132	14
	<u>817</u>	<u>664</u>
2 STAFF COSTS	2010	2009
	£'000	£'000
Salaries*	6,934	6,657
Pensions costs	859	798
Pensions to former employees	42	52
Staff training and recruitment	180	124
	<u>8,015</u>	<u>7,631</u>
* Prior year amended for RO's salaries		
3 PROPERTY AND EQUIPMENT COSTS	2010	2009
	£'000	£'000
Rates and rent	202	157
Lighting, heating and cleaning	80	76
Office expenses	123	91
Leasing equipment	48	31
IT running expenses	457	409
Maintenance of plant and equipment	5	6
Building maintenance	41	23
Depreciation	84	70
Insurance for London office	63	34
	<u>1,103</u>	<u>897</u>

Notes to the accounts
for the year ended 31 December 2010

4 COMMUNICATION COSTS	2010	2009
	£'000	£'000
Postage and telephone	353	308
Printing:		
– Booklets, bulletins and pamphlets	291	325
– General	86	86
Stationery	42	39
Publicity and advertising	710	540
Recruiters in the field	71	72
	<u>1,553</u>	<u>1,370</u>
5 MEMBERSHIP ACTIVITY	2010	2009
	£'000	£'000
Annual conference expenses	426	524
Travelling expenses	251	274
Subsistence	172	142
Expenses of other conferences and meetings	363	313
Association of Managers in Education	231	223
Research	1	1
Delegates' expenses to international meetings	1	2
Subscriptions, affiliation fees and donations:		
– TUC	313	302
– Education International	136	142
– Others	14	20
Branch expenditure	345	364
Ballots	59	48
	<u>2,312</u>	<u>2,355</u>

Notes to the accounts

for the year ended 31 December 2010

6 BENEFITS TO MEMBERS	2010	2009
	£'000	£'000
Legal assistance**	(157)	188
Regional officials***	295	691
National casework officials	–	37
Insurance on behalf of members	116	149
Monthly mailings (after deducting advertising revenue of £164,587 (2009: £209,392))	885	824
Sustentation fund	22	(49)
Helplines for members	–	15
Training courses	158	189
	<u>1,319</u>	<u>2,044</u>
 **Includes write back of provision of £205K no longer required		
*** Prior year amended for RO salaries		
7 PROFESSIONAL COSTS	2010	2009
	£'000	£'000
Audit and accountancy	43	46
Consultancy and other professional services	192	360
	<u>235</u>	<u>406</u>
8 EMPLOYEES	2010	2009
	Numbers	Numbers
The average number during the year was:		
Regional & national casework officials	43	44
Organisers (Incl. learning organisers)	14	12
Office staff	112	102
	<u>169</u>	<u>158</u>
9 NET FINANCE CHARGE	2010	2009
	£'000	£'000
Expected return on pension scheme assets	523	499
Interest on pension scheme liabilities	(454)	(411)
	<u>69</u>	<u>88</u>

Notes to the accounts
for the year ended 31 December 2010

10 NON OPERATIONAL ITEMS	2010	2009	
	£'000	£'000	
Decrease provision for diminution in value against investments	47	383	
Results of Trafalgar Conferences	(22)	128	
Increase in legal provision	–	24	
	<u>24</u>	<u>535</u>	
Trafalgar Conference			
Turnover	236	196	
Costs	(231)	(197)	
Write back of assets previously written off		150	
Depreciation of fixtures and fittings	(27)	(21)	
Operating Surplus/(Deficit)	<u>(22)</u>	<u>128</u>	
 11 FIXED ASSETS			
	Freehold properties	Furniture fittings and equipment	Total
	£'000	£'000	£'000
Cost or valuation			
At 1 January 2010	5,550	433	5,983
Revaluation in year	–	–	–
Additions	–	90	90
Disposals	–	–	–
At 31 December 2010	<u>5,550</u>	<u>523</u>	<u>6,073</u>
Depreciation			
At 1 January 2010	–	302	302
Charge for the year	44	67	111
Disposals	–	–	–
	<u>44</u>	<u>369</u>	<u>413</u>
Net book value			
At 31 December 2010	<u>5,506</u>	<u>154</u>	<u>5,660</u>
At 31 December 2009	<u>5,550</u>	<u>131</u>	<u>5,681</u>

Land and buildings were revalued on a open market basis as at 31 December 2009 by GVA Grimley an independent firm of chartered Surveyors. On a historical cost basis the freehold properties would have been included at an original cost of £3.857 million (2009:£3.857m) with an aggregate depreciation of £0.326M.

Notes to the accounts
for the year ended 31 December 2010

12 INVESTMENTS

	Quoted securities £'000
Cost	
At 1 January 2010	3,202
Additions	545
Disposals	(390)
At 31 December 2010	<u>3,357</u>
Provision for diminution in value	
At 1 January 2010	150
Decrease in provision	(47)
At 31 December 2010	<u>103</u>
Net book value	
At 31 December 2010	<u>3,254</u>
At 31 December 2009	<u>3,052</u>

The net book value of the quoted securities is further analysed below together with their comparative market values:

	2010		2009	
	Net Book Value £'000	Market Value £'000	Net Book Value £'000	Market Value £'000
UK Fixed Interest	465	481	415	434
Equities: UK	1,281	1,607	1,147	1,440
Europe	99	117	80	83
US	190	271	188	224
Japan	45	46	18	18
Far East	60	86	90	108
Other	1,114	1,267	1,114	1,123
	<u>3,254</u>	<u>3,875</u>	<u>3,052</u>	<u>3,430</u>

Subsidiary undertakings

ATL owns two ordinary shares of £1 each, being 100% of the issued share capital, of Trafalgar Conferences Limited. The company is incorporated in England. Trafalgar Conferences Limited is a dormant company.

Notes to the accounts
for the year ended 31 December 2010

13 CASH AND DEPOSITS AT BANK AND BUILDING SOCIETIES

	2010	2009
	£'000	£'000
Total cash, bank and building society balances	2,092	1,701
Balance recognised in accounts	2,092	1,701

14 SUBSCRIPTION INCOME RECEIVED IN ADVANCE

	2010	2009
	£'000	£'000
Total subscription income received in advance	1,107	987
Balance recognised in accounts	1,107	987

15 PROVISION FOR LIABILITIES AND CHARGES

	2010	2009
	£'000	£'000
At 1 January and 31 December	611	611

ATI has provided for unfunded pension costs payable to certain employees and former employees, where ATL has agreed to fund the differential between the pension payable under ATL's schemes and the Teachers' Superannuation Scheme.

16 REVALUATION RESERVE

	£'000
As at 1 January 2010	2,027
Revaluation	-
As at 31st December 2010	2,027

17 DILAPIDATION RESERVE

As at 1 January 2010	-
Transfer from Reserves	150
As at 31st December 2010	150

Notes to the accounts

for the year ended 31 December 2010

18 NET CASH OUTFLOW FROM OPERATING ACTIVITIES

	2010 £'000	2009 £'000
Operating Surplus/(deficit) for the year	702	(139)
Dividend and interest income receivable	(120)	(172)
Depreciation	111	104
Profit on sale of investments	(145)	(30)
Provision for liabilities and charges		9
Sundry debtors and prepayments	35	(85)
Provision against Trafalgar Conferences	25	128
(Decrease)/increase in legal provision	(119)	24
Sundry creditors and accrued expenses	(239)	(566)
Subscription income received in advance	120	(188)
Net cash inflow/(outflow) from Operating Activities	370	(915)

19 RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS

	2010 £'000	2009 £'000
Increase/(Decrease) in cash	391	(996)
Net funds at 1 January 2010	1,701	2,697
Net funds at 31 December 2010	2,092	1,701

20 ANALYSIS OF NET FUNDS

	At 1 January 2010 £'000	Cash Flow £'000	Non-cash changes £'000	At 31 December 2010 £'000
Cash & deposits at banks and building societies	1,701	391	-	2,092

21 CONTINGENT LIABILITIES

ATL is involved in numerous ongoing legal cases on behalf of its members, the outcome of which is inevitably uncertain. Provision has been made for the estimated unbilled future costs where ATL considers that they may not be totally recovered.

22 OPERATING LEASE COMMITMENTS

At 31 December 2010 there were annual commitments under non-cancellable operating leases as set out below:

	2010 £'000	2009 £'000
Operating leases which expire:		
Within one year	-	1
In the second to fifth years inclusive	77	23
	77	24

23 STAFF PENSION SCHEMES

ATL operates two pension schemes as follows:

(a) Defined Contribution Scheme

ATL operates a defined contribution pension scheme. The assets of the scheme are held separately from those of ATL in an independently administered fund. The charge for the year was £74,892 (2009: £86,332).

(b) Defined Benefit Scheme

ATL operates a funded defined benefit pension scheme. This provides benefits based on final pensionable pay.

A full actuarial valuation of this scheme was carried out by a qualified independent actuary as at 1 April 2007. It showed that the actuarial value of the assets at 1 April 2007 was £8,314,000. The estimated actuarial value of the liabilities was assessed as being £8,800,000, which represents an actuarial deficit of £486,000. This results in a funding level of 94% comparing the assets to the projected liabilities.

The contributions made by the employer over the financial year equate to £769,713 which is equivalent to 28.7% of pensionable earnings. This contribution rate is to continue until reviewed following the triennial valuation of the scheme in 2010.

The recommendation of the actuary in respect of the full actuarial valuation was for ATL to make a payment of £486,000, which was undertaken to satisfy the requirements of the actuary in that respect.

FRS17

The full actuarial valuation carried out as at 1 April 2007, has been updated by ATL's actuaries to take account of FRS17 in order to assess the liabilities of the scheme as at 31 December 2010. The scheme assets are stated at their market value as at 31 December 2010.

The main financial assumptions, used in preparing the 2010 valuation under FRS17, were:

	2010	2009	2008
Rate of increase in pensionable salaries	4.50%	4.50%	3.90%
Rate of increase in pensions in payment	3.50%	3.50%	2.90%
Discount rate	5.40%	5.80%	6.60%
Inflation assumption	3.50%	3.50%	2.90%
Revaluation rate for deferred pensioners	3.50%	3.50%	2.90%
Mortality table		PA92	PA92 Medium Cohort

Notes to the accounts

for the year ended 31 December 2010

23 STAFF PENSION SCHEMES (continued)**Net assets of the scheme**

The fair value of the assets in the scheme and the expected rate of return at 31 December 2010 were:

	2010	2009	2008
	£'000	£'000	£'000
Insurance policy	9,786	8,716	8,162
Total market value of assets	9,786	8,716	8,162
Present value of liabilities	(8,957)	(8,155)	(6,290)
Surplus in the scheme in accordance with FRS17	829	561	1,872
Expected long rate of return of insurance policy	6.00%	6.00%	6.00%

Present values of scheme liabilities, fair value of assets and surplus

	2010	2009	2008
	£'000	£'000	£'000
Fair value of scheme assets	9,786	8,716	8,162
Present value of scheme liabilities	8,957	8,155	6,290
Surplus in scheme	829	561	1,872

Reconciliation of opening and closing balances of the present value of the scheme liabilities

	2010	2009
	£'000	£'000
Scheme liabilities at start of period	8,155	6,290
Current service cost	252	165
Interest cost	454	411
Contributions by scheme participants	179	172
Actuarial gains	965	1,698
Benefits paid, death in service insurance premiums and expenses	(1,048)	(581)
Scheme liabilities at end of period	8,957	8,155

Reconciliation of opening and closing balances of the fair value of scheme assets

	2010	2009
	£'000	£'000
Fair value of scheme assets at start of year	8,716	8,162
Expected return on scheme assets	523	499
Actuarial gains/(losses)	587	(115)
Contributions by employer	829	579
Contributions by scheme participants	179	172
Benefits paid, death in service insurance premiums and expenses	(1,048)	(581)
Fair value of scheme assets at end of year	9,786	8,716

23 STAFF PENSION SCHEMES *(continued)*

The following is an analysis of the amounts recognised in the income and expenditure account and statement of total recognised gains and losses:

Movement in the FRS17 deficit during the year	2010 £'000	2009 £'000
Income and expenditure account		
Current service cost	(252)	(165)
Other finance income		
Expected return on pension scheme assets	523	499
Interest on pension scheme liabilities	(454)	(411)
Total charge to income and expenditure	<u>(183)</u>	<u>(77)</u>

Actuarial loss recognised in the statement of total recognised gains and losses

	2010 £'000	2009 £'000		
Actual return less expected return on pension scheme assets	587	6%	(115)	(1.3%)
– As percentage of year end scheme assets				
Experience gains and losses arising on the scheme liabilities	(229)	(2.6%)	(201)	(2.5%)
– As percentage of present value of year end scheme liabilities				
Changes in assumptions underlying the present value of the scheme liabilities	(736)	(8.2%)	(1,497)	(18.4%)
– As percentage of present value of year end scheme liabilities				
Total amount recognised	<u>(378)</u>		<u>(1,813)</u>	

Statement to Members

as required under the Trade Union and Labour Relations (Consolidation)
Act 1992 (Amended) for the year ended 31 December 2010

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS

SUMMARY INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2010

	2010 £'000	2009 £'000
Subscription income	14,272	13,627
Other income	817	664
Total income	15,089	14,291
Total expenditure	(14,387)	(14,430)
Operating Surplus/(deficit)	702	(139)
Non operational items	24	535
	726	396
Items related to FRS17	646	502
Surplus for the year	1,372	898

SUMMARY BALANCE SHEET AT 31 DECEMBER 2010

	2010 £'000	2009 £'000
Fixed assets	5,660	5,681
Investments	3,254	3,052
Current assets	2,607	2,182
Current liabilities	(2,368)	(2,487)
Provision for liabilities and charges	(611)	(611)
Net assets excluding pension scheme	8,543	7,817
Net pension scheme asset	829	561
	9,372	8,378
General fund	7,195	6,351
Dilapidations' provision	150	
Revaluation reserve	2,027	2,027
	9,372	8,378

Statement to Members

as required under the Trade Union and Labour Relations (Consolidation)
Act 1992 (Amended) for the year ended 31 December 2010

SUMMARY OF SALARIES AND BENEFITS PROVIDED

Name	Position	Details	Amount £
M Bousted	General secretary	Salary	111,399
		Pension contributions	27,877
<hr/>			
L Ward	President – to August	Clothing allowance	500
		Salary reimbursement	28,093
<hr/>			
A Brown	President – from September	Clothing allowance	500
		Salary reimbursement	16,384

In addition, six officers of ATL, who are members of the Executive Committee, receive clothing allowances totalling £2,200. The president's allowance is separately shown above. All the other members of the Executive Committee do not receive any salary from ATL or any benefits. All members of the Executive Committee are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of ATL as are the general secretary and the president.

ACCOUNTING POLICIES

(see notes 74 and 75)

SIGNATURES TO THE ANNUAL RETURN

(see notes 76 and 77)

including the accounts and balance sheet contained in the return.

Secretary's Signature: <u>Mary W. Boushal</u> Name: <u>M. W. Boushal</u> Date: <u>20th May 2011</u>	Chairman's Signature: <u>AB</u> (or other official whose position should be stated) Name: <u>Andrew W Brown</u> Date: <u>25/05/11</u>
---	---

CHECK LIST

(see notes 78 to 80)

(please tick as appropriate)

IS THE RETURN OF OFFICERS ATTACHED? (see Page 2 and Note 12)	YES	<input type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN OF CHANGE OF OFFICERS BEEN COMPLETED? (see Page 2 and Note 12)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE RETURN BEEN SIGNED? (see Pages 19 and 21 and Notes 76 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
HAS THE AUDITOR'S REPORT BEEN COMPLETED? (see Pages 20 and 21 and Notes 2 and 77)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
IS A RULE BOOK ENCLOSED? (see Notes 8 and 78)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>
A MEMBER'S STATEMENT IS: (see Note 80)	ENCLOSE D	<input checked="" type="checkbox"/>	TO FOLLOW	<input type="checkbox"/>
HAS THE SUMMARY SHEET BEEN COMPLETED (see Page 17 and Notes 7 and 59)	YES	<input checked="" type="checkbox"/>	NO	<input type="checkbox"/>

AUDITOR'S REPORT

(see notes 81 to 86)

made in accordance with section 36 of the Trade Union and Labour Relations (Consolidation) Act 1992.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they relate?
(See section 36(1) and (2) of the 1992 Act and notes 83 and 84)

YES NO

If "No" please explain below.

2. Have the auditors or auditor carried out such investigations in the preparation of their audit report as will enable them to form an opinion as to:
- (a) whether the trade union has kept proper accounting records in accordance with section 28 of the 1992 Act;
 - (b) whether it has maintained a satisfactory system of control over its transactions in accordance with the requirements of that section; and
 - (c) whether the accounts to which the report relates agree with the accounting records?
- (See section 36(3) of the 1992 Act, set out in note 83)

YES NO

If "No" please explain below.

3. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:
- (a) kept proper accounting records with respect to its transactions and its assets and liabilities; and
 - (b) established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances.
- (See section 36(4) of the 1992 Act set out in rule 83)

YES NO

If "No" please explain below.

4. Please set out a copy of the report made by the auditors or auditor to the union on the accounts to which this AR21 relates. The report is to set out the basis upon which the audit has been conducted and/or such other statement as the auditor considers appropriate. Such a statement may be provided as a separate document.
(See note 85)

Statement to Members

as required under the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) for the year ended 31 December 2010

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS

Set out below is the report of the auditors to the members as contained in ATL's accounts for the year ended 31 December 2010.

We have audited the accounts of the Association of Teachers and Lecturers for the year ended 31 December 2010, set out on pages seven to 21. These have been prepared under the accounting policies set out on page 11.

This report is made solely to the ATL's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). Our audit work has been undertaken so that we might state to the ATL's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the ATL and the ATL's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the ATL's Executive Committee and auditors

As described in the Statement of ATL's Executive Committee responsibilities, ATL's Executive Committee is responsible for the preparation of accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (United Kingdom and Ireland).

We report to you our opinion as to whether the accounts give a true and fair view and are properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). We also report to you if, in our opinion, the honorary treasurers' report is not consistent with the accounts, if the union has not kept proper accounting records, or if we have not received all the information and explanations we require for our audit.

We read the annual report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (United Kingdom and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by ATL's Executive Committee in the preparation of the accounts, and of whether the accounting policies are appropriate to the ATL's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

Opinion

In our opinion the accounts:

3. give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of ATL's affairs as at 31 December 2010 and of its income and expenditure for the year then ended; and
4. have been properly prepared in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).

HARD DOWDY
a trading style of
Chantrey Vellacott DFK LLP
Chartered Accountants
Statutory Auditor
London



Dated: 21 March 2011

AUDITOR'S REPORT (continued)

Signature(s) of auditor or auditors:	<i>Chantrey Vellacott DFK</i>	
Name(s):	Chantrey Vellacott DFK	
Profession(s) or Calling(s):	Chartered Accountants	
Address(es):	Russell Square House 10-12 Russell Square London WC1B 5LF	
Date:	26 May 2011	
Contact name and telephone number:	Philip Clark 0207 509 9305	

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