

GFTU Executive Committee Meeting.

September 20th 2017.

AGENDA

- 1 Declaration of AOB.
- 2 Minutes of the Previous meeting.
- 3 Matters Arising from the Minutes.
- 4 Corrections to the minutes.
- 5 Adoption of the Minutes.
- 6 Finances: GFTU, ET, Hotel, Nursery.
- 7 New Build. See General Secretary's report.
- 8 General Secretary's Report.
- 9 Education Officer's Report.
- 10 Kurdish Festival.
- 11 Liberating Arts Festival.
- 12 Youth Festival.
- 13 Union Building Conference.
- 14 Any Other Business.

How to find us

Easily reached by either road or rail (or by air from East Midlands airport just 30 minutes away), Quorn Grange Hotel is a useful base for guests wishing to visit the attractions in the area. In addition, the cities of Leicester and Nottingham are only a short distance away.

BY ROAD

From the North: Leave the M1 at junction 23 (Loughborough) following signs for the A6 south (Leicester). Shortly after leaving Loughborough, turn off the A6 dual carriageway into Quorn. Go straight through Quorn. Wood Lane is a right turn, at the far end of the village, at the third mini roundabout. Quorn Grange Hotel is about a quarter of a mile further on, on the left.

From the South: Leave the M1 at junction 21a and take the A46 Leicester western bypass (Newark). Turn left from the A46 onto the A6 dual carriageway, turning left at a small roundabout signposted Quorn/Mountsorrel. At the next roundabout, turn right towards Quorn. After about one mile, turn left into Wood Lane at a mini roundabout. Quorn Grange Hotel is about a quarter of a mile further on, on the left.

BY RAIL

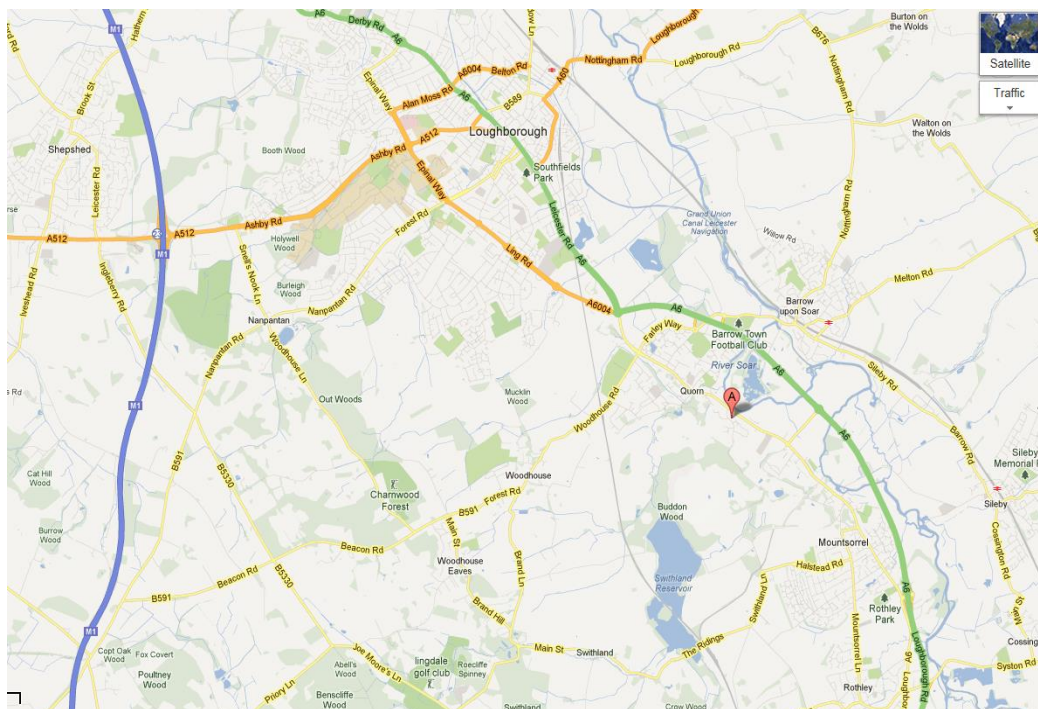
There are Midland Mainline services from London St Pancras to Sheffield which stop at Loughborough and Leicester.

BUS

The number 2 kinchbus, 126 and 127 bus runs from Leicester bus station to Quorn.
The number 2 kinchbus, 126 and 127 bus runs from Loughborough town centre to Quorn.

[Number 2 bus information](#)

[Number 126 / 127 bus information](#)



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General Federation of Trade Unions
Executive Committee Minutes
July 19th 2017
Quorn Grange Hotel, Leicestershire

In attendance: Bro. Doug Nicholls, (Gen Sec), Sis. Claire Ryan, (Minute Taker).

Bro. John Smith, Bro. Osher Williams, Sis. Sarah Woolley, Bro. Ian Lawrence, Bro. Garry Elliott, Sis. Yvonne Pattison, Bro. Ronnie Draper, Bro. John McGowan, Bro. Colin Kirkham, Bro. Robert Mooney, Bro. John Toner, Sis. Theresa Easton, Bro. Manuel Cortes, Bro. Brian Linn, Sis. Angela Pratten, Bro. Charlie Sarrell, Bro. Ivan Walker.

Apologies:

Bro. Nick McCarthy, Sis. Bindu Paul, Sis. Claire Jones, Bro. Roy Rickhuss, Sis. Janie Nicholl, Bro. Neil Crew, Bro. Steve Gillan.

Paperwork circulated for the meeting: Directions, Minutes of Previous Minutes, Young Members nominations, GGCA request for nomination, Financial Information, Pension Scheme Memo, Project 120, General Secretary's Report. Implementation of Motions, Dates for Diary, EC Expenses Claim Form.

1. Apologies.

Names of those apologising would be inserted.

2. Declaration of Any Other Business.

Feedback and reflections from around the table and EC members agreed a successful BGCM.

3. Welcome to EC Members.

Bro. Smith welcomed new and existing EC Members.

4. Minutes of Previous Two EC Meetings.

These were agreed as a true and accurate record.

No Corrections declared.

No Matters Arising declared.

5. Young Members seats on EC

Bro. Nicholls reported that six EC nominations for Young Members seats had been received. Only four places were available. Bro. Nicholls suggested that as it was a BGCM decision, sending out election ballot papers to all affiliated unions General Secretary's with a deadline 30th August 2017.

Bro. Nicholls suggested Young Members that were elected to try and attend the next EC meeting in September.

Bro. Smith reported that three ET nominations for Young Members seats had been received and all three had been accepted by the ET.

Sis. Wooley discussed seeking all nominated candidates contact details for involvement in the New Generation Festival.

EC Members discussed the tight timeframe between the deadline and next EC meeting and agreed candidates to be informed of the next EC meeting date 20th September.

EC formally agreed EC and GS's to be informed and ballot papers to be sent out.

6. Request for Affiliation

Bro. Nicholls reported a request for affiliation had been received from Wendy Cummings of Gibraltar General Clerical Association. Wendy Cummings attended the BGCM in May 2017. GGCA Accounts, history and rule book were included in EC papers. Bro. Nicholls confirmed that Finance Manager, Wendy Cheung had approved the accounts.

EC members discussed Trade Unionism in Gibraltar.

Bro. Smith raised a formal vote for GGCA affiliation.

EC Members welcomed and agreed the affiliation of GCCA.

7. Financial Position

Bro. Nicholls gave a brief overview of finances as summarised in the General Secretary's report item 6. Financial papers were included in EC papers.

Bro. Nicholls reported the aim is to borrow as little as possible for the new build development.

An additional finance paper was supplied to EC members during the meeting.

The EC regretted that Marlborough finances are withholding our drawdown. The EC was aware that Trade Union Fund Managers were fully notified in time of the change of Trustees that occurred some five years ago when Mr Geoff Bagnall and Mr Michael Leahy were replaced by Mr Moorhouse and Ms Wold. The EC regrets that Trade Union Fund Managers did not notify the GFTU of the new fund holders on their behalf. The EC recognises that the finance department have done all they can to convey to Marlborough finances the lawful and properly agreed changes of our Trustees and thanks Mr Bagnall and Mr Leahy for conveying necessary information previously to all shares and fund managers.

The EC confirms that Mr Bagnall and Mr Leahy are not Trustees and our current duly elected Trustees as confirmed at the last two Biennial General Council Meeting are Mr Ashley, Ms Wold, Mr Moorhouse.

The EC resolves to report this matter to the Ombudsman and Financial Services Authority unless resolved within two weeks by Marlborough and our funds are safely and fully deposited in our accounts.

The EC calls on the General Secretary and Head of Finance to progress this matter. EC agreed to send copy of minutes.

Bro. Nicholls reported the importance of affiliated unions using the Hotel during quieter months of January/February/March. Bro. Nicholls reported the hotel is seeking to achieve 4 * rating which would improve advertising.

Sis. Wooley discussed hotel discounts needed to be clearer. Bro. Smith reported that hotel amounts fluctuate and agreed that a set discount needs to be confirmed.

Bro. Nicholls reported BGCM budget was on budget due to backstage drop being purchased.

8. New Build

General Secretary's report item 2.

Bro. Nicholls reported on the New Build progress and confirmed amendments to the planning permission for two additional class rooms and amendment to nursery design, the new plan will go to Council and a decision is awaited.

The New build is due to start Feb 2018 and should take approx. 12 months.

EC members discussed an opening ceremony for the start of the new build. Bro. Smith welcomed suggestions.

Bro. Smith discussed tenders would be sent out to building companies soon.

Bro. Draper asked for further information regarding the new nursery design. Bro. Williams discussed the better design.

9. Pension Scheme

Mr Walker had been invited to the meeting in person to speak to the briefings. The Chair pointed out that Mr Walker acts for the trustees and not the GFTU. Mr Walker confirmed

that, and said his role so far as the Executive Committee was concerned was to impart information but not to give advice.

Possible amalgamation of GFTU defined benefit and defined contribution schemes under one trust.

Mr Walker's briefing was considered in detail and he further gave background to the issue and the current legislation.

Having considered all of the factors carefully it was the view of the Executive that the defined contribution pension arrangements and the final salary scheme should not be brought together.

Trustee composition on the defined benefit pension scheme.

Mr Walker's briefing was considered in detail and he further gave background to the issues involved and the current position.

The scheme is very mature. The GFTU Section of the scheme has a relatively large number of pensioner members, a smaller number of deferred members but only one GFTU active, who happens to be the General Secretary and a scheme Trustee. The GFTU Section is effectively closed to new members. It was noted that the option to enter the DB scheme was a contractual matter remaining open to any future GFTU General Secretary. The PCS Section (formerly the AMO Section) has four active members who select one Trustee from their number but there is no PCS employer-nominated trustee. It was noted that there were currently six Trustees, with three Member Nominated Trustees (MNTs), one selected by the GFTU active members, one selected by the PCS active members and one selected by the GFTU pensioners. The pensioner-selected Trustee's period of office had elapsed two years ago, but he remained a Trustee. There is one vacancy because the General Secretary is a Trustee ex officio and also the only possible GFTU active member MNT.

Mr Walker explained that the process for selecting MNTs must be devised by the Trustees as a matter of law. The selection process for the PCS member-nominated Trustee gave no cause for concern. Mr Walker outlined the attempts by the GFTU as the administrator of the scheme to give effect to an election process for the pensioner Trustee devised by the Trustees that would find favour with the current GFTU pensioner representative. The decision of the Trustees subsequently to invite all GFTU pensioners to propose a system for electing acceptable to the Trustees had not been responded to. The General Secretary explained that letters had been sent to all GFTU pensioners in December 2016 and again April 2016 and the current pensioner MNT had been given additional opportunities to make submissions but these had not been forthcoming.

The Executive Committee noted that the current arrangement whereby the General Secretary is both a Trustee ex officio and also the only GFTU active member and therefore the only possible GFTU active member-selected trustee is untenable. They also discussed the undesirability of having any ex officio status appointments to a pensions scheme.

The Executive Committee discussed the situation in detail, and expressed surprise that the GFTU pensioners appeared to be unwilling or unable to put forward a pensioner-selected Trustee but noted that having a Trustee seat reserved for pensioners is relatively uncommon. It noted that it is also uncommon, except for trade union sponsored schemes, for an equal number of employer- and member-selected trustees. It recognised the

importance of effective management of the scheme and the improvements that the GFTU employers' representatives had been seeking to make over the last five years.

Mr Walker explained that any change to the number of Trustees, and the automatic appointment of any ex officio Trustees, would require an amendment to the trust deed and rules, which would require the consent of the Trustees and PCS. The Trustees could only consent to making such amendments if they concluded that it is in the best interests of all scheme members to do so.

The Executive Committee agreed to propose to the Trustees a new structure as follows: The GFTU Executive Committee will appoint three employer-selected Trustees to the Trust and give the PCS employer the first option to fill one of these places and should this place not be taken up, will seek the election of a third Trustee from among its own number. The Trustees should include one GFTU active member (who in the current circumstances would have to be the General Secretary) and one PCS active member elected by a process acceptable to the Pension Scheme Trustees.

Bro. Linn agreed to being a reserve pension trustee.

10. Project 120.

Bro. Williams reported on 'Project 120' and discussed his meeting with Mike Sanders and Keith Gildart of which a copy was included in EC Papers.

Bro. Williams discussed the possibility of a Conference during January/February 2019. EC Members discussed the project and EC members discussed the importance of union history in Manchester.

Bro. Williams discussed devoting a section during the Union Building Conference taking place February 2018.

EC members discussed female football and diversity. Bro. Mooney reported the lack of employment opportunities for people with disabilities.

Bro. Smith welcomed any ideas for the project.

11. General Secretary's Report

7. Key Events.

Bro. Nicholls discussed the upcoming TUC event. EC members discussed speakers attending the TUC social event.

Sis. Woolley requested that promotional leaflets for the New Generation Festival be on display at the TUC event.

Bro. Nicholls reported that General Secretary's meeting will increase from two to three each year.

Bro. Nicholls reported the Liberating Arts Festival and had space for 200 delegates and Bro. Smith will be attending.

Bro. Nicholls reported the Union Building Conference would take place February 2018 and planning needed to begin and outline programme by TUC would be needed. Sis. Euston suggested the involvement of Acorn.

Bro. Nicholls reported on the recent media involvement of Ruskin College and the closures of their courses.

Bro. Nicholls reported Terms of reference of F&GP committee as reported in pack. Bro. Smith reported Oshor Williams would now be on the F&GP committee.

EC members agreed.

General Secretary's report was discussed by Bro. Nicholls and agreed by EC members.

12. Implementation of Motions.

Bro. Nicholls reported that updates on actions would be noted and periodically updated for the EC and encouraged individual unions to also provide any updates.

13. To Note Dates of future Meetings.

Bro. Smith reported that future meeting dates were included in EC papers and asked that EC members took note of future dates.

Bro. Nicholls discussed future EC meeting venues. EC members discussed cost implications and future venue meetings room availability.

Bro. Nicholls reported the 2019 BGCM 2019 would take place at Quorn Grange Hotel.

Sis. Woolley asked EC members to take note of the New Generation Festival date 20th-22nd April 2018.

14. Any Other Business

Bro. Nicholls reported a message of solidarity had been sent to the POA for the loss of today's court case.

Bro. Linn discussed Data Protection training and that Unions need to be able to demonstrate this has been implemented. Bro. Williams discussed the potential of fines and the importance of this training.

Bro. Smith suggested sending a note to affiliates. Bro. Nicholls agreed to look further into Data Protection training possibilities.

Meeting closed 2.36pm

General Secretary's Report

September 2017.

July – 9th September.

1 Introduction.

I have taken a period of annual leave since the last EC. Nevertheless it has been a very eventful period with the organisation of the Kurdish Festival, TUC Social and stand, the employment of new staff, an Ofsted inspection of the Nursery, and significant progress on the issues and plans relating to the new build. Our new publisher has launched with two great books. I had a fund raising book for the Free Ocalan Campaign published also. Our new beer has been launched and a new brochure on our co-operative services consolidated.

Our immediate priorities following the TUIC are to make the Liberating Arts Festival a success and to plan and build for the February Union Building Conference. Of course the November end of year EC and social evening need to be good and new budgets for the organisation established.

2 New Build at Quorn.

2.1 The new build now includes two purpose built 20 seater classrooms as an extension to what will be the new GFTU Office. The project management team are attempting a planning permission amendment for this. Draft plans are attached.

2.2 The new build now includes a redesigned nursery. The reduced cost of this will have to offset against the increased cost involved in extending the Goodacre suite. Plans for the new nursery are attached.

2.3 We have held two meetings of the project planning group which includes myself, the hotel General Manager, the project manager, the architect and the engineer.

2.4 We have held one meeting with our project lawyers Morrish. The Head of Finance and myself met with Paul Scholey and Morrish's Commercial Property lawyer Susan Poole. We have extensive and interesting discussions that require a set of interrelated decisions between the GFTU, the ET, and the trading companies. It should be noted that the decisions do not disturb the negative pledge of £1.4m that the GFTU has with the Pension Scheme.

2.5 Here is essence are the issues: in order not to expose the whole of the site to any potential lenders' of the final amount of say £2m we may need to borrow, the current owner of the whole site's title, the GFTU ET, should sell the area of land that will be occupied by the houses to the GFTU and any lending should be against that part of the land. This is called a transfer of title. It is not a straightforward one in that it will involve transferring an area of land where all utilities cross. There are potentially many advantages to doing this transfer sooner rather than later. We will need a willingness to sell by the Educational Trust and a willingness to buy by the GFTU and of course an amount agreed. Further tax and VAT considerations may need to be given to this. **An agreement in principle by the EC today to purchase part of the Quorn site and to manage houses on it would assist.**

2.6 Secondly, we should regularise the unwritten lease arrangements with the trading company a wholly owned subsidiary of the GFTU ET, and the wholly owned subsidiary of the GFTU ET that runs the nursery.

2.7 Thirdly, and very significantly, the hotel should find the agreement that they currently have with our farmer neighbour for use of his road that runs along the eastern side of our land. The farmer has already agreed occasional access for events such as the Kurdish festival and other events as and when necessary and there is a very good working relationship between him and the hotel. If we find that the current license arrangement we have with him (it cost £1) does not give us permanent right of way along his road then we should seek to negotiate what the lawyers call an easement on this road potentially not just to give us access for the building works (already agreed with the farmer) but permanently and potentially for nursery access. We are advised that this would significantly enhance the value of our property and when you see the map will greatly assist in a number of ways. There is currently only one right of way to the site that we have, that is the main hotel entrance. There should be two when the houses are built. As you will see from the plans the nursery is quite a way from the main entrance.

2.8 We have instructed the lawyers to commence work on these areas and provide us with a cost plan and order of work.

2.9 We have also asked the solicitors to commence work on tenancy agreements and restrictive covenants we might want on the house occupiers.

2.10 Advice has been requested on the advantages or otherwise of additionally registering the nursery as a charity.

2.11 Advice is being sought on complicated question of adoption of water pipes and so on.

2.12 Advice is being sought on the most appropriate builders contract to form, whether a design and build, a form of contract more expensive than the other form, but one which places all liabilities with the builder, or a traditional contract which places all of the liabilities and liaison between contractors and professional groups on us.

2.13 The question of what to do about the General Manager's and Events' Organisers' offices will need discussion. It is likely that new offices will have to be created in the current Café area.

3 Hotel.

Accounts for the hotel are attached.

A union dedicated leaflet encourage particularly business in the first part of next year is attached.

The purchase of art works for the hotel as per our policy continues. This policy was highlighted in a TUC motion from the AUE.

4 Nursery

The Ofsted report is attached. It was a whisker away from their highest accolade of outstanding, all staff have been congratulated.

Significant aged debtors are being chased.

A clear plan for maximising income in the new nursery is under discussion.

5 Education.

The first education officer's report is attached.

Attention needs to be paid to promoting the courses.

6 New Publishers.

We have launched our new publisher with two fantastic books. I hope that EC members will ensure that promotional work is undertaken in their unions.

7 New beer.

This has been launched. Please encourage sales. It is called Workers' Red Ale.

8 Liberating Arts Festival.

This will be a tremendous event – if trade unionists turn out in some numbers for it. It is a quite unique event and has attracted a lot of attention.

9 Union Building Conference.

Further discussion of ideas for the event needs to take place and a programme finalised for circulation in October.

10 Affiliates and Non affiliates.

- 10.1 A positive meeting with the union VOICE has been held.
- 10.2 Positive discussions with the IWGB have taken place.
- 10.3 Positive discussions with a number of unions at Congress have taken place.
- 10.4 Advertisements for union journals and social media promoting the hotel and other services have been prepared. These are customised for the unions with their own logos etc.
- 10.5 A comprehensive and exciting review of education is being conducted by the General Secretary and Education Officer and Dr Stephen French of Keele University.
- 10.6 A tender will be submitted to undertake the accountancy and audit work of one affiliate.
- 10.7 Tenders have been submitted to undertake the management accounts and VAT work for one affiliate.
- 10.8 Another affiliate has commissioned the GFTU to undertake its organisational review.

11 Staffing.

- 11.1 The Education Administrator has left us. Her manager the Education Officer was unable to sanction the completion of her mid way probationary review. A further oral report will be made at the EC.
- 11.2 Shamil Karia now undertakes hotel finance work and ICT.
- 11.3 Shamil Karia and Claire Ryan are updating the social media.

12 Kurdish Festival.

- 12.1 Though expenditure exceeded income largely because of some disorganisation by partners in relation to food, the event which attracted 650 people and two leading Turkish/Kurdish MPs including Ocalan's niece, was a major success with 650 people enjoying dance, music, speeches, films, art exhibitions, food, children's activities workshops and speeches. We should not underestimate how very important such an event is for the Kurdish Community in Britain.
- 12.2 As a fund raiser for the Free Ocalan Campaign I have done a version of a 5,000 year old poem called Lugalbanda. I hope EC members will encourage sales.

- 12.3 Following the event I have been asked to address a Kurdish arts event in London and the big Kurdish festival in Cologne.
- 12.4 Our festival was widely covered on Kurdish and Turkish TV and radio and I did many interviews.
- 12.5 A very extensive internal evaluation of the organising experience has taken place.
- 12.6 I think the GFTU can be proud of our work organising this event.

13 Vietnam health and safety project.

- 13.1 For some years we have been trying to organise a health and safety training event for the Vietnamese unions. This will now take place at Quorn with a cultural event on the first day also December 11-15. I hope affiliates health and safety officers and others may assist.

14 Ends.

Education Officer's Report – September 2017

1. The GFTU had a visible presence at this year's Tolpuddle Festival; in terms of affiliates (the Bakers' Union were there in strength); partners (such as the Radical filmmakers collective and Chris Jury & Liberating Arts); and the distribution of the 'Liberating Arts' festival flyer and the 'Education for Action' syllabus. The GFTU was involved in the running of the Radical History School, and the Education Officer spoke on five separate platforms over the weekend, including the Radical film network and the GMB Young Members' School.
2. In the wake of the festival, there was a discussion between GFTU and Nigel Costley, of South West TUC, that resulted in agreement over the TUC distributing materials and sending email shots to support the 'Liberating Arts' festival and to back further GFTU involvement in the Radical History School and the running of a Children's film programme at next year's Tolpuddle.
3. TSSA are continuing to make good use of our services and programme, and work is underway with its Education Officer and Coms team, respectively, to rewrite the core course curriculum and to design a certificate for participants on courses.
4. Similarly, a GFTU course certificate is being designed that makes use of images from the Federation's collection in the archives of the Bishopsgate Institute and contemporary photographs.
5. GFTU facilitated at political day school – and open activists' meeting - at Kings Lynn, hosted by GMB No.1 Branch.
6. Work has begun on the Bill Ash archive, at Bishopsgate, to assist with the publication of his last novel, *Guerrillas in the Mist*, edited by Doug Nicholls.
7. The GFTU Education Officer has met with the GMB Midlands & East Coast Education Officer to discuss the promotion of the GMB Education programme, the use of Quorn Grange by the union (not least for weekend activists' schools), and the training of reps.
8. The visit of the delegation from the Vietnamese Trade Union Confederation has now been confirmed for 11th-15th December. The TSSA and GMB unions have offered assistance in organising workplace visits for the Vietnamese officials. The purpose of the visit, in line with the 2010 TUC resolution, is to focus upon Health & Safety in the workplace.
9. Work has begun on extending the existing GFTU tutor pool.
10. While course enrolments have been good for the reps introductory, and advanced reps courses; and excellent for the training run for the TSSA and Bakers' Unions, in London and at Northern College, respectively; the uptake of affiliates on the GFTU's own courses at Quorn has been disappointing. The core GFTU courses were cancelled, in May 2017, due to a lack of uptake (with only 1 or 2 applications per course).
11. The hard figures, since then, are as follows:
12. New Reps Development, Quorn Grange, 19-20 June – 12 participants (ran)
13. Effective National Communications Strategies, 28 June – 1 applicant (cancelled)
14. Experienced Reps Development, Quorn Grange, 6-7 July – 6 participants (ran)
15. Webinar 'Wages Inflation & Pay Bargaining', 4 September – 42 participants (ran)
16. Employment Tribunals 1, Quorn Grange, 6 September – 1 applicant (cancelled)
17. Money Matters, Quorn Grange, 11 September – 1 applicant (cancelled)
18. Shop Steward Stage 1 (Northern College), 11-15 September – 18 applicants (running)

19. The GFTU was represented at the funeral of Mary Turner, on 9 August, and condolences were sent from the GFTU General Secretary to both the GMB and Mary's family.
20. The GFTU was represented at the annual ASLEF Parliamentary reception, at Westminster, on 12 July.
21. The Kurdish Cultural Festival was a success, and was marked by the launch and sale of Doug Nicholls' translation of *Lugalbanda – The Lover of the Seed*.
22. The volume on *Trade Union Education – Transforming the World*, edited by Mike Seal, has gone to press via Workable Books and will be launched at the TUC Congress.
23. GFTU are in negotiation with Verso publishers over the rights to republish the memoirs of the late Eric Heffer.
24. Work has begun looking at a number of European funding streams for progressive education.
25. Work has re-started on a project on migrant and directed labour for Formac, GFTU's partnership with European trade unions.
26. Work has begun on unravelling the legacy of the GFTU's engagement in the ILM programme. This is not an easy or a swift task but a fuller report will be made on progress to the next EC.
27. A brochure to promote the GFTU's 'Living Histories' day schools has been produced, in time to be launched at the TUC.
28. GFTU has convened a working party, in conjunction with Ruskin College, in order to explore the potential gain for the Labour Movement to be found in the government's apprenticeship schemes. An initial meeting, held on 5 July, was well attended and supported by affiliates.
29. The first of the GFTU's 'Webinar' series was hosted on 4 September. It ran for just over an hour on the subject of 'Wages, Inflation & Pay Bargaining'. 42 people participated and 41 stayed logged-in throughout the whole hour-and-a-quarter seminar. It was successful but the test will be if it can be sustained, refreshed and built upon over the coming weeks.
30. A new SLA (Service Licensing Agreement) has been worked upon for TSSA. This should, hopefully, be signed in the course of the next month and should form the basis for further SLAs with other GFTU affiliates.
31. GFTU has embarked upon a review of the education programme of the PCS union, and will be involved in the writing of a new curriculum for the union.

GFTU Management Accounts YTD Aug 2017

Income source	Budget YTD Aug 17	Actual YTD Aug 17	Variance	Notes
Accounts Processing Services	31,333	29,541	(1,792)	For shared services provided to TSSA £3,683 per month
Recharge for services provided- QGH	24,347	24,795	448	Recharge for services provided- QGH: Monthly Wendy, Ian & Nila charges
Recharge for services provided- QGN	12,173	7,200	(4,973)	Recharge for services provided- QGN: Monthly Wendy, Ian & Nila charges
Contributions	106,667	192,227	85,560	Contribution is for full year. New affiliate joined Gilfach Goch Community & Association income from this affiliate in this month
Sponsorship/Commission	0	0	-	
Investment Income -TU Unit Trusts	8,000	21,715	13,715	Dividends
Investment Income- Zeneca	2,333	6,593	4,260	Dividends
Investment Income- RBS	0	0	-	
Investment Income- Unity Trust	0	1,321	1,321	Dividends
Managed Investment Income BM & CAM	166,667	270,000	103,333	BM Gain 147k gain, CAM: 117.5k gain for period Jan-June 2017, Dividend: 57k, charges (48k)
Managed Investment Income Credit Suisse	0	0	-	
Bank Interest Received	0	0	-	
Misc Income- intercompany recharge	6,667	0	(6,667)	
Gift Aid-GFTU	0	0	-	
Gift Aid- Albion	0	0	-	
Gift Aid-QGH	0	0	-	
Customised Course Fees	0	0	-	
Union Conferance Building/ BGCM	0	9,266	9,266	Invoices raised to delegate's for hotel exps @ BGCM & invoices for raffles & auction @ BGCM
Grant/Arts Festival/Spon'ship/Project	0	0	-	
Other Income	0	-1,602	(1,602)	Credit note raised to PPF £2,501, Income Charity account £75, Oclan book 50, TC branding commision £600 & Donation £50
Extra Ordinary Income	0	0	-	
Total income	358,187	561,056	202,869	
Expenditure				
Staffing				
Salary	64,975	84,328	19,354	Staff salaries have been split between GFTU & ET
Salary for shared Service	24,155	22,700	(1,454)	
Pension	0	5,950	5,950	
Redundancy & Severance	0	0	-	
Staff Welfare	573	903	329	
Essential Car user Allowance	3,000	3,000	-	
Staff Travel and Subs	1,000	604	(396)	
Staff Travel shared Service	0	0	-	
GS Travel	733	1,544	811	
HOE Travel	0	0	-	
Other employment costs	333	0	(333)	
Training and development	0	0	-	
Agency	0	0	-	
Pensions Recovery Payments	46,667	0	(46,667)	
Pension Scheme Cost	0	0	-	
Pension prior year adjustment	0	0	-	
Total	141,436	119,030	(22,406)	
Premises				
Rent and Rates	200	1,242	1,042	
Repair and maintenance	67	179	112	
Utilities	533	1,643	1,110	
Health and Safety	0	1,298	1,298	Fire Risk Assessments / Fire Marshal Training (28 Delegates) in Jan 17
Insurance	333	-1,621	(1,954)	Insurance recharge to PCS members
Depreciation	4,800	3,890	(910)	
	0	0	-	
Total	5,933	6,631	698	
Administration				
Stationery, Postage	1,067	48	(1,019)	
Courier & delivery cost	0	0	-	
Telephone & mobile	467	576	109	
IT, website, maintainence	2,000	3,886	1,886	Sage monthly fee, Tony Jonson fee, Domain renewal fee
Printing & Copying	1,333	1,813	480	Used KM Bizhub 654 Mono Copier charge
Office relocation	0	0	-	
	0	0	-	
Total	4,867	6,324	1,457	
Management fees				
Executive Committee Expenses	11,333	4,052	(7,281)	EC Members - Rail Fare + Parking + Mileage +Fixed Expense Allowance
Conference expenses (BGCM/EC)	12,000	36,325	24,325	BGCM expenses
Conference expenses (other)/Speakers	6,667	725	(5,942)	Gifts for Chinese Delegates in Jan 17, Ben Marshall gift & other expenses
Accountancy and audit	2,800	2,996	196	
Legal & Profession	2,667	0	(2,667)	

DDA Compliance	0		-	
Investment management fee	30,000		(30,000)	
Pension scheme levy	2,000		(2,000)	
Pension scheme audit and accounts	3,333	1,600	(1,733)	
Pension scheme legal & professional	26,667	21,610	(5,057)	Mercer monthly fees
Total	97,467	67,309	(30,158)	
Programme and Event				
Gift Aid Payment/Grants	66,667		(66,667)	
Affiliations, Donations, Subscriptions,	6,667	3,865	(2,802)	Donation £750 , Affiliations £3,115 (ICTUR, NPC, Venezuela Solidarity, Campaign for Trade Union Free, Justice for Colombia)
Communications & Campaigning	8,667		(8,667)	
Advertising and promotion	2,667	3,075	408	Catalogue of GFTU related Logos, Organisation Chart Update + Artwork
Room hire	1,333	0	(1,333)	
Publicity leaflets		3,284	3,284	Organisational Charts £170 , A new deal for Britain Leaflet £718 , Rebuild and Transform Britain Brochure £2,228 , Photographic Reproduction License - Our History Our Future £168
Educational officers' meeting	0			
Tutors' meeting	0			
International Study Visit	0			
Youth Festival	0			
History Festival	0			
Arts & Cultural Festival	0	414		Licence for use of 10 images from the Art of TUC
Other events	0			
Open College Network Panel Fees+Membership	0			
E learning	0			
Union Conferance Building	0			
Links with Universities	0			
Core Course -Student hotel & Travel	0			
Core Course - Tutor Fees	0			
Core Course - Tutor Travel & Sub	0			
Core Course- Resource, books, printing, certificates	0			
Customised Course- Tutor fees	0			
Customised Course- Tutor Travel and sub	0			
Customised Course- Resource, books, printing, cert.	0			
Bank charges	133	551	418	
Miscellaneous	200	72	(128)	
P&L Sale of asset	0	0	-	
	0			
Total	86,333	11,261	(75,487)	
Management recharge				
Total Expenditures	336,036	210,554	(125,896)	
Surplus/deficit before Capital Expenditure	22,151	350,502	328,765	

GFTU General Federation of Trade Unions
Balance Sheet

YTD Aug 17

Fixed Assets

Office Equipment	20,650	
Motor Vehicles	0	
Investments	6,128,367	
	<hr/>	6,149,017

Current Assets

Debtors	74,702	
Intercompany	1,725,561	
Bank Account	220,371	
	<hr/>	2,020,633

Current Liabilities

Creditors: Short Term	1,166,310	
Taxation (PAYE /NIC	20,082	
Wages (Pension)	14,481	
	<hr/>	1,200,873

Current Assets less Current Liabilities:

819,760

Total Assets less Current Liabilities:

6,968,777

Long Term Liabilities

Total Assets less Total Liabilities:

6,968,777

Capital & Reserves

Reserves	6,618,275	
P&L Account	350,502	
	<hr/>	6,968,777
	<hr/>	6,968,777

ET Management Accounts YTD Aug 17

Income source	Budget YTD Aug 17	Actual YTD Aug 17	Variance	Notes
Accounts Processing Services			-	
Recharge for services provided- QGH			-	
Contributions			-	
Sponsorship/Commission		1,100	1,100	AEP Donation 1k
Bank Interest Received			-	
Misc Income- intercompany recharge		-	-	
Gift Aid-GFTU	66,667		(66,667)	
Gift Aid- Albion	-		-	
Gift Aid-QGH	32,000	32,000	-	Hotel contributions to ET
Gift Aid-QGH Nursery	32,000	32,000	-	Nursery contributions to ET
Customised Course Fees	40,333	49,931	9,598	All courses are held for TSSA
Core Courses	-		-	
Trade Union Management Programme	13,333	-	(13,333)	
Grant/Arts Festival/Spon'ship/Project	-		-	
Other Income	-	5,636	5,636	Poland OPZZ £4,141, Ethical Shop Commission £97, Nursery recharge DBS check £172, Stripe £1,225.77
Total income	184,333	120,667	(63,666)	
Expenditure				
Staffing				
Salary+ NIC+Pension	158,178	106,392	(51,786)	
Redundancy & Severance	-	-	-	
Staff Welfare	-	50	50	
Staff Travel and Subs	1,600	2,079	479	
Essential Car user Allowance	1,000	1,000	-	
GS Travel	333	5,600	5,267	
HOE Travel	2,933	-	(2,933)	
Other employment costs- Agency	-	960	960	Leicester Mercury Job advertise charges & Sian Moore expenses
Training and development	1,333	1,360	27	Ana & Shamil AAT course & exam fees£1,136, First Aid Training £160, Wendy training £65
Agency	2,667		(2,667)	
Pensions Recovery Payments	-		-	
Staffing total	168,045	117,441	(50,603)	
Premises				
Rent and Rates	1,000	-	(1,000)	
Repair and maintenance	167	312	145	Oil Radiator & Toilet Seat
Utilities	2,133	82	(2,051)	
Health and Safety	-		-	
Insurance	867	1,210	343	Includes Business Travel Insurance
Depreciation	4,800	10,071	5,271	
Premises total	8,967	11,675	2,708	
Administration				
Stationery, Postage	8,667	5,978	(2,689)	Postage £3,742, Stationery £2,236
Courier & delivery cost	1,667		(1,667)	
Telephone & mobile	2,333	4,336	2,003	This includes monthly charges Jan-Aug 17 £3,286 & yearly maintenance contract charges £1,050
IT, website, maintenance	6,000	1,857	(4,143)	Sage Payroll cover & Online support, ACT annual subscription, Flipping page Licence, Adobe monthly fee, Recharges been done to Hotel & nursery for their propotions
Printing & Copying	1,000	525	(475)	Konica Minolta - Monthly Meter Charge
Office relocation	-		-	
Administration total	19,667	12,695	(6,971)	
Management fees				
Trustees Expenses	2,000	1,738	(262)	
Conference expenses (BGCM/EC)	5,333		(5,333)	
Conference expenses (other)/Speakers	1,333	-	(1,333)	
Accountancy and audit	6,667	7,166	499	Accrual for accountancy & audit fee Jan-Aug 2017
Legal & Profession	1,333	-	(1,333)	
DDA Compliance	1,333		(1,333)	
Investment management fee	-		-	
Management fees total	18,000	8,904	(9,096)	
Programme and Event				
Gift Aid Payment/Grants	3,333	-	(3,333)	
Affiliations, Donations, Subscriptions,	5,333	1,300	(4,033)	London Recruits Film Project Donation £1000, Hazard Sponsorship £300
Communications & Campaigning	-	540	540	Journalistic Feature £300, 3 Days of Fred Wisdom's time working on the Song Book £240
Advertising and promotion	1,667	2,037	370	Design of Full Colour A5 Leaflet marketing the Ethical Shop, New Statesman Feb 2017, Seminar fee for Doug (Westminster Business forum)
Room hire	-		-	
Publicity leaflets	10,000	9,580	(420)	GFTU Education Course Brochures, Your Right at Work - A TUC Guide 5th Edition, Liberating Arts Festival Leaflets & Flyers, Photographic Repro - Education for Action April 17-July18, Education Leaflets
Educational officers' meeting	1,667	878	(788)	EC Meeting, Education Officers Interview
Tutors' meeting	833		(833)	
International Study Visit	6,667	-	(6,667)	
Youth Festival	13,333	5,696	(7,638)	
History Festival	-		-	
Arts & Cultural Festival	8,000	9,175	1,175	
ESNA Visist	6,667	-	(6,667)	
Other events	2,000	10,692	8,692	TUC 2017 Congress Deposit for Stands 54-56 £2,673, Final balance 54-56 £8,019
Open College Network Panel Fees+Membership	-		-	
E learning	10,000		(10,000)	
Trade Union Management Programme	4,667		(4,667)	
Links with Universities	-		-	

Core Course -Student hotel & Travel	6,667	4,522	(2,145)
Core Course - Tutor Fees	3,333	1,180	(2,154)
Core Course - Tutor Travel & Sub	6,667	265	(6,402)
Core Course- Resource, books, printing, certificates	18,000	6,743	(11,257)
Customised Course -Student hotel & Travel	-	14,582	14,582
Customised Course- Tutor fees	16,000	5,015	(10,985)
Customised Course- Tutor Travel and sub	-	1,564	1,564
Customised Course- Resource, books, printing, cert.	-	4,780	4,780
Bank charges	133	66	(67)
Miscellaneous	333	1,148	814
	-	-	-
Programme and Event total	125,300	79,763	(45,537)
New Build		19,508	
Total Expenditures	339,978	249,986	(89,992)
Surplus/deficit before Capital Expenditure	(155,645)	(129,339)	26,306

Finance, HR & IT Officers Meeting, New Rep Training by Doug @ QGH

Northern College : GFTU Health & Safety Stage 1, GFTU Shop Stewards Stage 1

These charges have been recharged to TSSA for their courses. 12k worth of charges are expected in next month as waiting for credit card statements to be processed

Ground Investigation & Pilling Ltd charges

GFTU ET
Balance Sheet

Year to Date Aug 2017

Fixed Assets

Office Equipment	8,341
Furniture and Fixtures	1,141
Investments	2,092,317

2,101,799

Current Assets

Debtors	18,739
Intercompany (Hotel, Nursery & Albion)	732,567
Bank Account	82,845
VAT	5,395

839,546

Current Liabilities

Creditors Short term	45,598
Intercompany (GFTU & Pension)	1,390,622

1,436,220

Current Assets less Current Liabilities:

-596,674

Total Assets less Current Liabilities:

1,505,125

Capital & Reserves

Reserve	1,634,444
P & L Account	-129,319

1,505,125

Quorn Grange HotelProfit & Loss by Department (Advanced Budget and Variance)

Period From: Month 1, January Year: 2017

Department: All

Period To: Month 7, July

Chart of Accounts: Detailed Layout of Accounts

	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>
Sales			
Food & Beverages	196,308.74	166,514.77	29,793.97
Miscellaneous Sales	3,731.82	4,250.00	(518.18)
Accommodation	367,442.70	330,343.09	37,099.61
Conferences	29,980.35	52,200.00	(22,219.65)
Weddings	144,462.96	159,000.00	(14,537.04)
Hotel Events	208.33	30,800.00	(30,591.67)
Breakfast Sales	26,520.88	33,034.30	(6,513.42)
Nursery Fees	617.53	0.00	617.53
Nursery Meals	14,290.76	19,100.00	(4,809.24)
Gym Membership	3,028.33	4,950.00	(1,921.67)
Bank Interest	22.93	350.00	(327.07)
Kurdish Event	3,200.10	0.00	3,200.10
	<u>789,815.43</u>	<u>800,542.16</u>	<u>(10,726.73)</u>
Purchases			
Food & Beverages Purchases	141,855.45	124,624.20	(17,231.25)
Miscellaneous Purchases	1,512.13	700.00	(812.13)
Function Purchases	13,395.21	0.00	(13,395.21)
Hotel Room Consumables	4,489.49	0.00	(4,489.49)
Movement in Stock	(1,734.79)	0.00	1,734.79
	<u>159,517.49</u>	<u>125,324.20</u>	<u>(34,193.29)</u>
Direct Expenses			
Operating Gross Wages	272,671.13	356,178.91	83,507.78
Operating Employer Pension	3,957.12	8,904.47	4,947.35
Admin Gross Wages	118,229.30	0.00	(118,229.30)
Admin Employers Pension	1,920.82	0.00	(1,920.82)
	<u>396,778.37</u>	<u>365,083.38</u>	<u>(31,694.99)</u>
Gross Profit (Loss):	<u>233,519.57</u>	<u>310,134.58</u>	<u>(76,615.01)</u>
Overheads			
Bar & Restaurant	2,379.10	0.00	(2,379.10)
Cleaning & Laundry	34,316.14	39,641.17	5,325.03
Events	8,907.62	4,002.70	(4,904.92)
Marketing	16,477.31	32,021.70	15,544.39
Recruitment Advertising	132.00	420.00	288.00
IT Expenses	15,418.79	7,000.00	(8,418.79)
Printing & Stationery	4,954.51	4,550.00	(404.51)
Postage	394.69	245.00	(149.69)
Garden Expenditure	12,119.75	10,712.00	(1,407.75)
Gym Expenditure	673.92	1,050.00	376.08
Repairs & Maintenance	13,337.69	10,791.62	(2,546.07)
Kitchen Repairs & Refurbishment Expenses	10,491.86	12,443.33	1,951.47
Advertising	500.00	0.00	(500.00)
Uniforms	551.06	0.00	(551.06)
	1,052.70	1,400.00	347.30

Quorn Grange HotelProfit & Loss by Department (Advanced Budget and Variance)

Period From: Month 1, January Year: 2017

Department: All

Period To: Month 7, July

Chart of Accounts: Detailed Layout of Accounts

	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>
Licences	1,610.67	2,450.00	839.33
Commissions	17,967.73	13,213.73	(4,754.00)
Rates and Insurance	37,828.11	36,024.39	(1,803.72)
Heat, Light and Power	45,497.00	48,032.53	2,535.53
Miscellaneous Expenses	113.44	0.00	(113.44)
Unpaid Bills	0.00	210.00	210.00
Staff Drinks	201.09	525.00	323.91
Travel Expenses	158.33	350.00	191.67
Management Allowances	3,551.02	2,800.00	(751.02)
Wedding Fayres & Hotels & Subsistence	1,144.48	0.00	(1,144.48)
Telephone & Internet	155.00	350.00	195.00
Professional Fees	8,685.81	4,200.00	(4,485.81)
Flowers & Xmas Decorations	5,520.00	5,250.00	(270.00)
Waste Management	1,418.39	1,750.00	331.61
Pest Control	3,238.58	4,200.00	961.42
Card Processing Charges	612.00	595.00	(17.00)
Depreciation	6,744.83	7,000.00	255.17
Staff Training & Support	45,398.57	42,000.00	(3,398.57)
TV Subscriptions	1,471.54	1,225.00	(246.54)
Gifts	4,833.26	3,850.00	(983.26)
Donations	44.99	70.00	25.01
GFTU Salary Contribution	28,000.00	0.00	(28,000.00)
Directors Expenses	15,383.31	16,450.00	1,066.69
Marketing Opportunity	2,070.53	3,150.00	1,079.47
Bank Charges	508.51	0.00	(508.51)
Till Variances	665.78	0.00	(665.78)
	236.18	140.00	(96.18)
	<u>354,766.29</u>	<u>318,113.17</u>	<u>(36,653.12)</u>
Net Profit (Loss):	<u>(121,246.72)</u>	<u>(7,978.59)</u>	<u>(113,268.13)</u>

Quorn Grange HotelProfit & Loss by Department (Advanced Budget and Variance)

Period From: Month 7, July

Year: 2017

Department: All

Period To: Month 7, July

Chart of Accounts: Detailed Layout of Accounts

	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>
Sales			
Food & Beverages	31,924.46	21,769.44	10,155.02
Miscellaneous Sales	431.05	900.00	(468.95)
Accomodation	57,313.27	54,423.60	2,889.67
Conferences	4,913.12	3,000.00	1,913.12
Weddings	49,876.59	50,000.00	(123.41)
Hotel Events	0.00	2,000.00	(2,000.00)
Breakfast Sales	5,306.04	5,442.36	(136.32)
Nursery Fees	617.53	0.00	617.53
Nursery Meals	1,764.83	2,300.00	(535.17)
Gym Membership	411.88	500.00	(88.12)
Bank Interest	3.64	50.00	(46.36)
Kurdish Event	3,200.10	0.00	3,200.10
	<u>155,762.51</u>	<u>140,385.40</u>	<u>15,377.11</u>
Purchases			
Food & Beverages Purchases	28,705.11	26,238.89	(2,466.22)
Miscellaneous Purchases	275.30	100.00	(175.30)
Function Purchases	3,248.00	0.00	(3,248.00)
Hotel Room Consumables	920.72	0.00	(920.72)
Movement in Stock	102.31	0.00	(102.31)
	<u>33,251.44</u>	<u>26,338.89</u>	<u>(6,912.55)</u>
Direct Expenses			
Operating Gross Wages	40,394.51	56,154.16	15,759.65
Operating Employer Pension	551.28	1,403.85	852.57
Admin Gross Wages	17,084.44	0.00	(17,084.44)
Admin Employers Pension	269.29	0.00	(269.29)
	<u>58,299.52</u>	<u>57,558.01</u>	<u>(741.51)</u>
Gross Profit (Loss):	<u>64,211.55</u>	<u>56,488.50</u>	<u>7,723.05</u>
Overheads			
Bar & Restaurant	367.44	0.00	(367.44)
Cleaning & Laundry	5,453.88	6,530.83	1,076.95
Events	7,640.29	701.93	(6,938.36)
Marketing	2,534.00	5,615.42	3,081.42
Recruitment Advertising	132.00	60.00	(72.00)
IT Expenses	5,285.49	1,000.00	(4,285.49)
Printing & Stationery	2,130.29	650.00	(1,480.29)
Postage	87.98	35.00	(52.98)
Garden Expenditure	175.97	672.00	496.03
Gym Expenditure	135.87	150.00	14.13
Repairs & Maintenance	2,877.66	1,904.83	(972.83)
Kitchen Repairs & Advertising	1,451.86	2,176.94	725.08
Advertising	66.58	0.00	(66.58)
Uniforms	0.00	200.00	200.00
Licences	262.01	350.00	87.99

Quorn Grange HotelProfit & Loss by Department (Advanced Budget and Variance)

Period From: Month 7, July

Year: 2017

Department: All

Period To: Month 7, July

Chart of Accounts: Detailed Layout of Accounts

	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>
Commissions	3,469.31	2,176.94	(1,292.37)
Rates and Insurance	5,911.60	6,317.34	405.74
Heat, Light and Power	5,516.10	8,423.12	2,907.02
Unpaid Bills	0.00	30.00	30.00
Staff Drinks	24.17	75.00	50.83
Travel Expenses	0.00	50.00	50.00
Management Allowances	701.75	400.00	(301.75)
Wedding Fayres & Hotels & Subsistence	959.99	0.00	(959.99)
Telephone & Internet	3,899.60	600.00	(3,299.60)
Professional Fees	225.00	750.00	525.00
Flowers & Xmas Decorations	438.00	250.00	(188.00)
Waste Management	477.88	600.00	122.12
Pest Control	204.00	85.00	(119.00)
Card Processing Charges	1,187.95	1,000.00	(187.95)
Depreciation	6,485.51	6,000.00	(485.51)
Staff Training & Support	531.54	175.00	(356.54)
TV Subscriptions	709.58	550.00	(159.58)
Gifts	0.00	10.00	10.00
Donations	4,000.00	0.00	(4,000.00)
GFTU Salary Contribution	2,211.33	2,350.00	138.67
Directors Expenses	0.00	450.00	450.00
Marketing Opportunity	206.25	0.00	(206.25)
Bank Charges	147.02	0.00	(147.02)
Till Variances	89.29	20.00	(69.29)
	<u>65,997.19</u>	<u>50,409.35</u>	<u>(15,587.84)</u>
Net Profit (Loss):	<u>(1,785.64)</u>	<u>6,079.15</u>	<u>(7,864.79)</u>

Quorn Grange Hotel
Profit and Loss (Monthly Breakdown)

From: Month 1, January 2017

To: Month 7, July 2017

Chart of Accounts:

Detailed Layout of Accounts

	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Totals</u>
Sales								
Food & Beverages	19,738.87	18,779.84	24,294.95	32,537.80	38,018.57	31,014.25	31,924.46	196,308.74
Miscellaneous Sales	252.62	504.39	432.51	584.03	525.73	1,001.49	431.05	3,731.82
Accommodation	40,579.07	51,358.77	48,868.89	52,478.92	57,778.40	59,065.38	57,313.27	367,442.70
Conferences	4,510.12	6,284.03	3,785.87	3,793.46	3,173.99	3,519.76	4,913.12	29,980.35
Weddings	0.00	6,444.71	2,957.08	35,320.27	21,291.82	28,572.49	49,876.59	144,462.96
Hotel Events	0.00	116.66	91.67	0.00	0.00	0.00	0.00	208.33
Breakfast Sales	2,530.67	2,703.75	3,025.84	3,565.41	3,926.25	5,462.92	5,306.04	26,520.88
Nursery Fees	0.00	0.00	0.00	0.00	0.00	0.00	617.53	617.53
Nursery Meals	1,548.75	1,630.00	2,356.07	2,092.59	3,187.52	1,711.00	1,764.83	14,290.76
Gym Membership	515.76	399.30	519.96	320.35	528.29	332.79	411.88	3,028.33
Bank Interest	4.60	4.24	1.16	3.07	3.09	3.13	3.64	22.93
Kurdish Event	0.00	0.00	0.00	0.00	0.00	0.00	3,200.10	3,200.10
	<u>69,680.46</u>	<u>88,225.69</u>	<u>86,334.00</u>	<u>130,695.90</u>	<u>128,433.66</u>	<u>130,683.21</u>	<u>155,762.51</u>	<u>789,815.43</u>

Purchases

Food & Beverages Purchases	13,763.23	14,297.21	14,082.47	21,773.77	23,188.89	26,044.77	28,705.11	141,855.45
Miscellaneous Purchases	180.40	0.00	167.10	0.00	868.50	20.83	275.30	1,512.13
Function Purchases	3,215.33	295.30	1,245.00	2,002.58	2,111.00	1,278.00	3,248.00	13,395.21
Hotel Room Consumables	179.51	603.28	704.66	715.28	473.98	892.06	920.72	4,489.49
Movement in Stock	338.44	811.46	695.61	1,379.41	(854.89)	(4,207.13)	102.31	(1,734.79)
	<u>17,676.91</u>	<u>16,007.25</u>	<u>16,894.84</u>	<u>25,871.04</u>	<u>25,787.48</u>	<u>24,028.53</u>	<u>33,251.44</u>	<u>159,517.49</u>

**QUORN GRANGf HOTEL
MANAGEMENT ACCOUNTS
BALANCE SHEET**

BALANCE SHEET	Hotel As at 31-Jul-17	Hotel As at 30-Jun-17	Hotel As at 30-May-17	Hotel As at 30-Apr-17	Hotel As at 31-Mar-17	Hotel As at 28-Feb-17	Hotel As at 31-Jan-17
Fixed Assets							
Furniture and Fixtures	227,406	230,400	218,934	217,729	219,160	221,155	224,149
Refurbishments	218,155	221,646	225,137	228,628	232,119	235,611	239,102
Investments	2	2	2	2	2	2	2
New build	0	11,508					
Total Fixed Assets	445,563	463,556	444,073	446,359	451,281	456,768	463,253
Current Assets							
Food Stock	4,371	6,316	4,547	4,153	5,104	4,742	4,653
Liquor Stock	8,176	6,333	3,895	3,434	3,862	4,920	5,820
Debtors	40,712	45,621	47,950	62,677	46,836	51,225	39,563
Other Debtors	97,896	100,444	111,247	91,763	91,763	91,763	91,763
Prepayments	39,446	45,428	51,430	56,926	61,833	19,475	22,801
Due to/from Hotel & Nursery	(93,500)	(89,673)	(87,466)	(96,482)	(79,271)	(94,392)	(101,310)
Due to GFTU Educational Trust	(125,652)	(125,652)	(125,652)	(125,652)	(125,652)	(125,652)	(85,507)
Bad Debt Provision	0	0	0	0	0	0	0
Due to/from GFTU Pension Scheme	0	0	0	0	0	0	0
GFTU	(264,500)	(274,500)	(284,500)	(294,500)	(294,500)	(294,500)	(294,536)
Cash at Bank	66,127	61,434	24,694	59,307	21,317	4,287	30,938
Petty Cash	1,404	1,407	1,406	1,406	1,406	1,406	1,406
Total Current Assets	(225,522)	(222,844)	(252,449)	(236,969)	(267,302)	(336,726)	(284,409)
Current Liabilities							
Trade Creditors	167,766	188,338	156,833	151,853	140,395	90,858	91,113
Accruals	16,685	16,976	19,153	17,984	18,441	23,639	21,111
Other Creditors	406	406	366	366	366	366	366
Deposits Held	92,274	109,811	98,412	99,649	98,524	68,433	68,124
PAYE & NIC Payable	13,351	13,428	17,033	13,183	12,683	13,802	13,399
VAT Liability	69,032	49,440	31,204	55,609	40,953	25,021	54,421
Provision for Liabilities	2,152	2,152	2,152	2,152	2,152	2,152	2,152
Total Current Liabilities	(361,666)	(380,552)	(325,153)	(340,795)	(313,619)	(224,375)	(250,790)
Creditors due > 1 Year							
Intercompany Loans	(508,719)	(508,719)	(508,719)	(508,719)	(508,719)	(508,719)	(508,719)
Net Assets	(650,345)	(648,559)	(642,248)	(640,124)	(638,359)	(613,053)	(580,664)
Capital & Reserves							
Share Capital	2	2	2	2	2	2	2
P & L Account							
Reserves b/fwd	(529,100)	(529,100)	(529,100)	(529,100)	(529,100)	(529,100)	(529,100)
Charge for period	(121,247)	(119,461)	(113,150)	(111,026)	(109,261)	(83,955)	(51,567)
	(650,345)	(648,559)	(642,248)	(640,124)	(638,359)	(613,053)	(580,664)

Quorn Grange Hotel
Profit and Loss (Monthly Breakdown)

From: Month 1, January 2017
To: Month 7, July 2017

Chart of Accounts:

Detailed Layout of Accounts

	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Totals</u>
Direct Expenses								
Operating Gross Wages	39,062.11	40,693.40	35,898.31	37,872.22	41,526.52	37,224.06	40,394.51	272,671.13
Operating Employer Pension	558.45	591.50	503.65	540.55	629.69	582.00	551.28	3,957.12
Admin Gross Wages	16,042.26	16,959.63	17,034.70	17,029.58	16,994.25	17,084.44	17,084.44	118,229.30
Admin Employers Pension	307.67	268.06	268.06	267.34	271.11	269.29	269.29	1,920.82
	<u>55,970.49</u>	<u>58,512.59</u>	<u>53,704.72</u>	<u>55,709.69</u>	<u>59,421.57</u>	<u>55,159.79</u>	<u>58,299.52</u>	<u>396,778.37</u>
Gross	<u>(3,966.94)</u>	<u>13,705.85</u>	<u>15,734.44</u>	<u>49,115.17</u>	<u>43,224.61</u>	<u>51,494.89</u>	<u>64,211.55</u>	<u>233,519.57</u>
Overheads								
Bar & Restaurant Consumables	202.10	93.10	190.85	573.92	169.74	781.95	367.44	2,379.10
Cleaning & Laundry	4,199.42	4,300.82	4,414.60	4,805.30	4,865.65	6,276.47	5,453.88	34,316.14
Events	0.00	0.00	0.00	487.33	0.00	780.00	7,640.29	8,907.62
Marketing	2,116.00	2,257.50	3,435.40	1,074.00	1,877.00	3,183.41	2,534.00	16,477.31
Recruitment Advertising	0.00	0.00	0.00	0.00	0.00	0.00	132.00	132.00
IT Expenses	984.94	1,259.95	747.46	931.96	924.46	5,284.53	5,285.49	15,418.79
Printing & Stationery	378.72	391.50	1,032.52	286.52	223.90	511.06	2,130.29	4,954.51
Postage	10.95	24.82	103.87	57.43	66.92	42.72	87.98	394.69
Garden Expenditure	553.76	226.80	3,545.71	2,534.19	2,402.49	2,680.83	175.97	12,119.75
Gym Expenditure	86.86	63.79	62.56	188.49	12.52	123.83	135.87	673.92
Repairs & Maintenance	902.87	1,302.82	2,329.82	2,264.71	1,928.26	1,731.55	2,877.66	13,337.69

Quorn Grange Hotel
Profit and Loss (Monthly Breakdown)

From: Month 1, January 2017

To: Month 7, July 2017

Chart of Accounts:

Detailed Layout of Accounts

	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Totals</u>
Kitchen Repairs & Maintenance	946.97	888.59	2,686.40	607.00	771.93	3,139.11	1,451.86	10,491.86
Refurbishment Expenses	0.00	0.00	0.00	500.00	0.00	0.00	0.00	500.00
Advertising	66.58	66.58	66.58	66.58	66.58	151.58	66.58	551.06
Uniforms	45.99	0.00	438.75	567.96	0.00	0.00	0.00	1,052.70
Licences	187.13	187.13	188.37	262.01	262.01	262.01	262.01	1,610.67
Commissions	2,224.32	1,737.25	1,965.89	2,691.59	2,498.28	3,381.09	3,469.31	17,967.73
Rates and Insurance	4,801.63	4,706.22	4,751.63	5,767.69	5,954.60	5,934.74	5,911.60	37,828.11
Heat, Light and Power	8,369.51	7,016.17	6,818.91	6,688.55	6,121.73	4,966.03	5,516.10	45,497.00
Miscellaneous Expenses	0.00	112.00	0.00	1.44	0.00	0.00	0.00	113.44
Staff Drinks	6.67	21.75	15.29	42.75	22.84	67.62	24.17	201.09
Travel Expenses	65.48	31.65	46.20	15.00	0.00	0.00	0.00	158.33
Management Allowances	125.41	1,208.28	278.54	254.84	658.70	323.50	701.75	3,551.02
Wedding Fayres & Promotional Events	0.00	0.00	0.00	184.49	0.00	0.00	959.99	1,144.48
Hotels & Subsistence	0.00	0.00	0.00	0.00	155.00	0.00	0.00	155.00
Telephone & Internet	719.83	717.08	636.27	742.49	792.67	1,177.87	3,899.60	8,685.81
Professional Fees	200.00	235.00	200.00	4,210.00	225.00	225.00	225.00	5,520.00
Flowers & Xmas Decorations	0.00	0.00	537.89	0.00	304.00	138.50	438.00	1,418.39
Waste Management	528.54	388.66	440.84	451.69	470.15	480.82	477.88	3,238.58
Pest Control	204.00	0.00	0.00	204.00	0.00	0.00	204.00	612.00

Quorn Grange Hotel
Profit and Loss (Monthly Breakdown)

From: Month 1, January 2017

To: Month 7, July 2017

Chart of Accounts:

Detailed Layout of Accounts

	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Totals</u>
Card Processing Charges	887.44	735.79	930.50	790.89	946.03	1,266.23	1,187.95	6,744.83
Depreciation	6,485.51	6,485.51	6,485.51	6,485.51	6,485.51	6,485.51	6,485.51	45,398.57
Staff Training & Support	0.00	60.00	0.00	0.00	180.00	700.00	531.54	1,471.54
TV Subscriptions	687.28	687.28	687.28	687.28	687.28	687.28	709.58	4,833.26
Gifts	44.99	0.00	0.00	0.00	0.00	0.00	0.00	44.99
Donations	6,500.00	6,500.00	(1,000.00)	4,000.00	4,000.00	4,000.00	4,000.00	28,000.00
GFTU Salary Contribution	3,963.33	3,963.33	(1,388.67)	2,211.33	2,211.33	2,211.33	2,211.33	15,383.31
Directors Expenses	830.98	0.00	0.00	562.32	0.00	677.23	0.00	2,070.53
Marketing Opportunity Expenses	72.92	109.34	21.67	98.33	0.00	0.00	206.25	508.51
Bank Charges	108.00	133.77	46.77	2.28	104.09	123.85	147.02	665.78
Till Variances	91.60	101.81	17.18	36.15	(14.43)	(85.42)	89.29	236.18
	<u>47,599.73</u>	<u>46,014.29</u>	<u>40,734.59</u>	<u>51,336.02</u>	<u>45,374.24</u>	<u>57,710.23</u>	<u>65,997.19</u>	<u>354,766.29</u>
Net Profit/(Loss)	<u>(51,566.67)</u>	<u>(32,308.44)</u>	<u>(25,000.15)</u>	<u>(2,220.85)</u>	<u>(2,149.63)</u>	<u>(6,215.34)</u>	<u>(1,785.64)</u>	<u>(121,246.7)</u>

QUORN GRANGE HOTEL

REVIEW OF ACCOUNTS AS AT July 31, 2017

Accounts Review- Hotel

QUORN GRANGE HOTEL SUMMARY

	July	YTD -July	YTD - June
	Hotel	Hotel	Hotel
	£	£	£
Net Profit/(loss)	(1,786)	(121,247)	(119,461)
Adjust for Expenses not budgeted:			
Gift Aid GFTU	4,000	28,000	24,000
Less Kurdish Festival income	(3,200)	(3,200)	
Add Kurdish Festival expenses	8,908	8,908	
Trading Profit/(Loss)	7,922	(87,539)	(95,461)
<i>Budgeted Profit/(loss)</i>	<i>6,079</i>	<i>(7,978)</i>	<i>(14,058)</i>

The hotel occupancy for **January through to July in comparison to budget and to 2016** can be summarised as follows:

Quorn Grange Hotel HOTEL OCCUPANCY 2017

	JAN	FEB	MAR	APR	MAY	June	July
Available Rooms	1,178	1,064	1,178	1,126	1,178	1,140	1,178
Occupancy							
2016 Actual	44%	56%	54%	65%	68%	68%	68%
2017 Actual	59%	62%	65%	74%	70%	79%	77%
2017 Budget	55%	58%	60%	65%	68%	68%	70%
Variance	4%	4%	5%	9%	2%	11%	7%
Rooms Sold							
2016 Actual	506	600	609	729	767	766	788
2017 Actual	691	655	771	842	825	900	909
2017 Budget	636	617	707	741	801	775	825
Variance	9%	6%	9%	14%	3%	16%	10%
Average Room Rate							
2016 Actual	61.7	62.8	65.6	62.3	58.0	55.0	66.5
2017 Actual	61.2	65.7	63.8	61.9	63.87	63.15	65.13
2017 Budget	61.0	62.0	65.0	66.0	66.0	66.0	66.0
Variance	0.2%	6%	-2%	-6%	-3%	-4%	-1%

Turnover & Gross Profit

The total turnover for the hotel 15.4k higher than budget for July 17 and (£10.7)k below year to date. Turnover has increases as we are in wedding season.

Occupancy is 7% above the budget. The average room rate 1% lower than budget.

The Hotel recorded a Net Profit of £7.9k for July and (£87.5k) loss YTD after adjusting for Kurdish Festival income and expense and GFTU gift Aid.

Hotel Costs vs Budget

The following summarises the main YTD cost variances for discussion

- **Wages & Salaries**
Wages & Salaries (31.7k) higher than budget YTD. (0.7k) higher for the month of July 17
- **Cleaning & Laundry**
Cleaning & Laundry YTD favourable variance of £5.3k
- **Marketing**
The Marketing costs are £15.5k below the budget as Tim is trying to keep all the cost under control.
- **Garden Expenditure**
Garden Expenditure Costs are (£1.5k) higher than budget for YTD . The budget for Garden expenditure does not include Alison salary who left in Jan 17. New Gardeners invoices go under this code hence garden costs are likely to be higher than budget in next coming months .
- **Rates & Insurance**
Rates & Insurance costs are in line with the budget for July 17 and (1.8k) higher than budget YTD this is due to business rates charges increase by 45% in 2017 compare to 2016 (Annual rate bill for 2017: £46,243.64,Rate for 2016: £31,808)
- **Commissions**
Due to increase in occupancy the commissions are (£4.7k) higher than expected YTD
- **Heat, Light & Power**
Heat Light & Power costs are £2.9k lower than the budget for July and £2.5 lower than budget YTD . As we are in summer now theses costs are expected to be lower than budget and we have purchased new boiler. With greater efficiency a new boiler will keep our heating bills down.
- **Donation**
Hotel pays £4k to GFTU on monthly basis as a gift aid. There was no budget for this item.
- **Professional fees**
Professional fees are in line with the budget for July 17
- **IT Expenses**
IT Expenses are overspent by (£ 8.4k)for YTD this is partly due to IT issues that Hotel had been facing i.e. rewiring & cabling, Tony Johnson charges, new anti-virus costs, Entergrity SLA & Purchase of networking switch
- **Repairs & Maintenance**
Repair & Maintenance overspent by (£2.5k) however Kitchen Repairs & replacement underspent by £1.9k
- **Telephone & Internet**
Telephone & internet costs are higher than budget by (£ 4.5k) YTD. There is a charge of £3.1k from BT for fibre broadband.
- **GFTU Salary Contribution**
GFTU salary contribution is in line with the budget.

QUORN GRANGE HOTEL
FINANCIAL OVERVIEW (Jan 17 to Dec 17)

HOTEL SALES 2014-2017

	January	February	March	April	May	June	July	Totals
2014	75,891	75,521	99,170	92,463	117,353	112,281	127,392	700,071
2015	71,508	83,912	101,137	90,480	144,565	125,722	93,968	711,292
2016	65,457	78,246	104,534	87,556	112,411	104,985	124,536	677,725
2017	69,680	88,225	86,334	130,696	128,433	130,683	155,763	789,814

HOTEL NET PROFIT/(LOSS) PRIOR YEAR COMPARISONS 2014-17

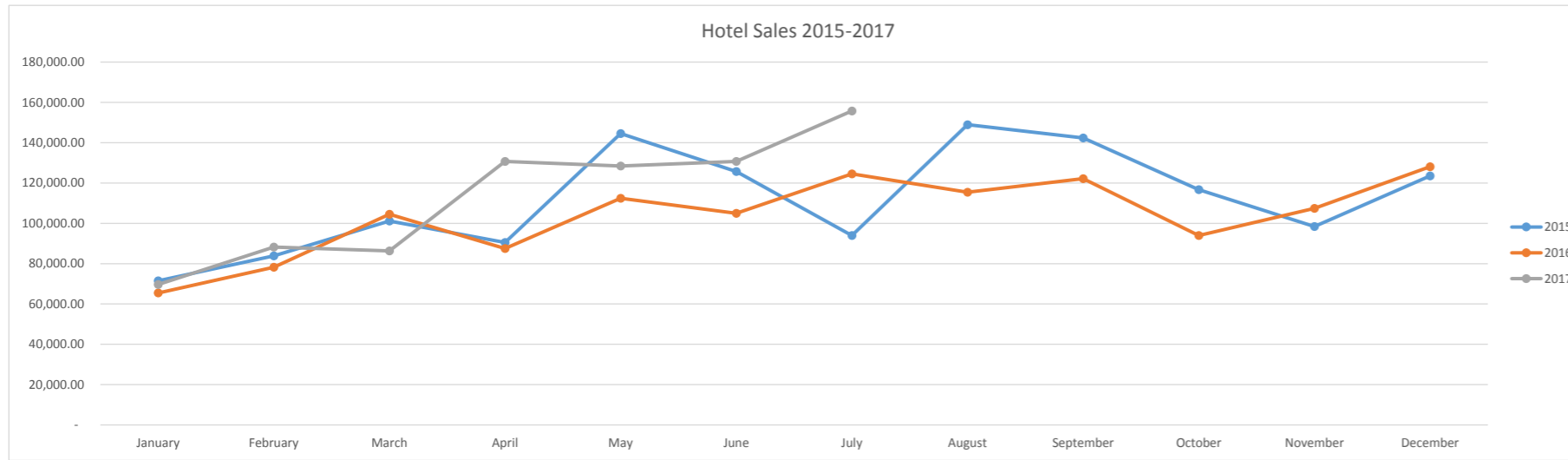
	January	February	March	April	May	June	July	Totals
2014	(7,522)	(13,452)	2,999	6,875	22,940	19,123	23,347	54,309
2015	(20,621)	(7,539)	7,896	(3,918)	37,149	18,504	(14,559)	16,912
2016	(50,664)	(27,882)	(14,172)	(23,395)	(6,470)	(14,549)	(16,489)	(153,620)
2017	(51,566)	(32,308)	(25,000)	(2,221)	(2,054)	(6,215)	(1,786)	(121,150)

HOTEL BUDGET v ACTUAL NET PROFIT/(LOSS) 2017

	January	February	March	April	May	June	July	Totals
2017 BUDGET	(22,552)	(14,339)	8,465	3,863	6,874	3,631	6,079	(7,979)
2017 ACTUAL	(51,566)	(32,308)	(25,000)	(2,221)	(2,054)	(6,215)	(1,786)	(121,150)
<i>Variance</i>	<i>(29,014)</i>	<i>(17,969)</i>	<i>(33,465)</i>	<i>(6,084)</i>	<i>(8,928)</i>	<i>(9,846)</i>	<i>(7,865)</i>	<i>(113,172)</i>

YTD OVERALL PRIOR YEAR ANALYSIS HOTEL NET PROFIT/(LOSS)

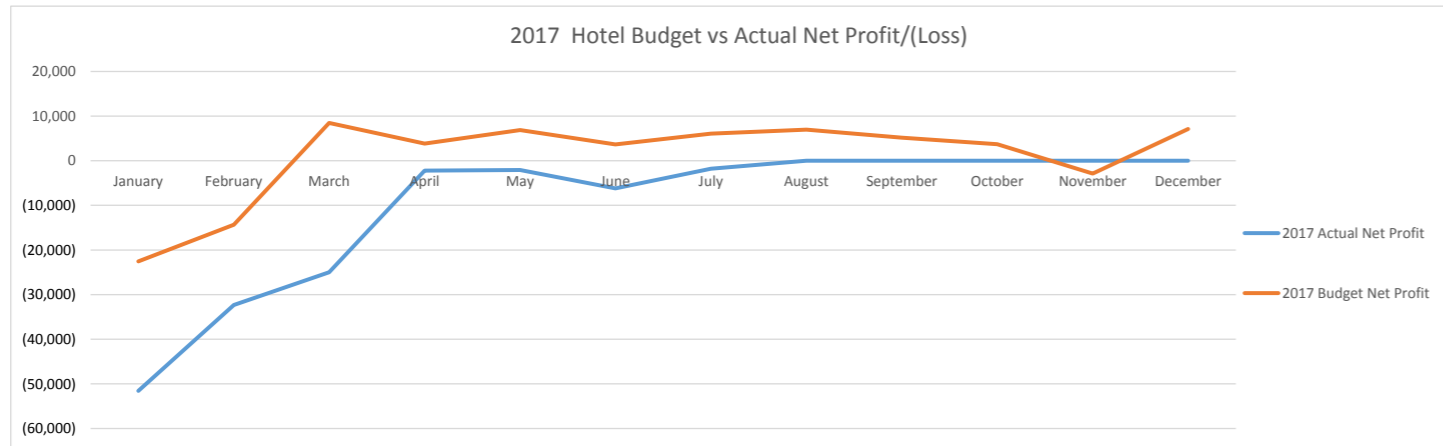
	2014	2015	2016	2017
<i>Hotel</i>	<i>54,309.46</i>	<i>16,911.69</i>	<i>(153,620.08)</i>	<i>(121,150.23)</i>



	January	February	March	April	May	June	July	August	September	October	November	December	Total
2015	71,507.97	83,912.22	101,136.75	90,479.69	144,564.76	125,722.33	93,968.18	148,952.40	142,373.92	116,747.35	98,422.34	123,528.38	1,341,316.29
2016	65,457.00	78,246.12	104,533.56	87,556.48	112,411.00	104,985.00	124,536.00	115,397.00	122,170.00	93,994.20	107,437.55	128,105.29	1,244,829.20
2017	69,680.00	88,225.00	86,334.00	130,695.90	128,433.00	130,683.21	155,762.51	-	-	-	-	-	789,813.62
Variance	4,223.00	9,978.88	- 18,199.56	43,139.42	16,022.00	25,698.21	31,226.51	- 115,397.00	- 122,170.00	- 93,994.20	- 107,437.55	- 128,105.29	- 455,015.58

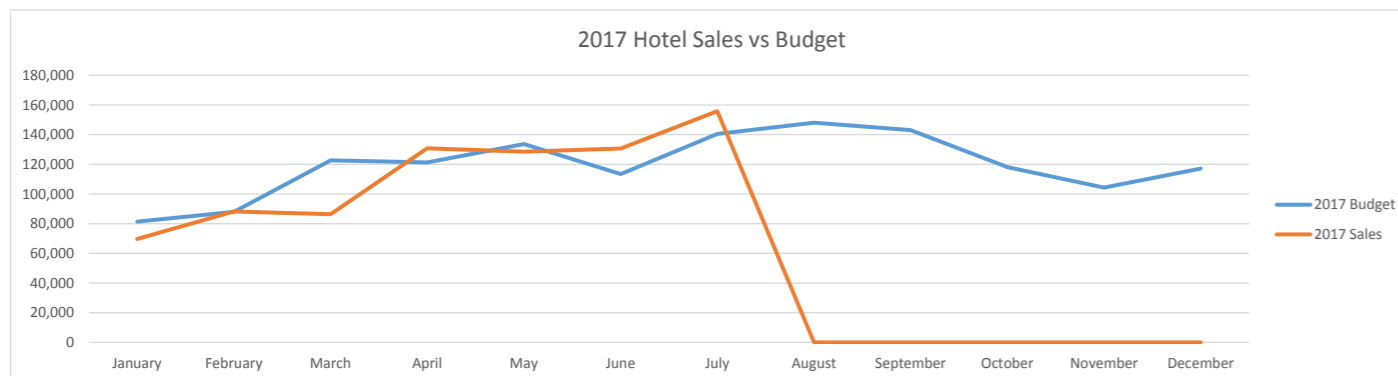
Hotel Budget V Actual Net Profit by Month

	January	February	March	April	May	June	July	August	September	October	November	December	Total
2017 Actual Net Prd	(51,566)	(32,308)	(25,000)	(2,221)	(2,054)	(6,215)	(1,786)	0	0	0	0	0	(121,150)
2017 Budget Net Profit	(22,552)	(14,339)	8,465	3,863	6,874	3,631	6,079	6,953	5,183	3,686	(2,874)	7,099	12,069
Variance	29,014	17,969	33,465	6,084	8,928	9,846	7,865	6,953	5,183	3,686	(2,874)	7,099	133,219



Budget v ACTUAL Sales

	January	February	March	April	May	June	July	August	September	October	November	December	Total
2017 Budget	81,373	87,894	122,601	121,190	133,652	113,444	140,385	148,043	143,034	118,166	104,256	117,069	1,431,107
2017 Sales	69,680	88,225	86,334	130,696	128,433	130,683	155,763	0	0	0	0	0	789,814
Variance	(11,693)	331	(36,267)	9,506	(5,219)	17,239	15,378	(148,043)	(143,034)	(118,166)	(104,256)	(117,069)	(641,293)



**QUORN GRANGE HOTEL
SUMMARY**

	July	YTD -July	YTD - June
	Hotel	Hotel	Hotel
	£	£	£
Net Profit/(loss)	(1,786)	(121,247)	(119,461)
Adjust for Expenses not budgeted:			
Gift Aid GFTU	4,000	28,000	24,000
Less Kurdish income	(3,200)	(3,200)	
Add Kurdish expense	8,908	8,908	
Trading Profit/(Loss)	7,922	(87,539)	(95,461)
<i>Budgeted</i>	<i>6,079</i>	<i>(7,978)</i>	<i>(14,058)</i>

Kurdish Festival 30th July 2017**At QGH**

Item	Expenditure	Income
2 Marquees	3,180.00	
Toilets		
Sound System	1,320.00	
Generator	616.75	
Publicity leaflet	1,323.00	
Publicity poster	338.10	
Publicity Booking form	200.00	
Performers costs	350.00	
Photography Ade	450.00	
Filming Cameron	70.00	
Walky talkies	300.00	
Police Costs	1,052.80	
Security costs	2,950.00	
A la carte income		4,025.13
Barbecue income		
Bar income		
Accommodation		
Guests meals.		
Alican Sponsorship		2,950.00
Extra Agency staff	1,032.22	
Other items	34.08	
Photocopying	359.64	
	(13,576.59)	6,975.13
Surplus/(Deficit)	<u>(6,601.46)</u>	

Notes.
Includes 4 men labour
Kelly Heroes 350
Doug agreed additional fee for editing.
Zinar said he had paid moneys over for security (£2,900)
Envelopes
Food & Drink (Siteplan, vouchers, programmes etc.)

Quorn Grange Hotel
HOTEL OCCUPANCY 2017

	JAN	FEB	MAR	APR	MAY	JUN	JUL	TOTAL (YTD)
Available Rooms	1,178	1,064	1,178	1,126	1,178	1,140	1,178	1,153
Occupancy								
2016 Actual	44%	56%	54%	65%	68%	68%	68%	63%
2017 Actual	59%	62%	65%	74%	70%	79%	77%	69%
2017 Budget	55%	58%	60%	65%	68%	68%	70%	65%
Variance	4%	4%	5%	9%	2%	11%	7%	5%
Rooms Sold								
2016 Actual	506	600	609	729	767	766	788	711
2017 Actual	691	655	771	842	825	900	909	799
2017 Budget	636	617	707	741	801	775	825	746
Variance	9%	6%	9%	14%	3%	16%	10%	7%
Average Room Rate								
2016 Actual	61.7	62.8	65.6	62.3	58.0	55.0	66.5	62.2
2017 Actual	61.2	65.7	63.8	61.9	63.87	63.15	65.13	63.5
2017 Budget	61.0	62.0	65.0	66.0	66.0	66.0	66.0	66.3
Variance	0.2%	6%	-2%	-6%	-3%	-4%	-1%	-4%

Quorn Grange Day Nursery LtdProfit & Loss by Department (Advanced Budget and Variance)

Period From: Month 1, January Year: 2017

Department: All

Period To: Month 8, August

Chart of Accounts: Detailed Accounts

	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>
Sales			
Nursery Fee Income	191,148.45	180,546.50	10,601.95
Event Income	362.69	0.00	362.69
	<u>191,511.14</u>	<u>180,546.50</u>	<u>10,964.64</u>
Purchases			
Interco-Nursery Meals	17,114.99	23,346.00	6,231.01
Food Purchases third party	2,915.85	0.00	(2,915.85)
Food Supplies	305.87	0.00	(305.87)
	<u>20,336.71</u>	<u>23,346.00</u>	<u>3,009.29</u>
Direct Expenses			
Wages & Salaries	113,573.12	110,040.00	(3,533.12)
Employers Pension	2,022.98	0.00	(2,022.98)
Uniforms	180.73	0.00	(180.73)
Sessional Pay	39.65	0.00	(39.65)
	<u>115,816.48</u>	<u>110,040.00</u>	<u>(5,776.48)</u>
Gross Profit (Loss):	<u>55,357.95</u>	<u>47,160.50</u>	<u>8,197.45</u>
Overheads			
Cleaning & Laundry	986.83	0.00	(986.83)
Advertising & Marketing	110.40	3,600.00	3,489.60
Stationery	3,433.95	0.00	(3,433.95)
Postage	37.20	2,800.00	2,762.80
Repairs & Maintenance	845.70	0.00	(845.70)
Water Rates	732.53	400.00	(332.53)
Rates & Insurance	3,200.00	4,000.00	800.00
Creative Supplies	1,410.46	0.00	(1,410.46)
Electricity & Gas	2,219.92	4,000.00	1,780.08
Professional Fees	595.00	0.00	(595.00)
Waste Management	2,238.94	4,800.00	2,561.06
Pest Control	91.20	1,200.00	1,108.80
Staff Training	1,465.80	1,600.00	134.20
Garden Expenses	144.00	0.00	(144.00)
Travel Expenses	69.75	0.00	(69.75)
IT Charges	1,223.18	2,800.00	1,576.82
Audit Fees	0.00	1,600.00	1,600.00
GFTU Salary contribution	14,400.00	0.00	(14,400.00)
Depreciation	1,435.20	1,200.00	(235.20)
Subscriptions & Donations	32,082.00	800.00	(31,282.00)
Miscellaneous Expenses	594.70	0.00	(594.70)
Software Subscriptions	540.00	400.00	(140.00)
	<u>67,856.76</u>	<u>29,200.00</u>	<u>(38,656.76)</u>
Net Profit (Loss):	<u>(12,498.81)</u>	<u>17,960.50</u>	<u>(30,459.31)</u>

Quorn Grange Day Nursery LtdProfit & Loss by Department (Advanced Budget and Variance)

Period From: Month 8, August Year: 2017

Department: All

Period To: Month 8, August

Chart of Accounts: Detailed Accounts

	<u>Actual</u>		<u>Budget</u>		<u>Variance</u>
Sales					
Nursery Fee Income	29,452.79		23,308.00		6,144.79
Event Income	362.69		0.00		362.69
	<u>29,815.48</u>		<u>23,308.00</u>		<u>6,507.48</u>
Purchases					
Interco-Nursery Meals	2,206.70		1,584.00		(622.70)
Food Purchases third party	297.09		0.00		(297.09)
	<u>2,503.79</u>		<u>1,584.00</u>		<u>(919.79)</u>
Direct Expenses					
Wages & Salaries	12,482.63		13,755.00		1,272.37
Employers Pension	224.06		0.00		(224.06)
	<u>12,706.69</u>		<u>13,755.00</u>		<u>1,048.31</u>
Gross Profit (Loss):	<u>14,605.00</u>		<u>7,969.00</u>		<u>6,636.00</u>
Overheads					
Advertising & Marketing	13.80		450.00		436.20
Stationery	143.76		0.00		(143.76)
Postage	8.34		350.00		341.66
Repairs & Maintenance	68.58		0.00		(68.58)
Water Rates	50.00		50.00		0.00
Rates & Insurance	400.00		500.00		100.00
Electricity & Gas	350.00		500.00		150.00
Waste Management	129.07		600.00		470.93
Pest Control	0.00		150.00		150.00
Staff Training	0.00		200.00		200.00
Garden Expenses	144.00		0.00		(144.00)
IT Charges	595.56		350.00		(245.56)
Audit Fees	0.00		200.00		200.00
GFTU Salary contribution	1,800.00		0.00		(1,800.00)
Depreciation	179.40		150.00		(29.40)
Subscriptions & Donations	4,000.00		100.00		(3,900.00)
Suspense account	(1,067.90)		0.00		1,067.90
Softwear Subscriptions	108.00		50.00		(58.00)
	<u>6,922.61</u>		<u>3,650.00</u>		<u>(3,272.61)</u>
Net Profit (Loss):	<u>7,682.39</u>		<u>4,319.00</u>		<u>3,363.39</u>

Quorn Grange Day Nursery Ltd
Profit and Loss (Monthly Breakdown)

From: Month 1, January 2017
To: Month 8, August 2017

Chart of Accounts:

Detailed Accounts

	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Totals</u>
Sales									
Nursery Fee Income	20,624.11	20,621.33	20,617.97	22,889.55	25,463.47	25,174.00	26,305.23	29,452.79	191,148.45
Event Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00	362.69	362.69
	<u>20,624.11</u>	<u>20,621.33</u>	<u>20,617.97</u>	<u>22,889.55</u>	<u>25,463.47</u>	<u>25,174.00</u>	<u>26,305.23</u>	<u>29,815.48</u>	<u>191,511.14</u>
Purchases									
Interco-Nursery Meals	1,548.75	1,630.00	2,356.07	2,092.59	3,187.52	1,711.00	2,382.36	2,206.70	17,114.99
Food Purchases third party	375.04	255.96	392.57	483.13	411.18	303.85	397.03	297.09	2,915.85
Food Supplies	103.49	65.77	29.65	106.96	0.00	0.00	0.00	0.00	305.87
	<u>2,027.28</u>	<u>1,951.73</u>	<u>2,778.29</u>	<u>2,682.68</u>	<u>3,598.70</u>	<u>2,014.85</u>	<u>2,779.39</u>	<u>2,503.79</u>	<u>20,336.71</u>
Direct Expenses									
Wages & Salaries	14,760.23	14,614.86	13,150.94	15,362.44	14,354.64	14,361.25	14,486.13	12,482.63	113,573.12
Employers Pension	331.42	283.10	247.06	255.93	225.87	227.77	227.77	224.06	2,022.98
Uniforms	0.00	0.00	0.00	46.27	0.00	134.46	0.00	0.00	180.73
Sessional Pay	0.00	0.00	0.00	39.65	0.00	0.00	0.00	0.00	39.65
	<u>15,091.65</u>	<u>14,897.96</u>	<u>13,398.00</u>	<u>15,704.29</u>	<u>14,580.51</u>	<u>14,723.48</u>	<u>14,713.90</u>	<u>12,706.69</u>	<u>115,816.48</u>
Gross	<u>3,505.18</u>	<u>3,771.64</u>	<u>4,441.68</u>	<u>4,502.58</u>	<u>7,284.26</u>	<u>8,435.67</u>	<u>8,811.94</u>	<u>14,605.00</u>	<u>55,357.95</u>
Overheads									
Cleaning & Laundry	0.00	126.10	114.63	121.18	103.44	287.78	233.70	0.00	986.83
Advertising & Marketing	0.00	22.00	17.60	13.20	0.00	30.00	13.80	13.80	110.40
Stationery	440.81	392.46	908.57	387.22	489.96	383.25	287.92	143.76	3,433.95
Postage	0.00	0.00	3.84	8.34	8.34	0.00	8.34	8.34	37.20

Quorn Grange Day Nursery Ltd
Profit and Loss (Monthly Breakdown)

From: Month 1, January 2017

To: Month 8, August 2017

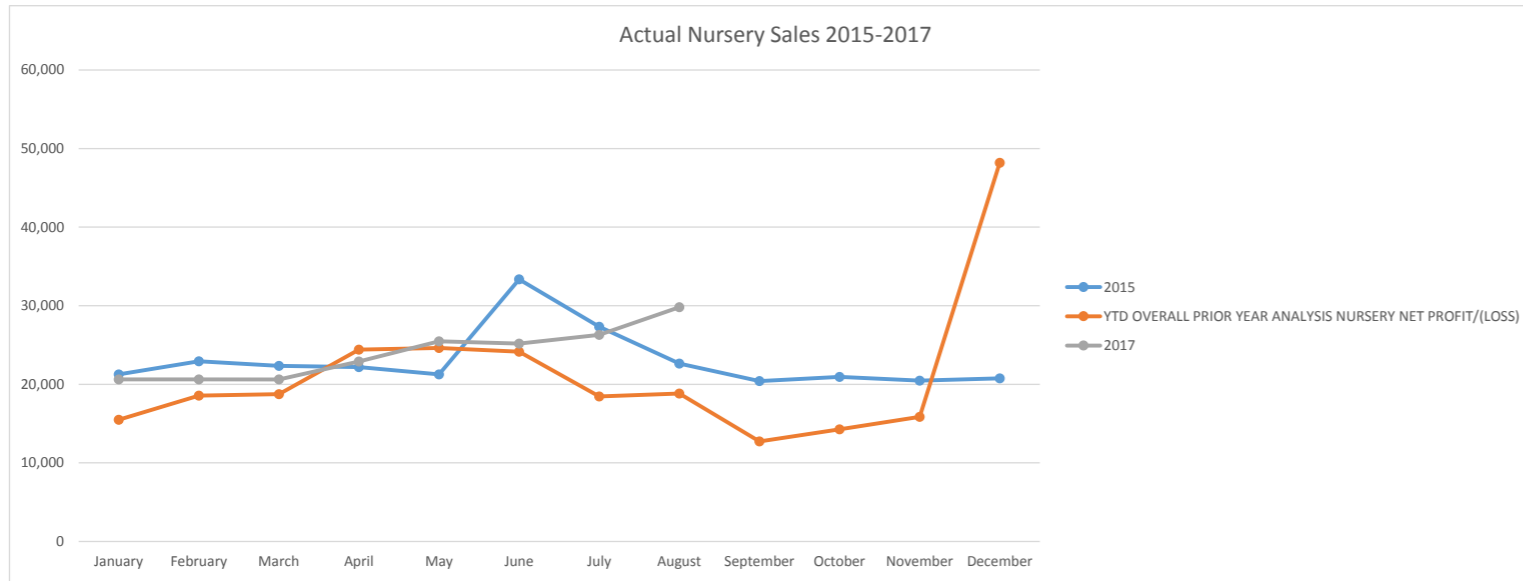
Chart of Accounts:

Detailed Accounts

	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Totals</u>
Repairs & Maintenance	0.00	111.92	22.38	0.00	174.58	403.24	65.00	68.58	845.70
Water Rates	0.00	149.66	50.00	50.00	50.00	332.87	50.00	50.00	732.53
Rates & Insurance	400.00	400.00	400.00	400.00	400.00	400.00	400.00	400.00	3,200.00
Creative Supplies	(84.09)	16.67	1,075.86	104.53	0.00	22.75	274.74	0.00	1,410.46
Electricity & Gas	350.00	(230.08)	350.00	350.00	350.00	350.00	350.00	350.00	2,219.92
Professional Fees	0.00	0.00	595.00	0.00	0.00	0.00	0.00	0.00	595.00
Waste Management	198.51	189.54	391.97	280.26	488.10	333.36	228.13	129.07	2,238.94
Pest Control	38.00	(45.60)	7.60	45.60	0.00	0.00	45.60	0.00	91.20
Staff Training	0.00	0.00	0.00	0.00	265.80	1,200.00	0.00	0.00	1,465.80
Garden Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	144.00	144.00
Travel Expenses	0.00	0.00	12.40	29.75	27.60	0.00	0.00	0.00	69.75
IT Charges	0.00	0.00	0.00	0.00	0.00	234.92	392.70	595.56	1,223.18
GFTU Salary contribution	0.00	0.00	5,400.00	1,800.00	1,800.00	1,800.00	1,800.00	1,800.00	14,400.00
Depreciation	179.40	179.40	179.40	179.40	179.40	179.40	179.40	179.40	1,435.20
Subscriptions & Donations	0.00	0.00	12,000.00	4,000.00	4,000.00	4,000.00	4,082.00	4,000.00	32,082.00
Suspense account	151.80	447.63	(203.33)	(77.00)	95.00	233.50	420.30	(1,067.90)	0.00
Miscellaneous Expenses	244.80	114.60	103.89	131.41	0.00	0.00	0.00	0.00	594.70
Softwear Subscriptions	0.00	0.00	0.00	0.00	0.00	324.00	108.00	108.00	540.00
	<u>1,919.23</u>	<u>1,874.30</u>	<u>21,429.81</u>	<u>7,823.89</u>	<u>8,432.22</u>	<u>10,515.07</u>	<u>8,939.63</u>	<u>6,922.61</u>	<u>67,856.76</u>
Net Profit/(Loss)	<u>1,585.95</u>	<u>1,897.34</u>	<u>(16,988.13)</u>	<u>(3,321.31)</u>	<u>(1,147.96)</u>	<u>(2,079.40)</u>	<u>(127.69)</u>	<u>7,682.39</u>	<u>(12,498.81)</u>

**QUORN GRANGE DAY NURSERY
MANAGEMENT ACCOUNTS
BALANCE SHEET REVIEW**

BALANCE SHEET	Nursery As at 31-Aug-17	Nursery As at 31-Jul-17	Nursery As at 30-Jun-17	Nursery As at 31-May-17	Nursery As at 30-Apr-17	Nursery As at 31-Mar-17	Nursery As at 28-Feb-17	Nursery As at 31-Jan-17
Fixed Assets								
Furniture and Fixtures	9,494	9,674	9,853	10,032	10,212	10,391	10,751	10,750
Total Fixed Assets	9,494	9,674	9,853	10,032	10,212	10,391	10,751	10,750
Current Assets								
Debtors	35,506	31,676	32,424	33,517	30,974	30,613	32,640	28,539
Other Debtors GFTU	5,000	5,000	5,000	5,000	5,000	5,000	5,000	5,000
Prepayments & Accrued Income LCC	(18,605)	(27,908)	(8,876)	(8,739)	(17,721)	0	(5,117)	(10,235)
Due to/from Hotel & Nursery	98,613	92,339	89,673	87,466	96,483	79,271	94,392	101,310
Bank	1,471	17,628	0	0	0	0	0	0
Cash at Bank	1,676	0	0	0	0	0	0	0
Petty Cash	150	150	150	150	150	150	150	150
Total Current Assets	123,810	118,885	118,371	117,394	114,886	115,034	127,065	124,764
Current Liabilities								
Trade Creditors	937	5,151	7,669	7,042	5,173	3,896	3,515	3,463
Accruals	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250
Other Creditors due to GFTU gift Aid	12,000	10,500	9,000	7,500	6,000	4,500	0	0
PAYE, NIC & Pension Payable	4,807	4,917	3,329	2,652	2,919	2,475	2,947	2,407
Total Current Liabilities	(18,994)	(21,818)	(21,247)	(18,444)	(15,341)	(12,121)	(7,712)	(7,119)
Creditors due > 1 Year								
Intercompany Loans	0	0	0	0	0	0	0	0
Net Assets	114,310	106,741	106,976	108,982	109,756	113,303	130,291	128,394
Capital & Reserves								
Reserves b/fwd	126,809	126,809	126,809	126,809	126,809	126,809	126,809	126,809
Charge for period	(12,499)	(20,068)	(19,833)	(17,827)	(17,052)	(13,505)	3,483	1,586
	114,310	106,741	106,976	108,982	109,757	113,304	130,292	128,395



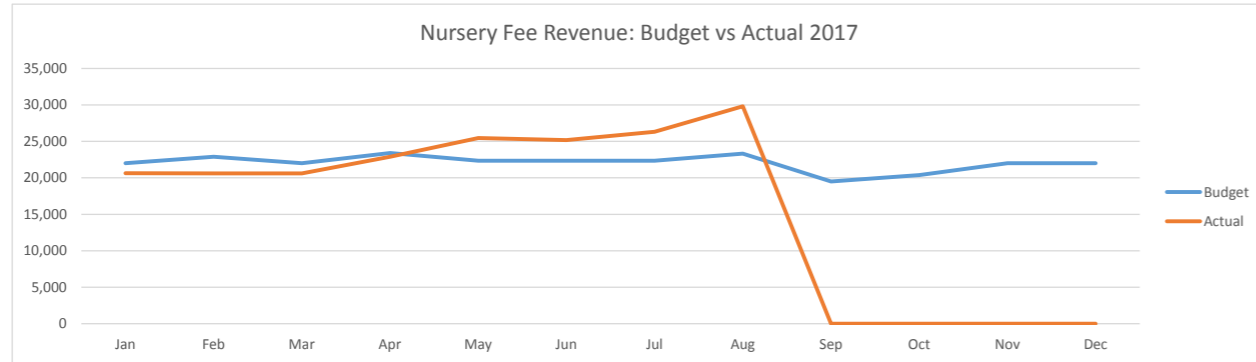
Nursery Sales

	January	February	March	April	May	June	July	August	September	October	November	December	Total
2015	21,255	22,944	22,346	22,193	21,277	33,354	27,332	22,635	20,411	20,955	20,477	20,759	275,939
YTD OVERA	15,481	18,558	18,760	24,411	24,635	24,159	18,466	18,842	12,731	14,281	15,866	48,202	254,392
2017	20,624	20,621	20,618	22,900	25,463	25,174	26,305	29,815					191,520
Variance	(5,774)	(4,387)	(3,586)	2,218	3,358	(9,195)	(8,866)	(3,793)	(7,680)	(6,674)	(4,612)	27,443	(37,705)

Budget vs Actual 2017

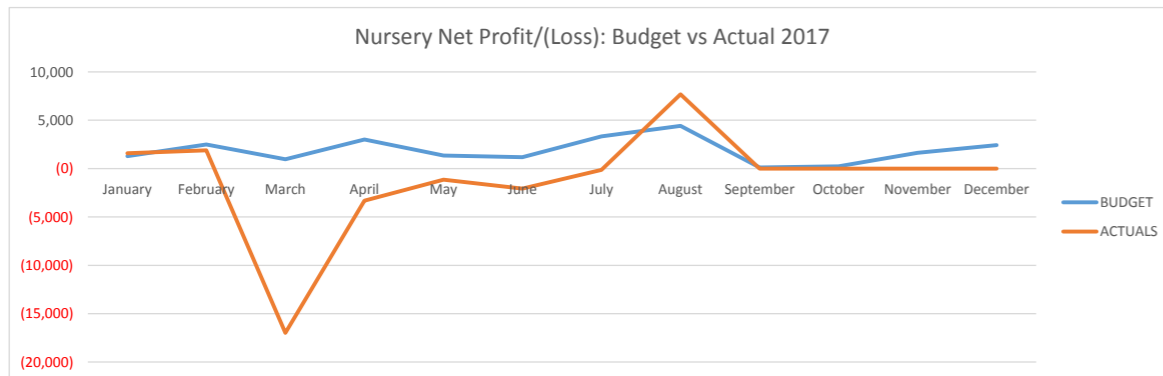
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Budget	22,000	22,878	22,000	23,404	22,351	22,351	22,355	23,308	19,500	20,377	22,000	22,000	264,524
Actual	20,624	20,621	20,618	22,900	25,463	25,174	26,305	29,815	0	0	0	0	191,520
Variance	(1,376)	(2,257)	(1,382)	(504)	3,112	2,823	3,950	6,507	(19,500)	(20,377)	(22,000)	(22,000)	(8,627)

Growth -3%



NURSERY BUDGET v ACTUALS NET PROFIT/(LOSS) 2017

	January	February	March	April	May	June	July	August	September	October	November	December	Total
BUDGET	1,287	2,502	972	3,002	1,355	1,184	3,338	4,419	116	230	1,625	2,435	22,633
ACTUALS	1,585	1,897	(16,988)	(3,321)	(1,148)	(2,079)	(128)	7,682	(0)	(0)	(0)	(0)	(12,501)
Variance	298	(605)	(17,960)	(6,323)	(2,503)	(3,263)	(3,466)	3,263	(116)	(230)	(1,625)	(2,435)	(35,134)



**QUORN GRANGE NURSERY
FINANCIAL OVERVIEW (Jan 17 to Dec 17)**

NURSERY SALES 2014-2017

	January	February	March	April	May	June	July	August
2014	20,002	21,241	20,458	21,173	21,382	21,979	15,960	16,218
2015	21,255	22,944	22,346	22,193	21,277	33,354	27,332	22,635
2016	15,481	18,558	18,760	24,411	24,635	24,159	18,466	18,842
2017	20,624	20,621	20,618	22,900	25,463	25,174	26,305	29,815

NURSERY NET PROFIT/(LOSS) PRIOR YEAR COMPARISONS 2014-17

	January	February	March	April	May	June	July	August
2014	3,093	5,378	6,602	2,930	3,163	4,124	614	(1)
2015	6,151	3,749	5,642	6,978	4,507	17,904	12,299	7,690
2016	(2,131)	(886)	(2,916)	3,004	3,998	7,503	1,924	1,190
2017	1,585	1,897	(16,988)	(3,321)	(1,148)	(2,079)	(128)	7,682

NURSERY BUDGET v ACTUALS NET PROFIT/(LOSS) 2017

	January	February	March	April	May	June	July	August
2017 BUDGET	1,287	2,502	972	3,002	1,355	1,184	3,338	4,419
2017 ACTUAL	1,585	1,897	(16,988)	(3,321)	(1,148)	(2,079)	(128)	7,682
<i>Variance</i>	<i>298</i>	<i>(605)</i>	<i>(17,960)</i>	<i>(6,323)</i>	<i>(2,503)</i>	<i>(3,263)</i>	<i>(3,466)</i>	<i>3,263</i>

YTD OVERALL PRIOR YEAR ANALYSIS NURSERY NET PROFIT/(LOSS)

	2014	2015	2016	2017
<i>Nursery</i>	<i>25,903.11</i>	<i>64,919.95</i>	<i>11,686.18</i>	<i>(12,500.84)</i>

QUORN GRANGE NURSERY

REVIEW OF ACCOUNTS AS AT Aug 31, 2017

Accounts Review- Nursery

QUORN GRANGE DAY NURSERY SUMMARY

	Aug-17	YTD Aug 17	YTD July 17
	Nursery	Nursery	Nursery
	£	£	£
Net Profit/(loss)	7,682	(12,499)	(20,181)
Adjust for Expenses not budgeted:			
Gift Aid GFTU	4,000	32,000	28,000
GFTU Salary Contribution	1,800	14,400	12,600
Trading Profit/(Loss)	13,482	33,901	20,532
<i>Budgeted Profit/(loss)</i>	<i>4,319</i>	<i>17,961</i>	<i>13,642</i>

The Nursery sales for **January through to Aug 17** in comparison to **2014-2017** can be summarised as follows:

NURSERY SALES 2014-2017

	January	February	March	April	May	June	July	Aug
2014	20,002	21,241	20,458	21,173	21,382	21,979	15,960	16,218
2015	21,255	22,944	22,346	22,193	21,277	33,354	27,332	22,365
2016	15,481	18,558	18,760	24,411	24,635	24,159	18,466	18,842
2017	20,624	20,621	20,618	22,900	25,463	25,395	26,235	29,815

- **Turnover & Gross Profit**

Nursery Fee income is continually improving in Aug 17. The total turnover for the Nursery £6.5k higher than budget for Aug 17 and £10.9k year to date.

The Nursery recorded a Net Profit of £7,682 for Aug 17 and (£12.5k) loss YTD

The nursery results year to date are fairly consistent with the budget. Key points to note are as follows:

- **Wages & Salaries**

Wages & Salaries are 1k lower than budget for Aug 17 this is due to the payment received back from Lucy Harvard who left and got paid in error.

- **GFTU Salary Contribution**

- Nursery has been charged £1,800 per month. There was no budget for this charge.

- **Software Subscription.** This is a monthly charge for New Nursery management system (£108 per month)

- **Donation**

Nursery pays 4k to GFTU as a gift aid per month This charge was not taken into account in budget calculation.

**QUORN GRANGE DAY NURSERY
SUMMARY**

	Aug-17	YTD Aug 17	YTD July 17
	Nursery	Nursery	Nursery
	£	£	£
Net Profit/(loss)	7,682	(12,499)	(20,181)
Adjust for Expenses not budgeted:			
Gift Aid GFTU	4,000	32,000	28,000
GFTU Salary Contribution	1,800	14,400	12,600
Trading Profit/(Loss)	13,482	33,901	20,532
<i>Budgeted Profit/(loss)</i>	<i>4,319</i>	<i>17,961</i>	<i>13,642</i>

Quorn Grange Day Nursery

88 Wood Lane,, Quorn, LOUGHBOROUGH, Leicestershire, LE12 8DB



Inspection date	17 August 2017
Previous inspection date	7 March 2014

The quality and standards of the early years provision	This inspection:	Good	2
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Good	2
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Good	2
Outcomes for children		Good	2

Summary of key findings for parents

This provision is good

- The nursery is managed well with priorities for improvement clearly identified. Managers continually listen to and reflect upon the opinions of others as part of this process.
- All groups of children make good progress towards the early learning goals. Staff speak with parents and decide together how best they can support children's learning and development.
- Staff manage children's behaviour in a calm and positive way. They praise the behaviour that they want and this helps children to understand what is expected of them. Children are also motivated by staff who encourage them to 'have a go' and keep on trying.
- The teaching of key skills is highly effective. For example, in mathematics older children learn to count, recognise, order and write numbers during short, focused group activities led by their key person.
- Children are well supported to keep themselves safe and healthy. Balanced, nutritious foods are provided and children enjoy regular fresh air and exercise.

It is not yet outstanding because:

- Sometimes, staff caring for the younger children intervene too soon during play and learning. This means that children's own ideas are not always fully explored.
- Continued professional development opportunities are not yet sufficiently focused on raising the quality of teaching to the highest level possible.

What the setting needs to do to improve further

To further improve the quality of the early years provision the provider should:

- help staff make even better decisions about when to intervene in play and support the younger children to fully explore their own ideas
- seek professional development opportunities to raise the quality of good teaching to an even higher level.

Inspection activities

- The inspector observed the quality of teaching and assessed the impact this has on children's learning.
- The inspector spoke with staff and children during the inspection.
- The inspector completed a joint observation with the manager.
- The inspector held a meeting with the manager. She looked at relevant documentation and evidence of the suitability of staff working in the nursery.
- The inspector took account of the views of parents and carers spoken to on the day.

Inspector

Julie Dale

Inspection findings

Effectiveness of the leadership and management is good

The arrangements for safeguarding are effective. Staff are knowledgeable about the procedures to follow if they have any concerns about a child's welfare or development. Policies and procedures are robust and regularly reviewed. Risk assessments of the premises and resources help to ensure the learning environment is safe. Staff deployment is well managed and children are closely supervised as they play inside and outdoors. Self-evaluation is good. The management team identifies areas for improvement and acts upon feedback from parents. Regular staff supervision sessions have helped to focus targets for further development. The manager monitors individual children's learning and takes effective action when areas of under achievement are identified.

Quality of teaching, learning and assessment is good

Staff use their regular observations and assessments of children's attainment to plan for what children need to learn next. They provide a range of appropriate activities that interests and motivates children. For example, younger children blow bubbles inside and explore ice cubes melting outdoors. Older children describe how the flour and water mixture feels at different stages of making salt dough. They learn about how it changes with mixing and baking and use the words liquid and solid to describe it. Staff play alongside older children and confidently extend their learning. They promote and extend children's language very well and help children become confident communicators. Staff use different teaching strategies to meet children's individual learning styles.

Personal development, behaviour and welfare are good

Children feel comfortable and enjoy their time in the nursery. They settle quickly and build positive relationships with all staff. Parents comment on how welcome and well supported they feel and say that their children love coming to the nursery. Staff use information from parents about learning and care needs to support children when they start. For example, they follow care routines to help children settle and feel at home. Children's move to school is managed well. Good communication supports children's emotional well-being and helps teachers meet their individual needs. There is a well organised and inviting indoor and outdoor learning environment.

Outcomes for children are good

Children are happy and motivated in their play and learning. They eagerly take part in a range of activities, developing good all-round skills. This helps to prepare them for future learning and the move on to school. Children show a caring attitude towards others as they help their friends to fasten their aprons. Younger children join in at group time singing familiar songs and rhymes. They become even more engaged as they follow and use actions as they sing.

Setting details

Unique reference number	EY456580
Local authority	Leicestershire
Inspection number	1102460
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register
Age range of children	0 - 4
Total number of places	42
Number of children on roll	75
Name of registered person	GFTUET Trading Company Limited
Registered person unique reference number	RP532188
Date of previous inspection	7 March 2014
Telephone number	01509416763

Quorn Grange Day Nursery registered in 2013. The nursery employs 10 members of childcare staff. Of these, seven hold appropriate early years qualifications at level 3 or above. The nursery opens Monday to Friday from 7.30am to 6pm for 52 weeks of the year. It provides funded early education for three- and four-year-old children.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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24 August 2017

GFTUET Trading Company Limited
84 Wood Lane
Quorn
LOUGHBOROUGH
Leicestershire
LE12 8DB

Our Reference: EY456580

Dear Ian Richards

Inspection report

Quorn Grange Day Nursery
88 Wood Lane

Quorn
LOUGHBOROUGH
Leicestershire
LE12 8DB

We inspected your childcare provision on 17 August 2017 and enclose a copy of the inspection report.

The inspection report gives the findings of your inspection and includes our judgements about the quality and standards of your early years provision.

The Statutory Framework for the Early Years Foundation Stage says that you must give a copy of the inspection report to the parents of children attending on a regular basis.

If you have any concerns about the factual accuracy of the report you will need to let us know within 24 hours of receiving this letter. You can do this by telephoning us, emailing us or writing to us using the details at the top of this letter. You should quote the unique reference number (URN) on any communication.

We aim to publish your report on our website within 10 working days from the day we issued this letter. We will include any changes to factual accuracy that you tell us about providing we receive these in time. The report is still subject to quality assurance processes and if we make changes to your

inspection report as a result of these or because we have made a factual error, we will send you a revised version. You can view the published report on our website: www.reports.ofsted.gov.uk

We would appreciate you taking time to complete a short survey about your inspection. This helps us monitor how well we are doing and improve on what we do. The easiest way to do this is online. You can find the evaluation form at <https://eyinspection.ofsted.gov.uk/views/>. Please enter the PIQ Reference (EYR244809274b).

If you have any questions or concerns¹ about your inspection and/or your inspection report please contact us quoting the reference number at the top of this letter.

Yours sincerely

Amanda Skelton
Inspection Support Team

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PROJECT No:	17415
PROJECT TITLE:	QUORN GRANGE HOTEL, LOUGHBOROUGH
DRAWING SERIES:	Proposed Nursery 2300 Series

SHEET No. 2
QF 2.03 Issue No. 1

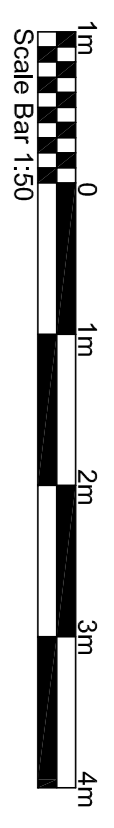
DATE OF ISSUE	DAY	31																		
	MONTH	08																		
	YEAR	17																		

DRAWING TITLE	SIZE	DWG No.	REVISION																		
Proposed Nursery - Ground Floor & Roof Plan	A1	17415-2300	P-00																		
Proposed Nursery - Elevations & Section	A1	17415-2301	P-00																		

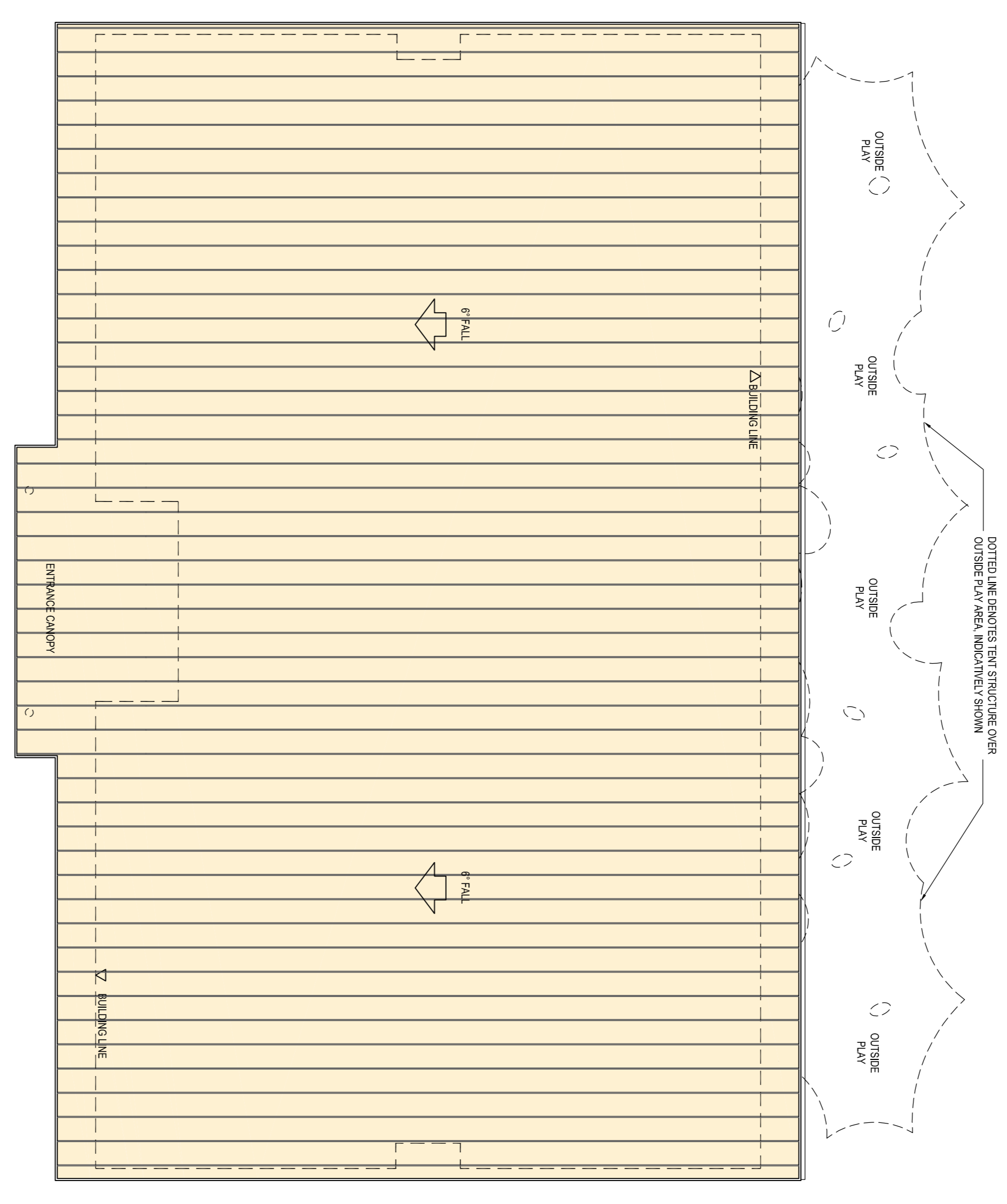
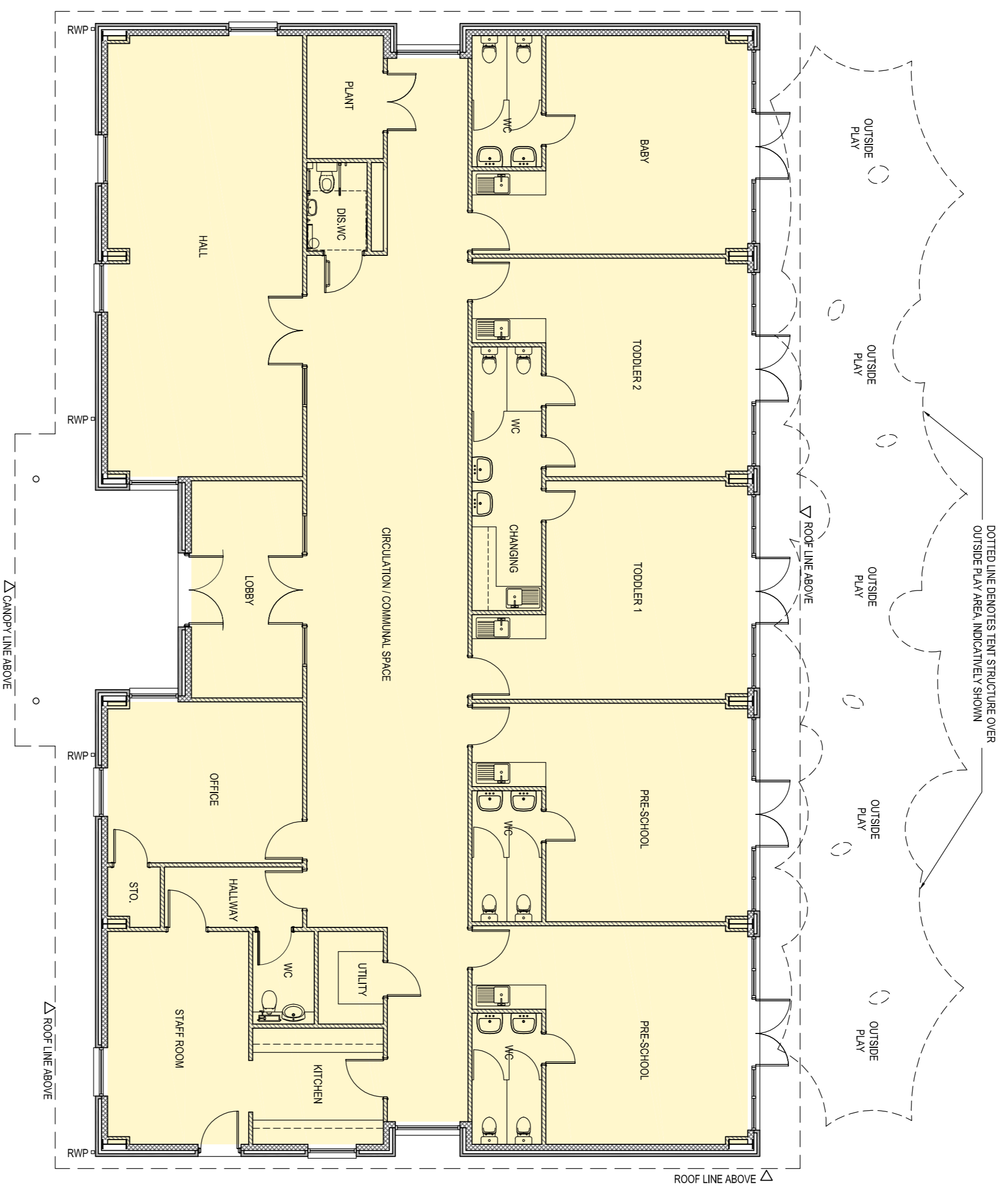
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1 - Work in Progress 2 - Information/Comment 3 - Planning 4 - Building Regulations 5 - Tender 6 - Contract 7 - Construction 8 - Record

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Doug Nicholls - GFTU	E																				
Tim Marshall - Quorn Grange Hotel	E																				
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GROSS INTERNAL AREA= 425.24 m²

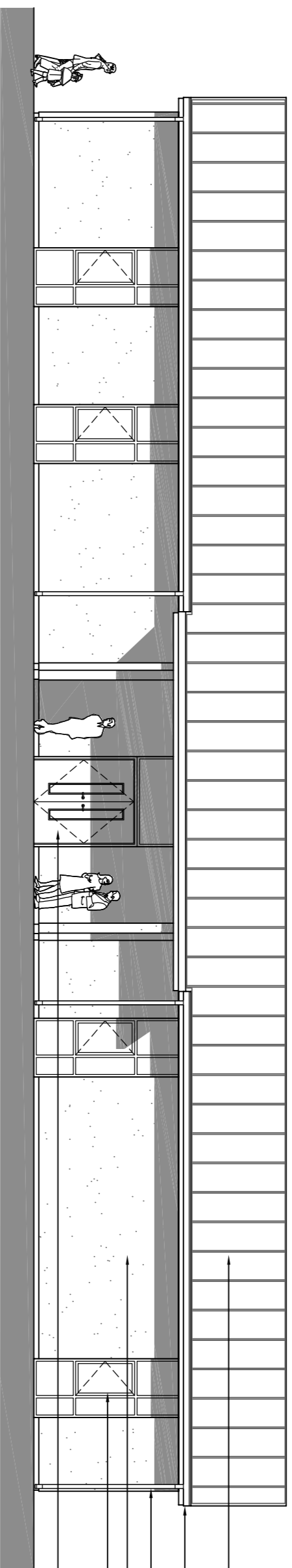
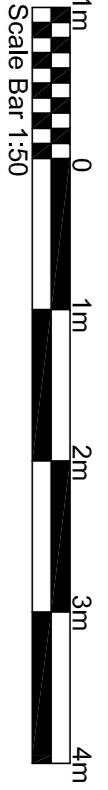


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Drawing Title
PROPOSED NURSERY
GROUND FLOOR PLAN
 Project
QUORN GRANGE HOTEL
LOUGHBOROUGH

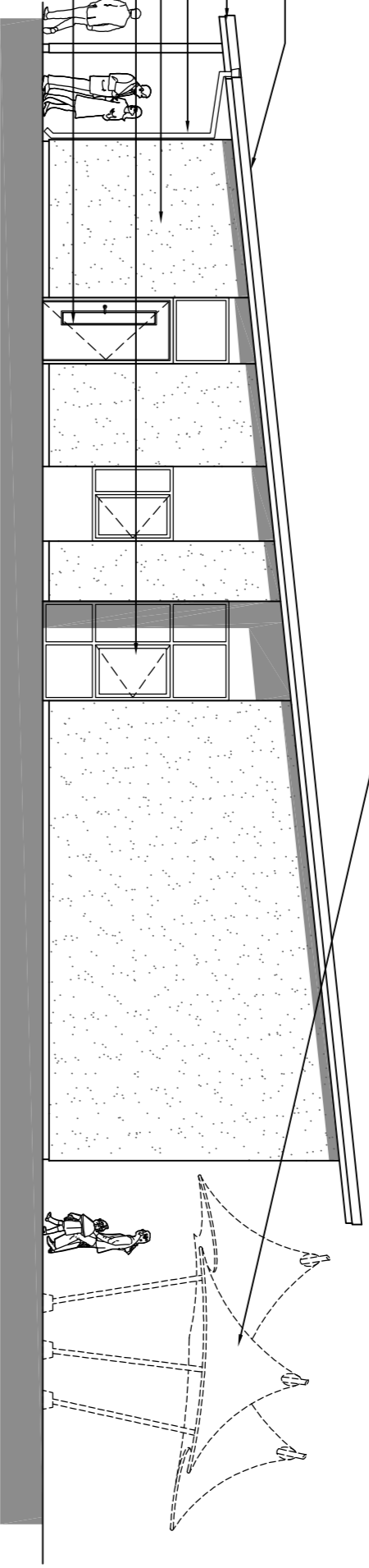
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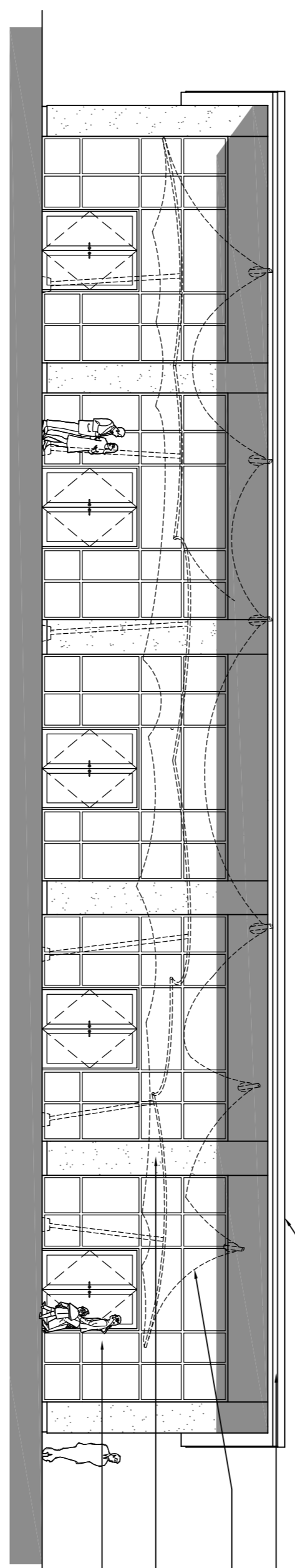


PROPOSED FRONT ELEVATION
1:100

- Tent structure over play area
- Structure shown, by specialist supplier
- Profiled composite roof panel, colour mid-grey
- Perimeter fascia in powder coated metal, colour mid-grey
- Rainwater goods, colour mid-grey
- Natural buff render
- Powder coated aluminium framed window system
- Proprietary external timber doors

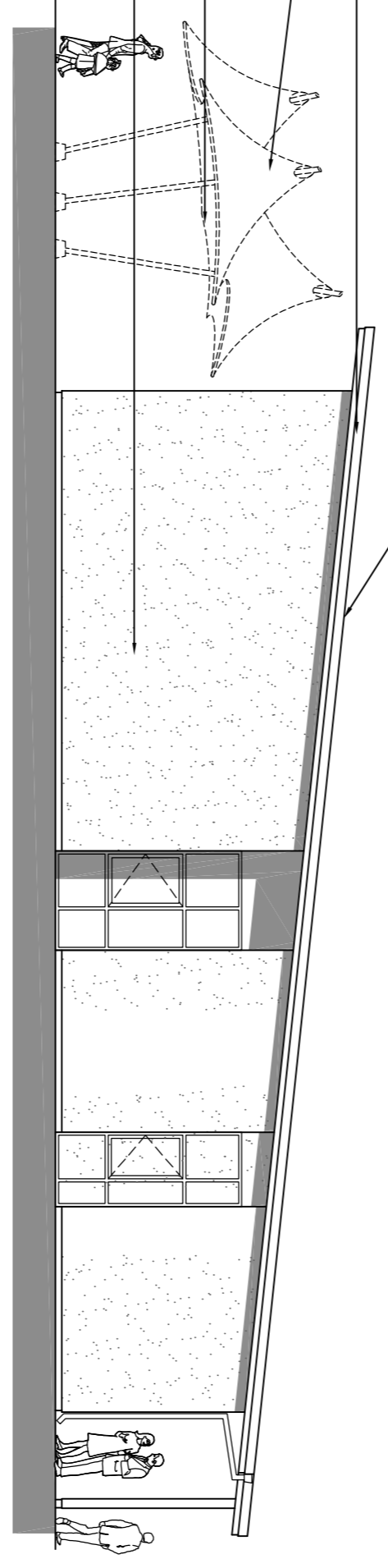


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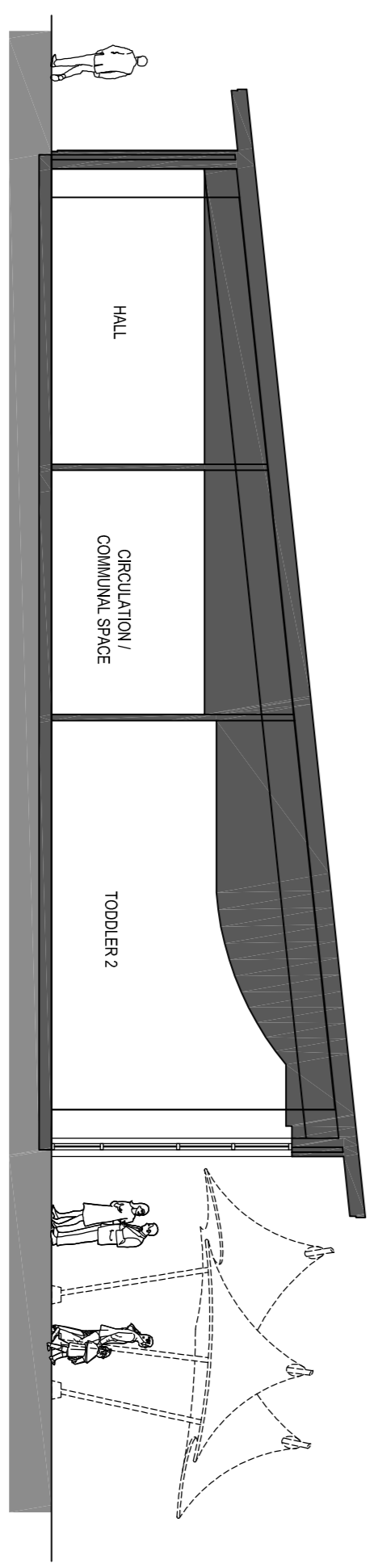


PROPOSED REAR ELEVATION
1:100

- Profiled composite roof panel, colour mid-grey
- Perimeter fascia in powder coated metal, colour mid-grey
- Tent structure over play area inductively shown, by specialist supplier
- Natural buff render
- Powder coated aluminium framed curtain wall system



PROPOSED LEFT SIDE ELEVATION
1:100



PROPOSED CROSS SECTION
1:100

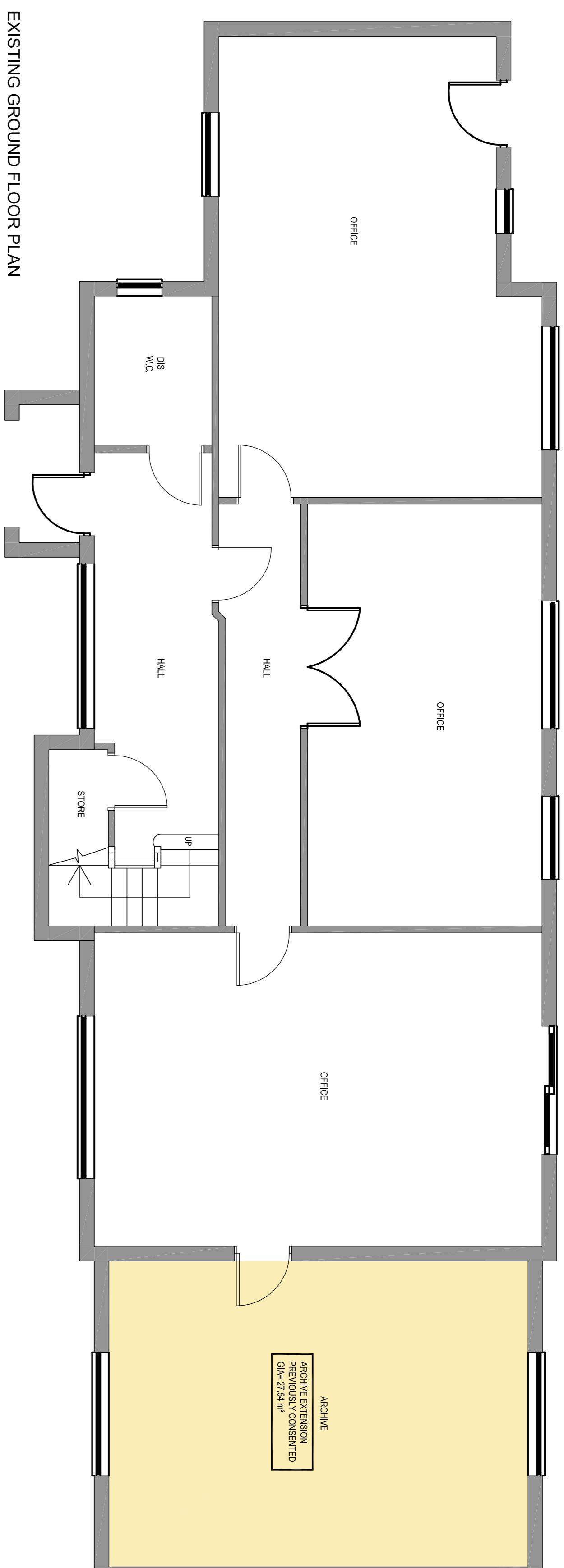
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Drawing Title
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ELEVATIONS

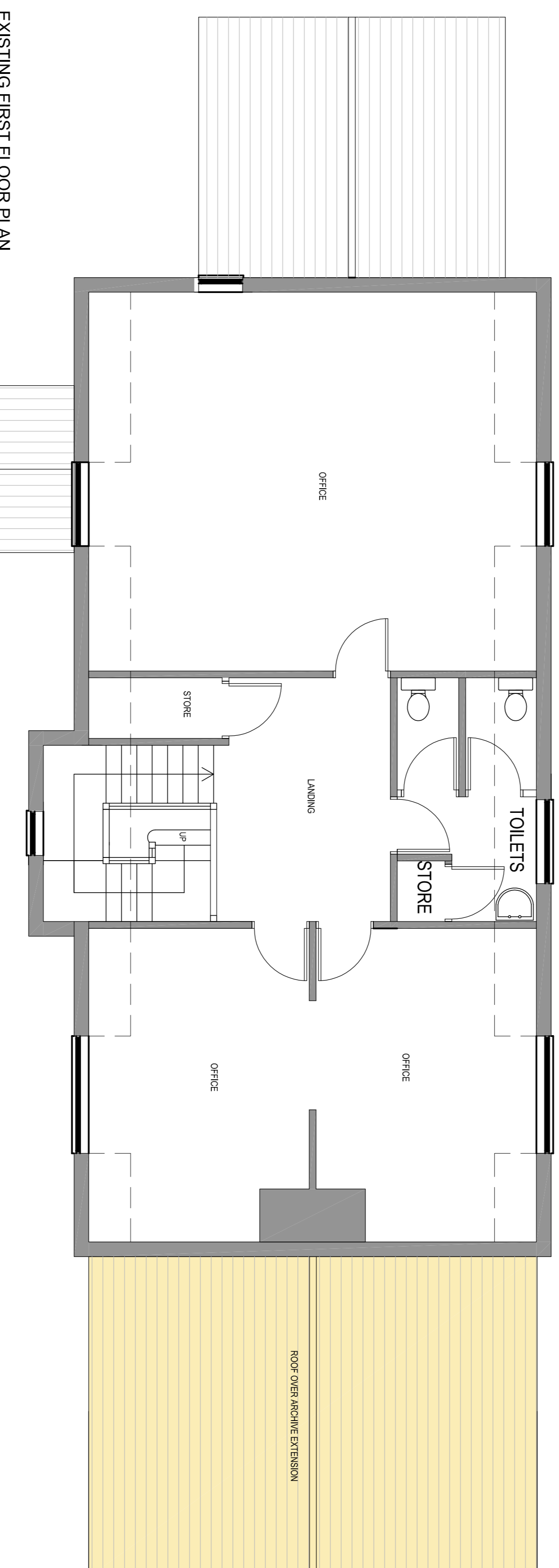
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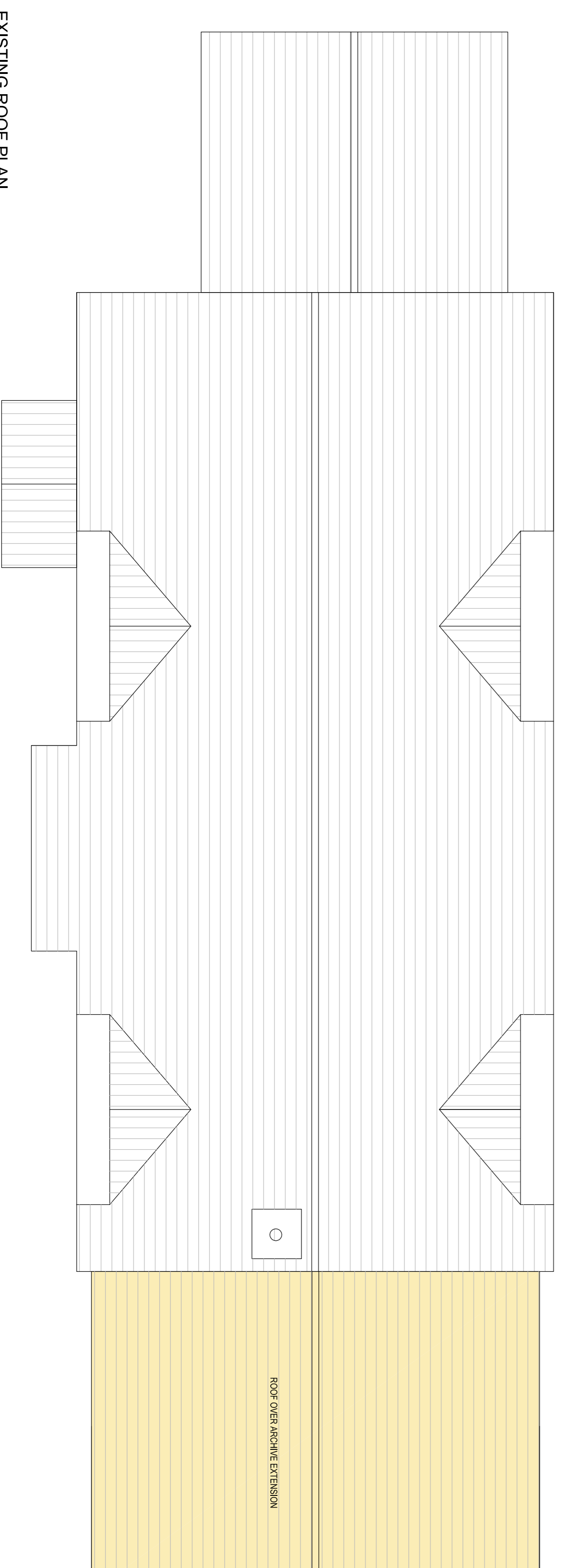
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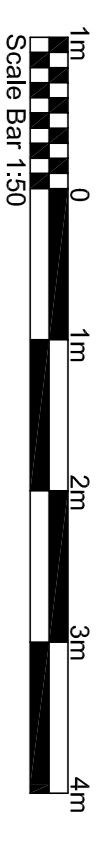


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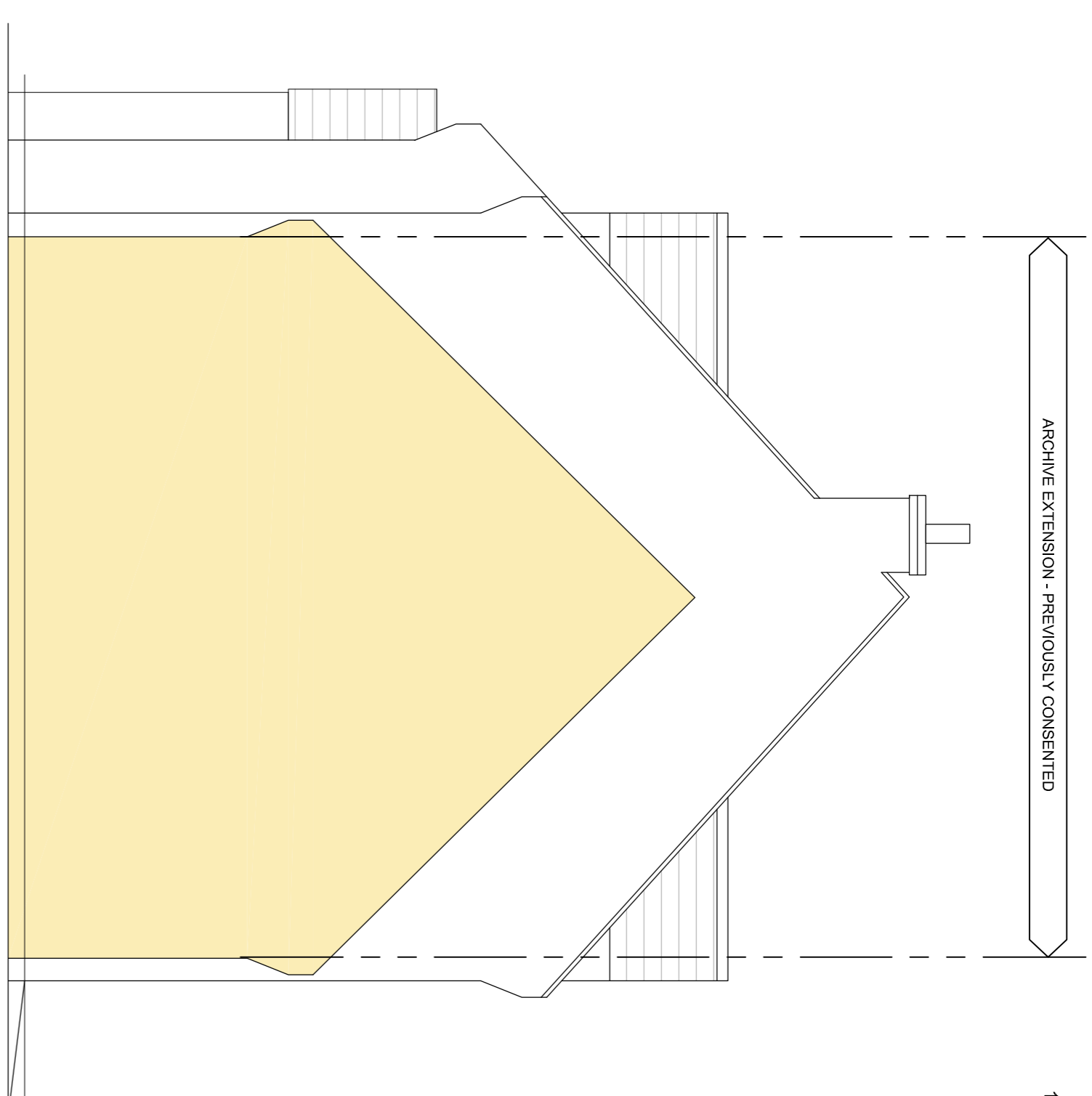
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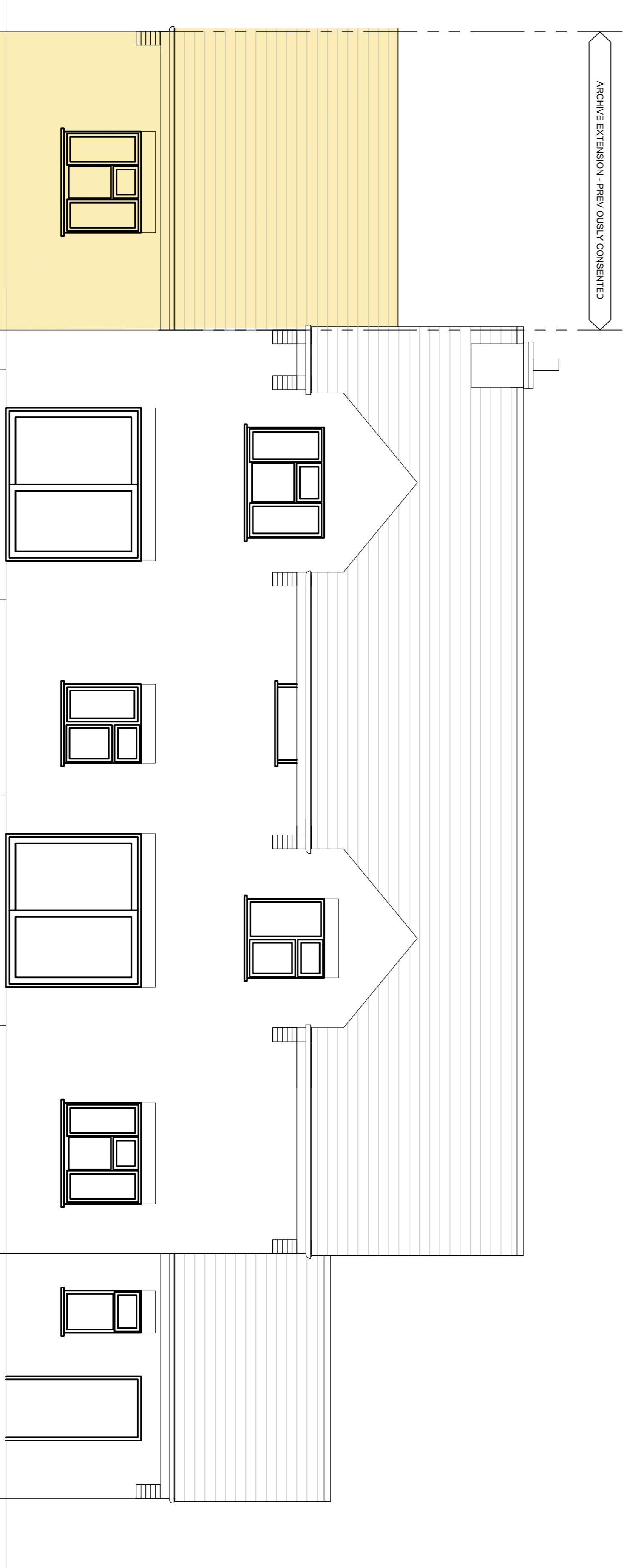
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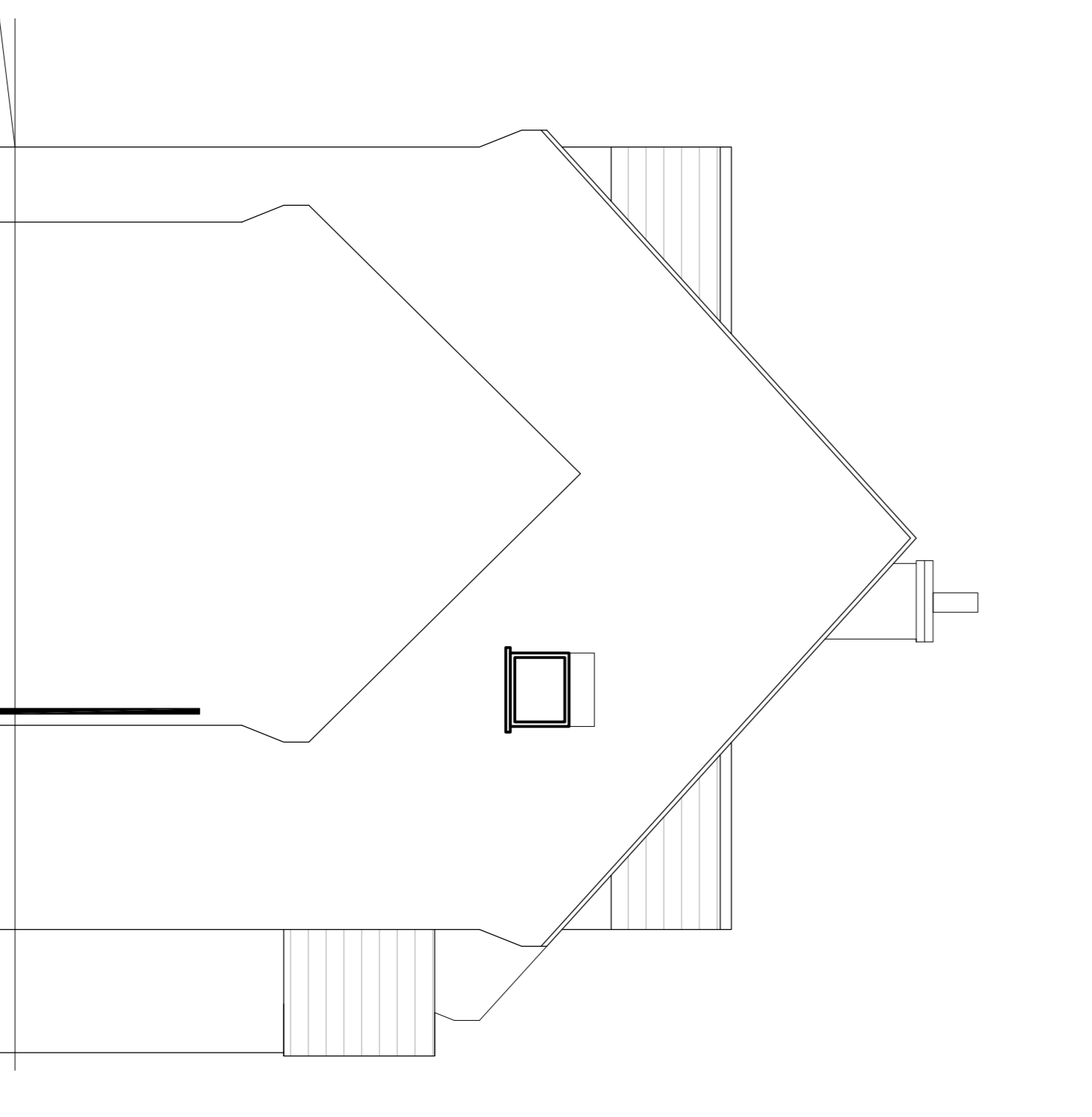
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EXISTING SOUTH ELEVATION

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EXISTING EAST ELEVATION

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Drawing Title
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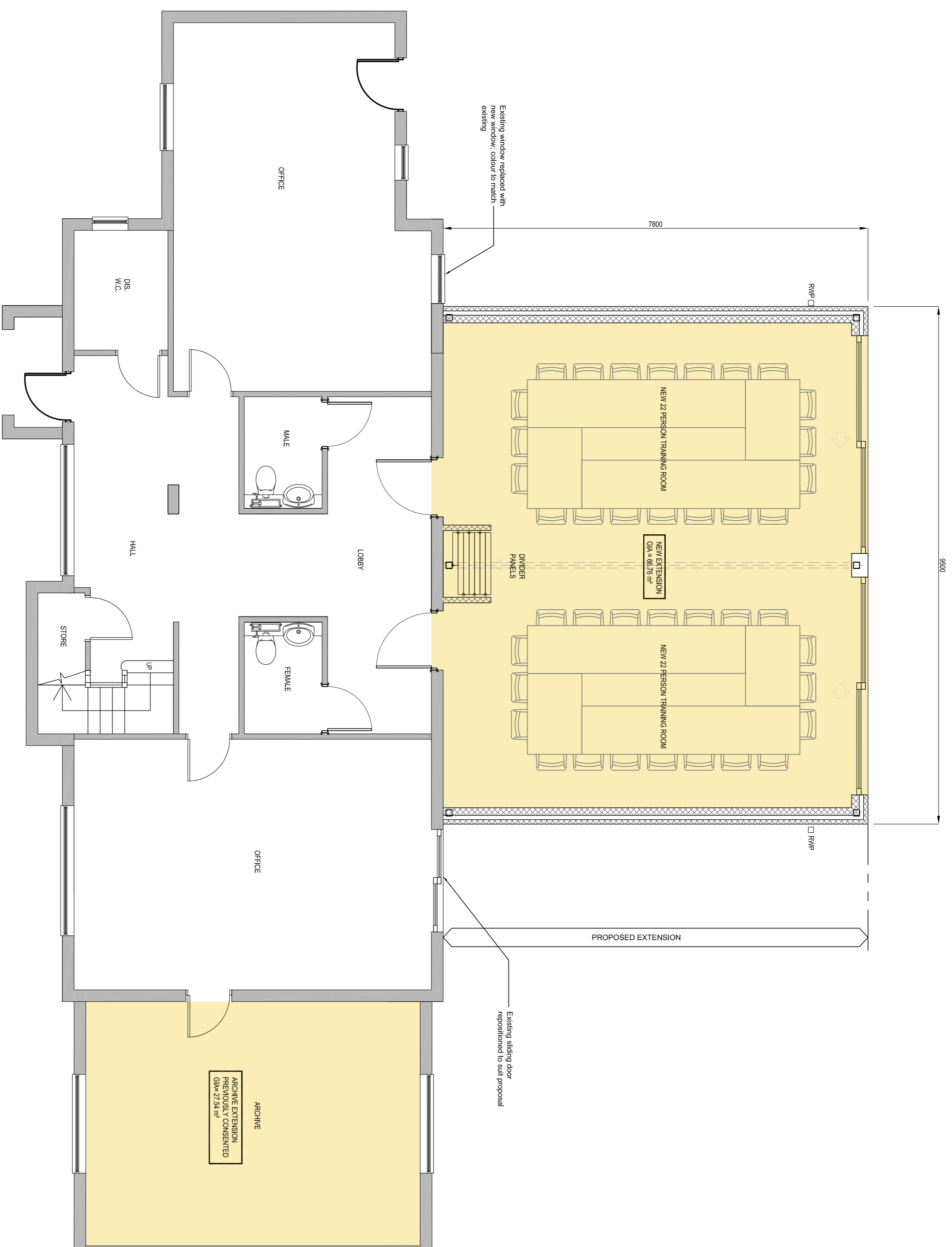
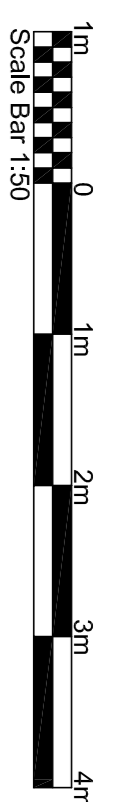
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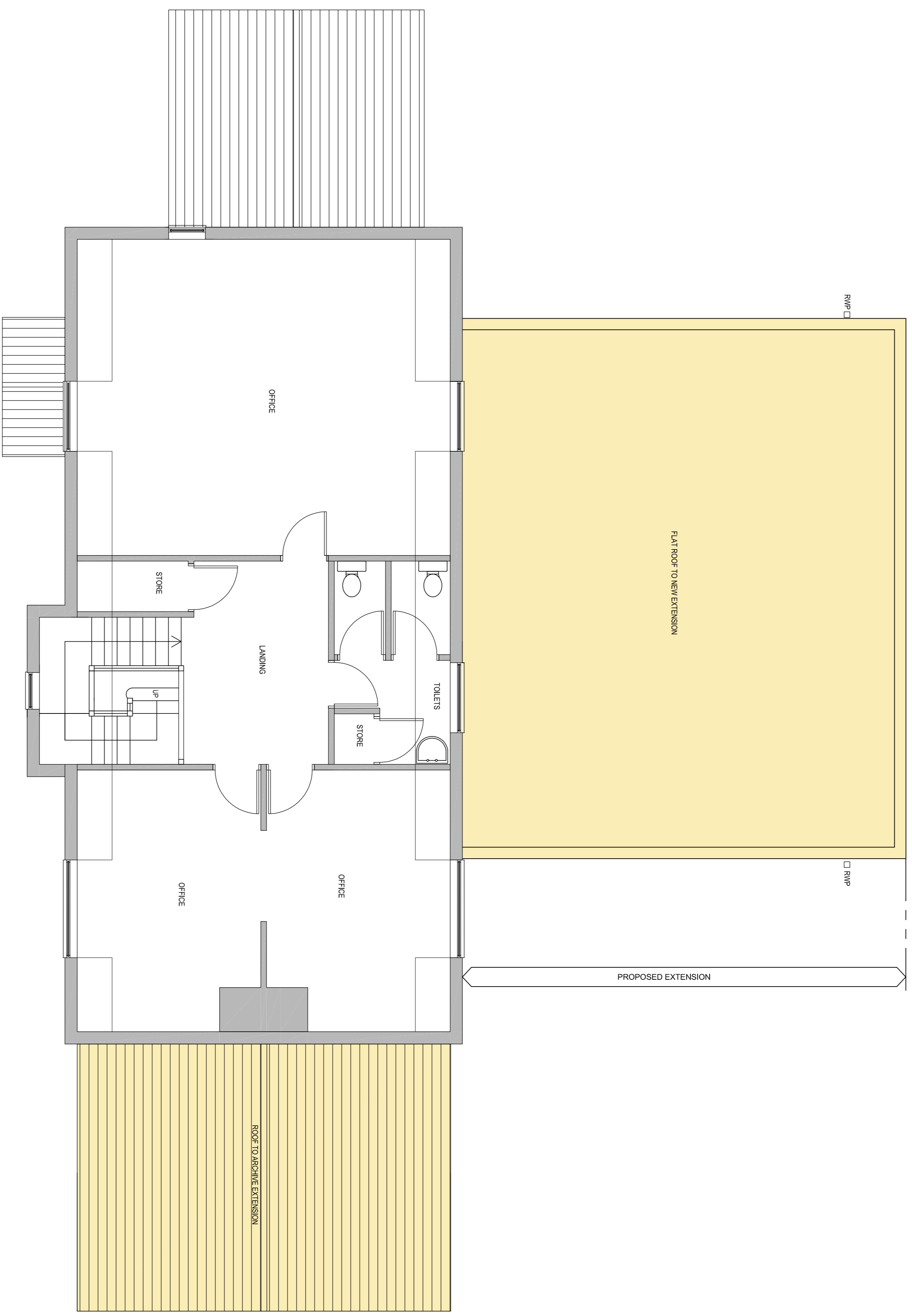
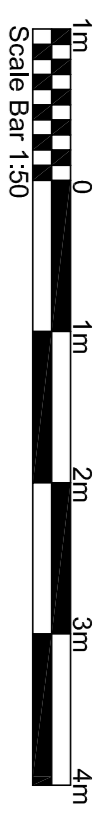
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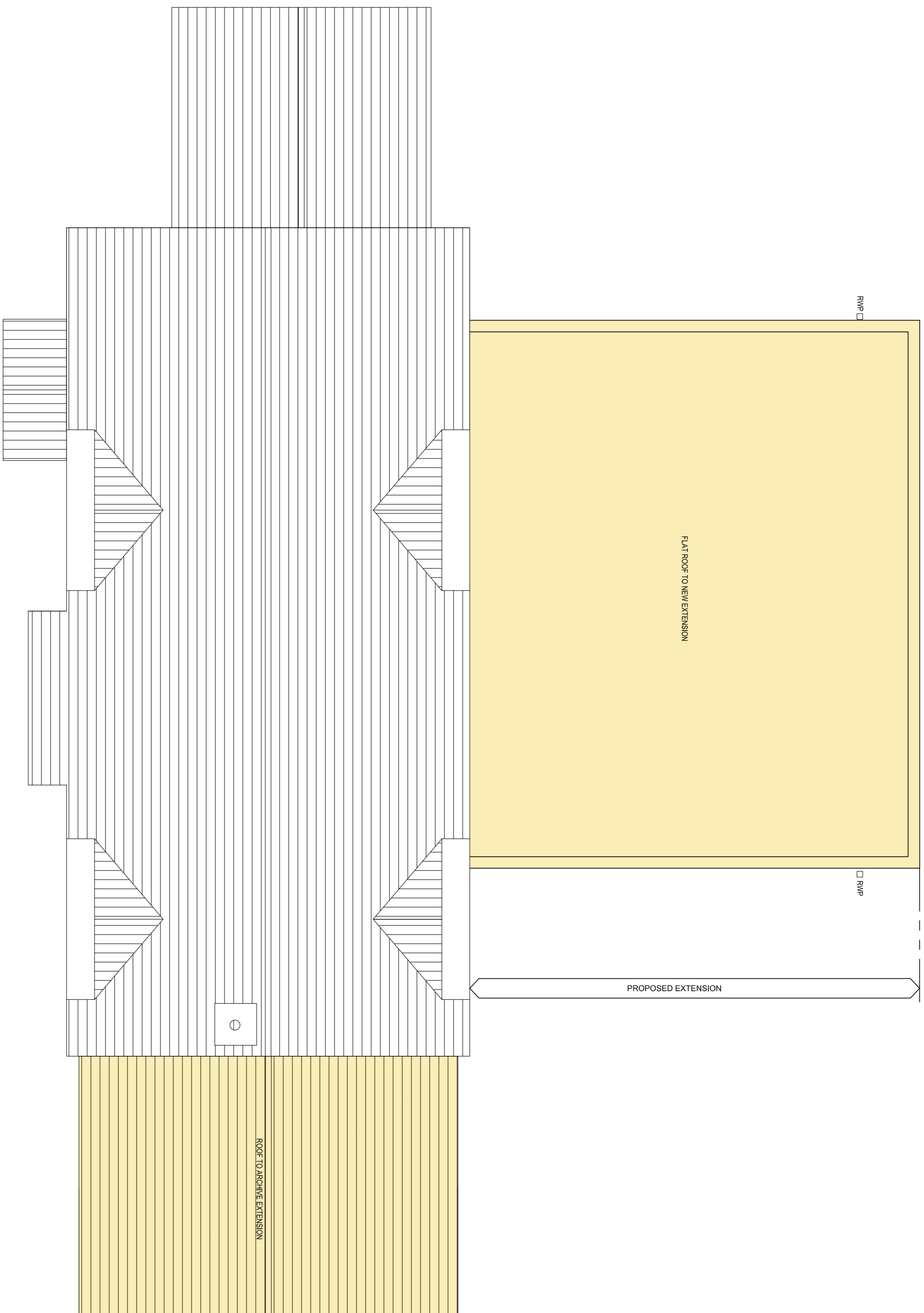
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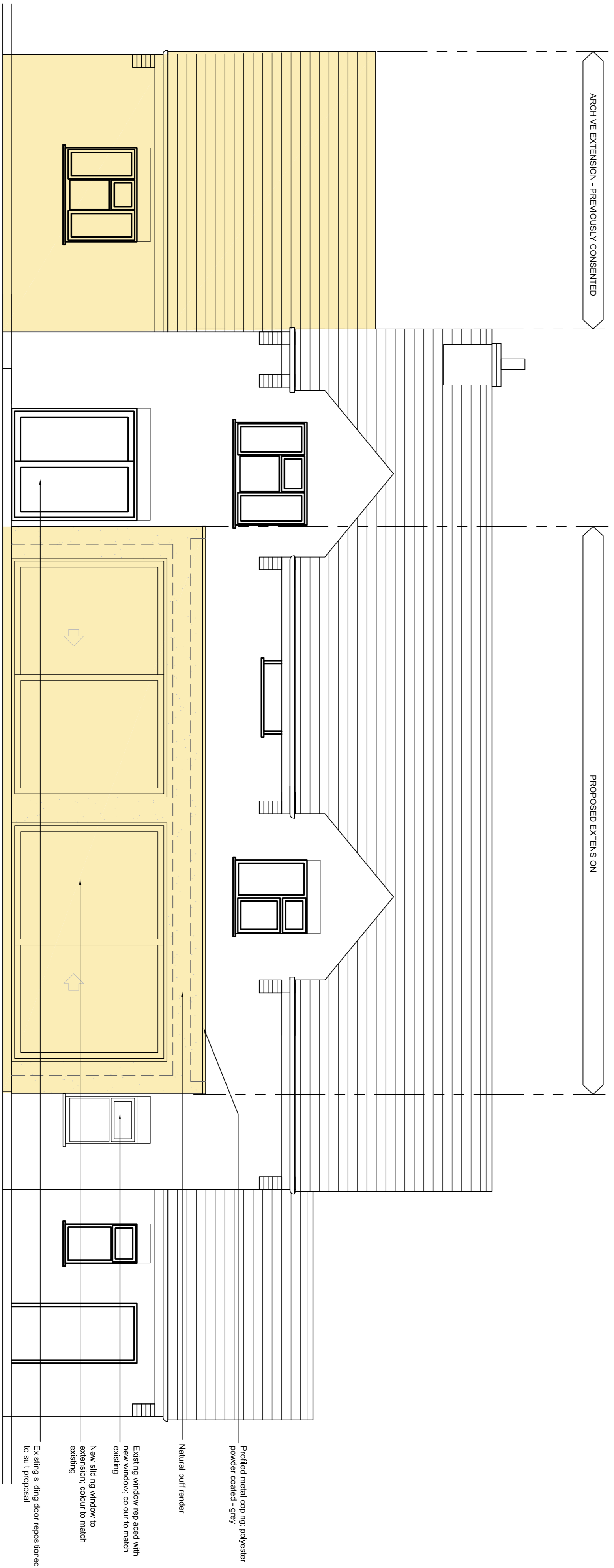
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PROPOSED SOUTH ELEVATION
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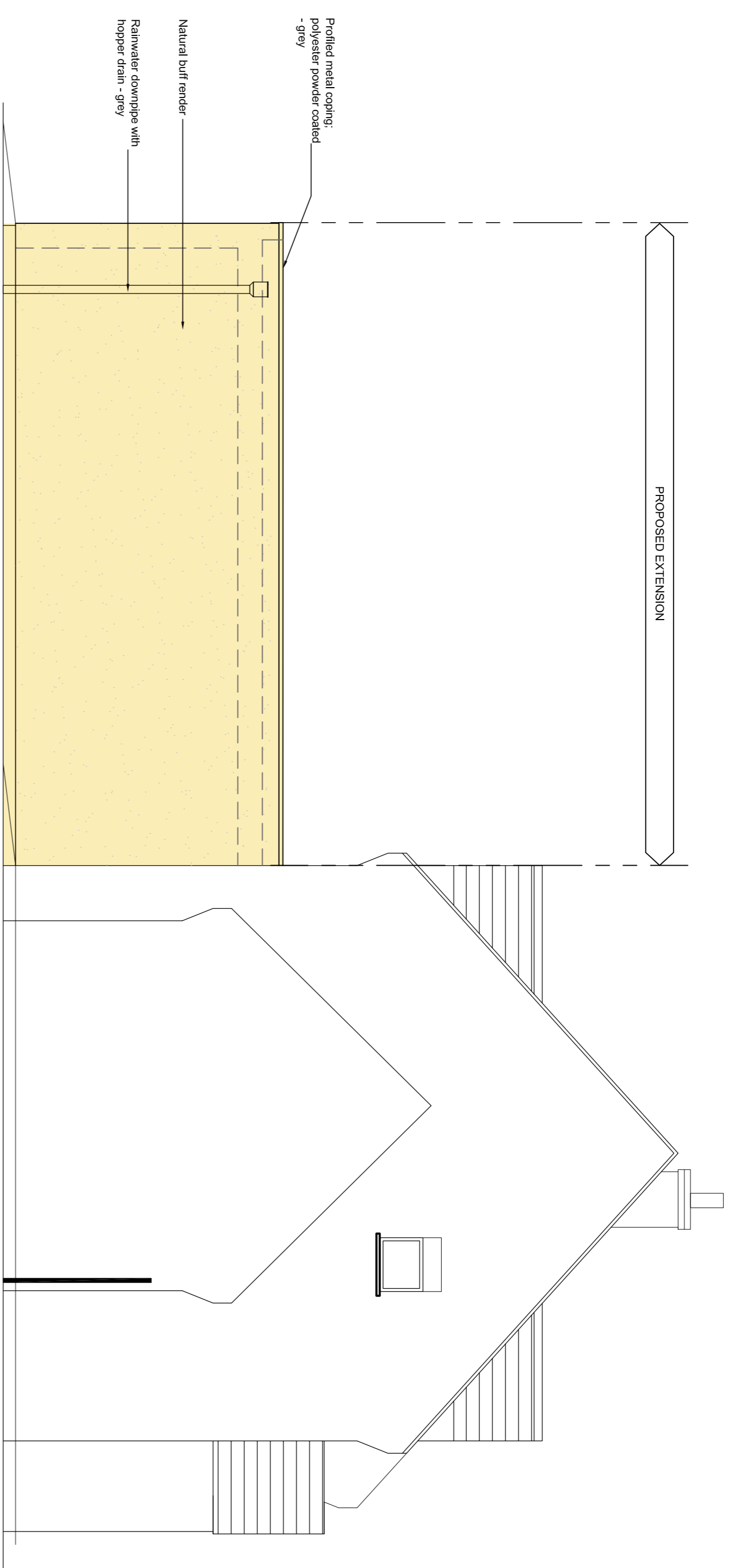
- Existing window replaced with new window, colour to match existing
- New sliding window to extension, colour to match existing
- Existing sliding door replaced to suit proposal
- Natural buff render
- Profiled metal coping, polyester powder coated - grey

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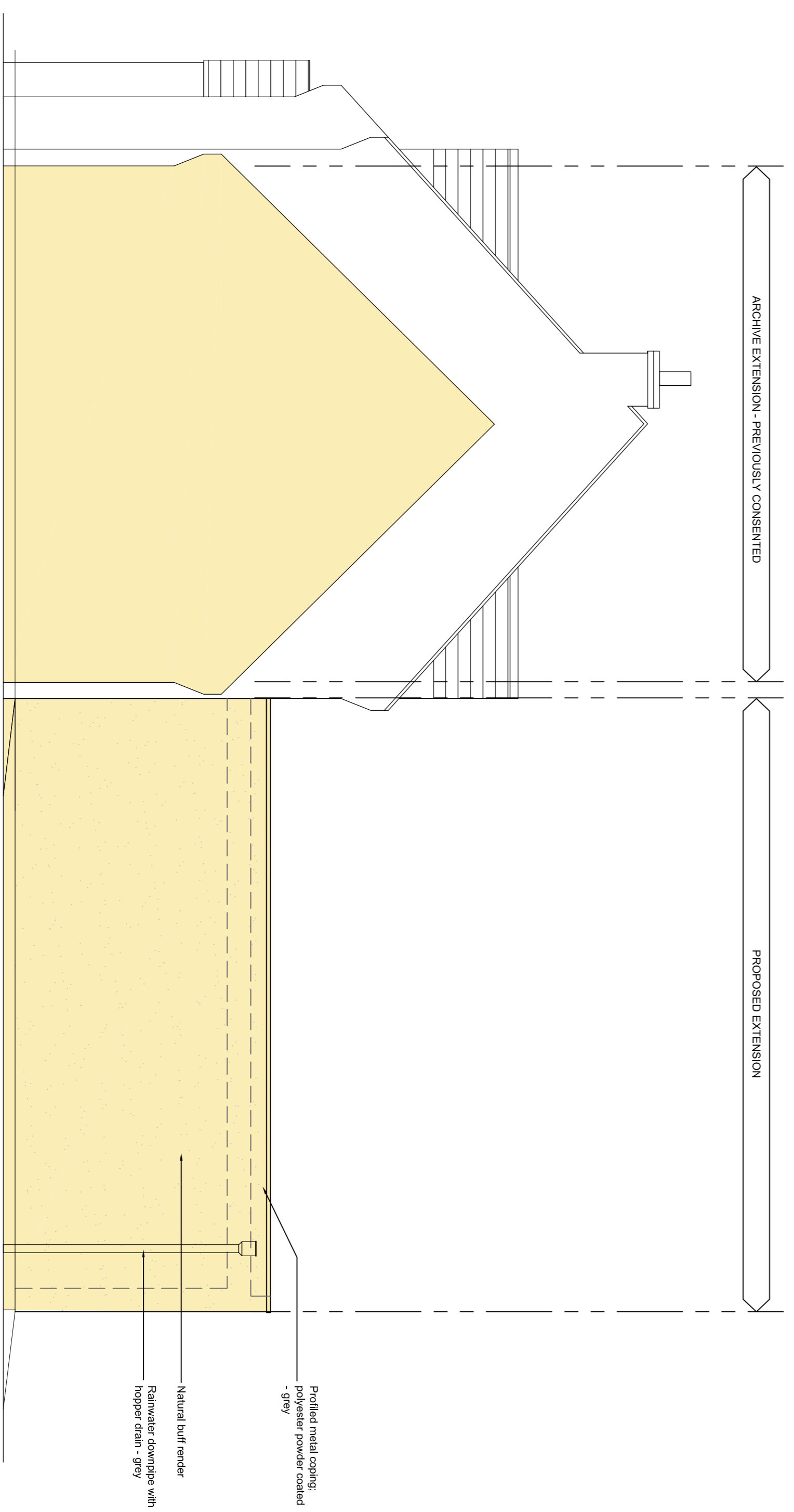
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PROPOSED WEST ELEVATION
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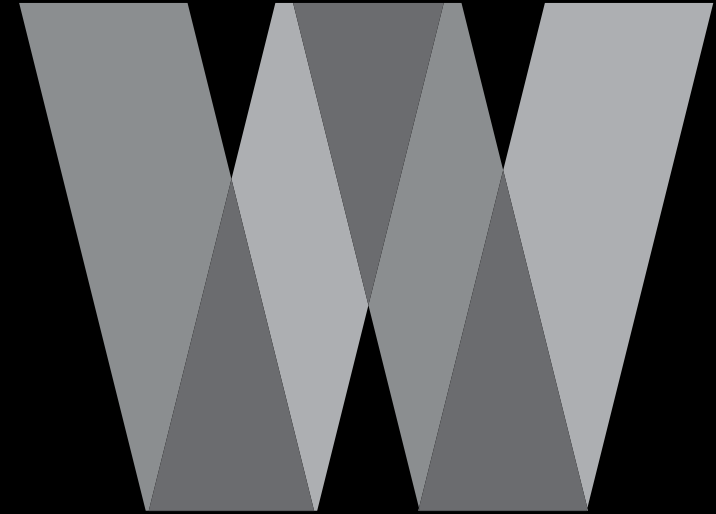
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Workers' Play Time

Seven Scripts from Seven Struggles
Edited by Doug Nicholls



October 2017
Paperback
312 pages
216mm x 135mm | 8.5" x 5.5"
UK: £9.99 US: \$16.95
978-1-78026-427-1
ebook 978-1-78026-428-8

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Workers' Play Time is an anthology of seven such scripts, many of which are appearing in print for the first time:

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Hannah, by Eileen Murphy

A dramatic monologue by labour activist Hannah Mitchell

A Splotch of Red, by James Kenworth

Labour Party founder Keir Hardie campaigning in West Ham

Dare to Be Free, by Jane McNulty

How Mary Quaile organized café workers in the 1920s

Out! on the Costa del Trico, by Women's Theatre Group

The Trico women's strike of 1976

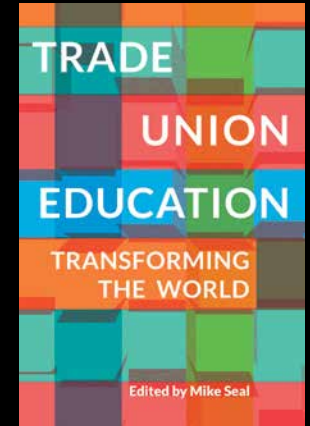
The Chambermaids, by Kathleen McCreery

Inspired by the Grosvenor House Hotel strike in the 1980s

Doug Nicholls is General Secretary of the General Federation of Trade Unions (GFTU). Doug has written very widely on trade unionism, history, literature and youth work.

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Trade union education has been in the doldrums for years – it generally lacks modern teaching methods, has outdated content and avoids key areas of history, economics and politics. This book aims to change all that – to mark out new ground that will bring trade union education back to life.

The collection features 16 insightful essays from 20 individual practitioners, each with long experience of popular-education techniques. Their contributions offer a wide range of perspectives, divided into four sections:

- ***Key concepts and historical development***
- ***Contexts and challenges***
- ***Implementing critical education in the classroom and beyond***
- ***Learning from the world***

The reform and modernization of trade union education is long overdue – but the revolution starts here.

Dr Mike Seal is Head of Criminology and Youth and Community Work and Reader in Critical Pedagogy at Newman University, Birmingham. He has worked in the youth work, community development, homelessness and drugs sectors for 25 years. He has written six previous books.

Lugalbanda

Lover of the seed

A new version
by
Doug Nicholls

Beautifully designed, printed and written with some stimulating discussion notes, this book is a fund-raiser for the Free Ocalan campaign.

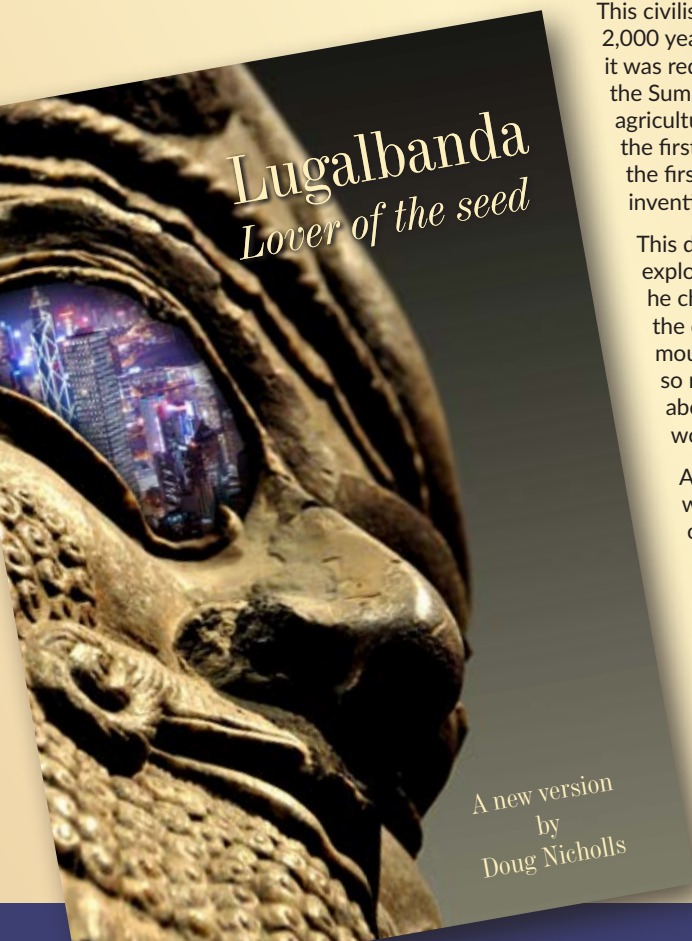
It brings to the attention of modern readers a poem written 5,000 years ago but still with incredible relevance to us today.

The imprisoned political leader Abdullah Ocalan draws attention to the first Sumerian civilisation built between the Tigris and Euphrates, in the troubled lands today covered by Iraq and Syria.

This civilisation was forgotten for over 2,000 years, buried under sands, but when it was rediscovered it was realised that the Sumerians had brought to humanity agriculture, architecture, the first writing, the first schools, the first written poetry, the first laws and many other notable inventions.

This delightful and surprising story of the exploits of Lugalbanda and what powers he chooses as a reward for looking after the chick of a monstrous bird in the mountains, is a joy to read, so distant yet so near, and also compels us to think about some profound truths in our own world.

A fantastic read for young and old and whether you have read poetry before or not. The author's notes on the poem will surprise and challenge you as they extract layers of meaning from the poem.



FREEDOM for
OCALAN 

 **CULTURE
MATTERS**

 **GFTU**
EDUCATIONAL
TRUST

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Lugalbanda
Lover of the seed

A new version
by
Doug Nicholls



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or email doug@gftu.org.uk

For discounts on stays in the GFTU Educational Trust's delightful hotel and training centre where this lovely ale can be enjoyed in the perfect setting please ring 01509 412 167 or go to www.quorngrangehotel.co.uk.

For great trade union education opportunities see the Education for Action programme on www.gftu.org.uk

We inherit the past, we build the future

Our History, Our Future

Radical History Day Schools at
Quorn Grange Hotel, Leicestershire
2017-18

Welcome

History from below is history at its best. Too often our Island's story is framed by the tales of Kings and Queens, the rich, the powerful and the greedy. As a result, there is a tendency to believe that radicalism, daring change and innovation have no place within the fabric of British society and in the shaping of the course of its rich, troubled and creative history.

Yet, nothing could be further from the truth.

There is another undercurrent that speaks of the power of ordinary – yet extraordinary – women and men to shape and re-shape their worlds, their language, communities and their own lives. From Wat Tyler and the Peasants Revolt to the English Revolution of the Seventeenth Century; and from the Chartists through to the forging of the Labour and Women's Movements, British radicals forged their own 'hidden histories' that spoke of courage, dignity, action, collective struggle – and, always, of hope.

These GFTU Day Schools aim to make these times live again through talks, songs, stories and films. Each day school is led by experts in their field and is aimed at all those who would like to know something of the birth and growth of the Socialism and trade unionism that we know today in Britain. No previous knowledge is required as this programme aims to inspire as well as to educate us all.

The Day-Schools are free but participants need to register in advance so we can plan ahead, participants also have the

options of a tasty Sunday Lunch in our restaurant for a subsidised fee and a discounted overnight stay at Quorn Grange Hotel (quote reference day school 2018 when booking).

Be part of GFTU's radical history programme and write your own chapter of a living, growing, history!

Book a place now and make the most of these fantastic learning opportunities, call 01509 410970 and speak with our Education Administrator or e-mail gftueducation@gftu.org.uk and leave the rest to us!!

Quorn Grange Hotel
88 Wood Lane
Quorn
Loughborough
Leicestershire
LE12 8DB

Tel: 01509 412167
www.quorngrangehotel.co.uk

All courses start at 11am. There is a break for a lunch hour at 12.30; and the sessions conclude at 2.40pm.

Gerard Winstanley & the Diggers

Quorn Grange, Sunday 24th September 2017

Against the background of the English Civil War, a spontaneous movement known as the 'Diggers' attempted to refashion the land as 'a common treasury' to be shared, and enjoyed by all: and to be owned by none.

The sheer vision and idealism of the Diggers, through their attempts to create a truly egalitarian community and seizure of uncultivated land, stand as the well-spring of both the modern Socialist and ecological movements.

This day-school, led by Dr. John Callow of the GFTU, explores the impact and legacy of that movement, and of the life and work of its leader, Gerard Winstanley, through contemporary documents, song and film.

"England is not a free people, till the poor that have no land have free allowance to dig and labour the commons..."

The Peasant Revolts of 1549

Quorn Grange, Sunday 29th October 2017

When we think of the Tudor period, we tend to think of Kings, Queens and court politics. The people have only 'walk-on parts'.

But, here they are centre stage as Doug Nicolls of the GFTU brings to life the revolts of 1549, which swept through Devon and Cornwall, targeting the gentry and new enclosures of common land, and threatened to topple Edward VI from his throne.

Led by Roger Kett, the rebellion created a bridge between the Peasants' Revolt of 1381 and the later agitation of the Levellers and Diggers. In its own terms, it represented some of the first demands for a more egalitarian and democratic society.



Great Women Trade Unionists

Quorn Grange, Sunday 18th November 2017

Women have always been at the forefront of the trade union movement. From the London Match Women, and the Derby Chain Makers to the Ford workers of Dagenham, they have blazed a trail for equal rights and equal wages that helped to transform society.

This day-school will introduce the life stories of such brave and highly organised women, such as Mary MacArthur, Eleanor Marx and Jayaben Desai, and signal the importance of their lasting legacy and, perhaps, some of the unfinished business of today.

This is the story of the demand for both Bread and Roses – given life by the impact of these pioneers upon popular culture, gender politics, and literature.



The Chartists

Quorn Grange, Sunday 14th January 2018

The Chartists were the first working class political movement anywhere in the world. They began the struggle for universal suffrage – votes for all – that took more than 130 years to finally achieve. This struggle for democracy shook the Victorian world to its foundations; saw industrial workers step on to the political stage, was opposed by the authorities at every turn, and saw the beginnings of mass, modern-style, campaigning.

Rallies, street corner meetings, political journalism and theatre were all honed by the Chartists. At O' Connorville they attempted to build a utopian, rural, society – at Newport they were met with soldiers and a hail of lead shot.

In this day-school, the words, the deeds and the songs of the Chartists help illustrate a story of struggle and sacrifice that one of us should ever forget. Dr Mike Sanders, of Manchester University, who has published widely on the subject, will lead-off a lively discussion.

The Modern Trade Union Movement

Quorn Grange, Sunday 4th March 2018

Unions talk a lot about the Labour Movement.

But where did we come from? What have we achieved? What have we contributed to society, and what more can we do to make things better?

It's an old truth that you don't know where you are going unless you know where you have been.

Reflecting upon the developments in the Trade Union and Labour Movements from the 1960s onwards, Professor Keith Gildart of Wolverhampton University (and formerly the NUM) will reflect upon our past and guide a discussion about the way forward for a better, and more just, future for us all.

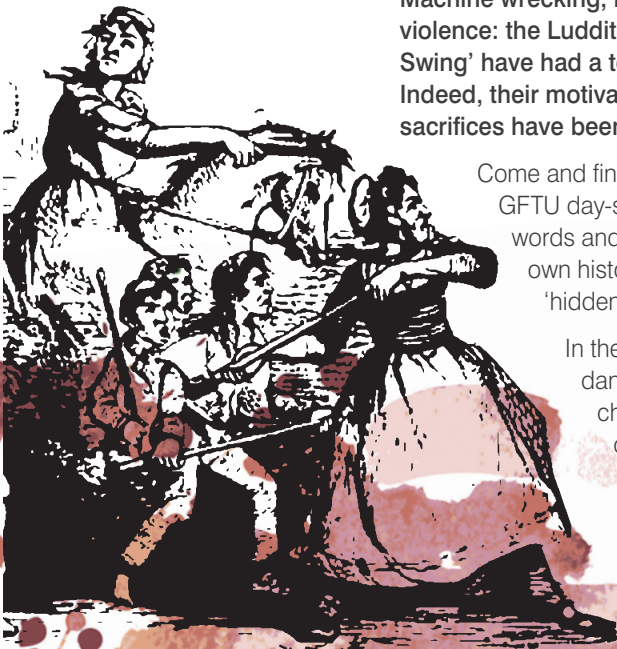
Captain Swing & the Luddites

Quorn Grange, Sunday 6th May 2018

Machine wrecking, rick-burning, and seemingly random violence: the Luddites and the rural followers of 'Captain Swing' have had a terrible press from the establishment. Indeed, their motivations, exploits, triumphs and bitter sacrifices have been almost eclipsed and forgotten.

Come and find out the truth about them at this GFTU day-school that seeks to recover their own words and deeds, setting them back within their own historical context and exploring a truly 'hidden history'.

In the process, the difficulties and dangers of organising for radical political change with few of the civil liberties or campaigning resources available to us today will be explored; and the heroic idealism of these often misunderstood and overlooked forerunners of the Labour Movement will be revealed.



Our Songs Made History

Quorn Grange, Sunday 3rd June 2018

**The Devil doesn't always have the best songs!
Songs have traditionally brought us together, created a basis for solidarity, spread the news and communicated the politics of the Labour Movement.**

The GFTU has produced a double CD of songs called Voice and Vision: Songs of Resistance, Democracy and Peace. Using this as a starting point and engaging some of the great contemporary singers of these songs this day-school will provide a fascinating, and fun, insight into our musical heritage of song and the chance to hear great music, kick back your heels, and dance.

100 Years in 100 Minutes

Quorn Grange, Sunday 10th June 2018

History doesn't have to be long-winded or dry.

This day-school is intended as a whistle stop tour through a century of our history – of strikes, victories, the creation of the modern Labour Movement and the establishment of the Welfare State – told in a riveting, often humorous, and always moving medley of songs, stories and quotations.

Our Poetry

Quorn Grange, Sunday 17th June 2018

**Sidney, Milton, Marvell, Shelley, Blake and Auden:
the Left has always had the best poets.**

This day-school is to re-connect with those voices, to re-assert the radical edge of their words, and to discover new names, and forms, drawn from across the globe that are at the forefront of today's poetics.

Prepare to be challenged, inspired and entertained!



The Levellers

Quorn Grange, Sunday 24th June 2018

The Levellers were at the heart of the radical movement that forged the English Revolution and created a Republic.

Dr. John Rees, the author of the best-selling book *The English Revolution* takes us on a trip back in time that captures the spirits of the raucous streets of seventeenth century London and the fiery debates at Putney Church where Leveller, rank-and-file soldiers of the New Model Army, argued with their officers over the future course of democracy.

This day-school reasserts the revolutionary nature of the events of 1642-51; examines how – and why – they organised; and the role played by ordinary people in this pivotal moment of history.



"I know of few who speak and write more wisely of the danger we face from rapacious power, and what we should do about it, than John Rees"



Book a place now

Make the most of these fantastic learning opportunities, call 01509 410970 and speak with our Education Administrator or e-mail gftueducation@gftu.org.uk and leave the rest to us!!

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How to find us

Quorn Grange Hotel
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Loughborough
Leicesterhire
LE12 8DB

Tel: 01509 412167
www.quorngrangehotel.co.uk

Train station:

Loughborough (3.8 miles)
Barrow upon Soar (1.9 miles walking)

Bus service: 127, 126

Car and cycle parking:

There is ample free parking on-site.

Via car:

15 minutes (6 miles) from M1, Junction 23
At Junction 23 roundabout, head east onto
Ashby Rd / A512 1.2 mi
At the roundabout, take the 1st exit onto
Ashby Rd / A512. 1.0 mi
At Ashby Rd Roundabout, take the 3rd exit onto
Epinal Way/A6004. Go through 2 roundabouts 1.2 mi
At the roundabout, take the 2nd exit onto
Ling Rd / A6004 0.5 mi
At the roundabout, take the 2nd exit onto
Terry Yardley Way / A6004 0.6 mi
At the roundabout, take the 4th exit onto
Loughborough Rd. Go through 1 roundabout 0.8 mi
Continue onto High St 0.1 mi
At the roundabout, take the 1st exit onto
Leicester Rd 0.3 mi
At the roundabout, take the 2nd exit onto
Wood Ln. Quorn Grange Hotel will be on the left 0.3 mi



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Other Expenses (please give details)	
Mileage (personal car usage at 45p per mile)	
Total Miles From _____ To _____ To _____ From _____	
Fixed Expense Allowances (for attendance at the EC for its duration)	£35
TOTAL CLAIM	

Claimant Signature: _____ **Date:** _____

General Secretary's Authorisation: _____ **Date:** _____

Please complete and submit to the General Secretary with all receipts during the meeting attended or post to the GFTU, 84 Wood Lane, Leicestershire, LE12 8DB

Claims must be submitted with the financial year (January – December) of the meeting attended and ideally within 30 days of the meeting. Doug Nicholls, General Secretary.

For first time claimant please provide bank details for bac payment or address for cheque.

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