

The British Association of Urological Surgeons Limited

Annual Report and Financial Statements

31 December 2024

Charity Registration Number 1127044

Company Limited by Guarantee

Registration Number 06054614 (England & Wales)

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Reference and administrative details of the Society, its trustees and advisers

President	J Cresswell (until 26 June 2024)
President	I Pearce (from 26 June 2024)
Vice President	I Pearce (until 26 June 2024)
President Elect	J Philip (from 26 June 2024)
Vice President Membership	I Shergill
Deputy Vice President Membership	M S Ahmad
Vice President Education	J Philip
Deputy Vice President Education	M Belal
Co-opted Trustees	S F Willis (until 31 December 2024) L Dodgshon
Registered/Principal office	The Royal College of Surgeons England 38 - 43 Lincolns Inn Fields London WC2A 3PE
Charity registration number	1127044
Company registration number	06054614
Auditor	Buzzacott Audit LLP 130 Wood Street London EC2V 6DL
Bankers	National Westminster Bank Plc Corporate Central Banking 5 -10 Great Tower Street London EC3P 3HX
Investment managers	CCLA Investment Management Limited Senator House 85 Queen Street London EC4V 4ET

Trustees' report 31 December 2024

The Trustees, who are also the directors of the charitable company for the purposes of company law, are pleased to present their annual report with the financial statements of The British Association of Urological Surgeons Limited (BAUS or The Association) for the year ended 31 December 2024.

This report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes a directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out therein and comply with the charitable company's Articles of Association, applicable laws, Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) second edition, effective from accounting periods commencing 1 January 2020 or later.

Objectives and activities

Charitable objectives

The charitable objective for which the charity was established is:

To promote the highest standard in the practice of urology for the benefit of patients by fostering education, research and clinical excellence.

Urology deals with specific diseases and disorders of the male genitourinary and female urinary tract and urologists are medical and surgical specialists who treat men, women and children with kidney, bladder, prostate and urinary problems, covering benign and malignant disease. Urologists also care for men's sexual and reproductive health.

In order to meet the charitable objective, the Trustees of the Association have set an overall goal for BAUS to do everything in its powers to support education, research and clinical excellence in urology.

In practice, the Association promotes and arranges scientific meetings and events covering every aspect of the practice of urology. The Association supports the education of urologists through courses, online learning, specialty focused meetings and a three-day annual scientific congress. The Association undertakes targeted audits to highlight and disseminate information about potential improvements in patient pathways and care. The charity also produces patient information leaflets relating to urological conditions and operations.

The Association's primary objectives in 2024 were to:

- ◆ focus on membership recruitment and retention, reviewing the range of membership benefits and pricing models.
- ◆ deliver a full calendar of events including educational courses, targeted sub-specialty meetings and a three-day annual scientific meeting.

Objectives and activities (continued)

Charitable objectives (continued)

- ◆ continue to review its education offering to ensure it continued to be relevant, accessible and valued by those who access it.
- ◆ continue to develop and promote best practice service models through audit and quality improvement and where appropriate by working with and giving input to other organisations such as GIRFT and NICE.
- ◆ engage in discussions and activities to better support the urological workforce including training guidance, recruitment and retention.
- ◆ develop a targeted strategy for communications to ensure they are fit for purpose and review current digital platforms to inform the development of a coordinated digital strategy.
- ◆ work on fully implementing the 10-Point Action Plan around widening participation with the aim of embedding the goals across the activities of the Association so that BAUS is an organisation that attracts membership from the widest group of clinicians and healthcare professionals and makes the specialty attractive to all.
- ◆ publish a Code of Conduct to be displayed at all BAUS meetings and events.

Public benefit

The Trustees have taken the Charity Commission's general guidance on public benefit into consideration in preparing their statements on public benefit contained within this Trustees' Report.

Benefits and beneficiaries

As stated above, in accordance with its charitable objectives, the Association strives to support education, research and clinical excellence in the specialty of urology. In so doing it seeks to improve the quality of medical care for the benefit of patients. The charity's ultimate beneficiaries are therefore patients, and benefits to patients are provided through advancing knowledge of, practice in and setting standards for, the specialty.

Urologists treat a broad spectrum of conditions across all age groups but, particularly with an ageing population, demand for care has been steadily increasing. Urologists and their teams treat three of the ten commonest cancers, prostate, kidney and bladder, as well as a wide range of benign conditions such as lower urinary tract symptoms (which affects 35-40% of men over 55 years of age), urinary tract stones and incontinence. BAUS provides ongoing professional and educational support to urologists to assist them in delivering high standards of care to their patients.

Achievements and performance

In 2024, the Association delivered twelve face-to-face events (F2F), BAUS remains the key provider of education and professional development for all doctors working in the field of urological surgery.

Association membership was 2,430 in January 2024 rising to 2,517 in November 2024 (2,409 in 2023). At the present time, 73% (960 out of 1,319) of the substantive consultant urologists in the UK are BAUS members.

Events and activities

Annual Scientific Meeting

The Annual Scientific Meeting (ASM) was held in Birmingham on 24-26 June 2024. This is the largest event BAUS organises, and it was attended by 1,200 delegates (1,138 in 2023) with a further 213 virtual registrations (245 in 2023). In total 1,413 delegates registered for the meeting, (1,383 in 2023).

Nine on site **skills courses** were offered overall. There were 161 places available on the skills courses and nine of the ten courses were sold out in advance with a total of 155 attendees (121 attendees for seven courses in 2023). In 2024 eight on site **teaching courses** were also offered with a total of 432 places available, 208 were booked and 199 attended. Four **virtual teaching courses** were offered with a total of 135 views ranging from 29-42 per course (in 2023 91-304 for online courses with 1,357 views).

386 abstracts were submitted for consideration for inclusion in the Annual Scientific Meeting (395 in 2023), of which 146 (38%) were accepted for presentation at the meeting (116 in 2023, 29%). In order to increase the acceptance rate and facilitate engagement in the meeting, more poster sessions and posters accepted for display will be included in the 2025 meeting.

All delegates were sent an online review form after the meeting and 635 or 44.9% of active participants (501 / 36% in 2023) returned comments which were generally helpful and constructive and help to inform future programme planning. 92% of those commenting confirmed attendance at the BAUS meeting helped them to keep up to date with their practice.

"Educational need and social as well as networking. Great to meet past trainees who has made it to the consultant careers."

"President Jo Cresswell and the way she conducted the whole meeting and engaged with everyone!"

"The inspiration speech of every speaker"

"I felt there was a gear change in valuing our diversity and being respectful of one another and our patients."

"Excellent speakers, motivating, uplifting and inspiring."

"Learning about new equipment/ technology at the exhibition".

Achievements and performance (continued)

Events and activities (continued)

Annual Scientific Meeting (continued)

In 2024 BAUS offered eight sponsorship packages, and seven sponsorship packages were sold (eight in 2023). In addition to these seven sponsors there were 60 exhibiting companies (51 in 2023), all available exhibition space was sold. Overall meeting sponsorship was 18% up on 2023.

Section meetings

The **Section of Endourology annual meeting** was held on 11-12 September 2024 at the Royal College of Physicians Edinburgh attended by 166 urologists (200 delegates in 2023). There were 16 exhibiting companies. 83 / 50% of the delegates (77 / 46.6% in 2023) returned feedback on the meeting.

"I have been attending from its inception. Covers an area of my interest"

"Opportunity to meet with like-minded urologists and always find meeting educationally valuable"

"As usual the best meeting of the urology calendar".

The **Section of Oncology annual meeting** was held on 14-15 November 2024 at the East Midlands Conference Centre, Nottingham attended by 206 delegates (234 in 2023). There were 20 exhibiting companies. 94 / 45.6% of the delegates (94 / 40% in 2023) returned feedback on the meeting.

"Always very good. Specialist, scientific, snappy."

"Fascinated with recent developments of Oncology Horizons"

"Wonderful scientific program"

"Best meeting of the year".

The **Section of Trainees (BSoT)** held their biennial meeting on 11-12 March 2024 at Bridgewater Hall, Manchester, attended by 122 delegates (105 in 2023) and supported by 5 exhibiting companies. 49 / 40.2% of delegates returned feedback on the meeting.

"I thought this was a fantastic conference - first time going and will definitely be back! A very relevant mix of topics for Urology SpRs and gained something from every talk. Thank you very much to the committee and sponsors."

"The variety of topics- especially the non urological ones were the best"

"For trainees, by trainees. Support for my fellows and colleagues".

Achievements and performance (continued)

Events and activities (continued)

Section meetings (continued)

In September 2024 the Section of Endourology ran the **Residential Operative Course** at St George's Hospital, London. This intensive three-day course is limited to four delegates and is for senior trainees in their final year, post FRCS (Urol), who are aiming to be appointed to a Consultant post with a subspecialty interest in endourology. Those completing the course can apply for a £1,500 travelling scholarship to support a visit to an endourological centre of excellence. Delegates reported that the course was an excellent opportunity for trainees to further their technical skills with input and guidance from an expert faculty.

The **Core Urology course** runs annually and is targeted at surgical trainees who have just started, or are thinking about pursuing, higher specialist training in urology. The course was run face to face on 23-26 January 2024 at College Court, Leicester, with 45 registrations (60 registrations in January 2023 for a hybrid face to face and online course). The course was organised for the first time by Mr Kasra Saeb-Parsy, who took over as Course Director from Miss Anna O'Riordan. 55 / 91.7% (55 / 92 % in 2023) of the delegates returned feedback.

"Loved the venue. All the presenters were phenomenal. All the lectures were really great and massively helped in building my understanding of the topics further."

"Mr Parsy and his team have done a fantastic job organising such a brilliant course. The venue and catering was outstanding. I would highly recommend this course to my colleagues and juniors."

"Extremely helpful session. Good ST3 prep. Nice atmosphere for constructive feedback."

"I really enjoyed the Viva session. It allows me to learn from other candidates. Mr Kasra is also a great facilitator and he gave very useful constructive feedback which I find it essential in prepping for national selection interview."

The **FRCS Urology examination** is run by the Joint Intercollegiate Exam Board (JCIE) and success is a mandatory requirement for completion of specialist training which ultimately leads to entry on the GMC's Specialist Register, a requirement for appointment as a consultant. The examination is usually held twice each year and the BAUS FRCS (Urol) Revision Courses are held 4-6 weeks before each sitting and are run over five days.

In March 2024 the course was held at CentrED at ExCel, London with 77 participants (66 in Birmingham in 2023).

The second revision course was at College Court, Leicester in September 2024 with 52 participants (56 in 2023 in Leicester).

Achievements and performance (continued)

Events and activities (continued)

Section meetings (continued)

41 / 53% of the delegates returned feedback on the March course and 26 / 50% of the delegates completed feedback on the September course.

"Exceptional course. Learnt a lot. Sian was a star and should be commended"

"Thanks to all. Brilliant course. So helpful in exam preparation"

"The course was very well-organized".

"The course organisation was at top level."

"Viva sessions from faculty who had sat the exam within the last 5 years was the most useful."

Skills courses

The collaboration with KARL STORZ runs a series of skills courses utilising the facilities at the KARL STORZ Training & Technology Centre (TTC), Slough. BAUS organises the faculty, determines the content and registers delegates and both parties collaborate to ensure there is good coordination and optimisation of access to skills training.

Two ureteroscopy courses were run in May and November with 21 and 20 delegates respectively (16 and 21 in 2023) and two endoscopic skills courses were run in May and December with 22 and 18 delegates respectively (19 and 22 in 2023). One PCNL course was run in December in 15 registrations.

Webinars

There were 5 webinars that took place in the BAUS Sponsored Innovations in Urology Series in 2024. The average number of registrations for the webinar was 165, with an average of 57 delegates joining live and 84 watching the recording post webinar. Topics covered; Urology and oncology partnerships, HoLEP for optimal prostate enlargement treatment, TFL drive applications in surgery, Advances in the management of urethral stricture, and BPH pathway transformation.

Audit

There is a rolling programme of BAUS snapshot audits, with clear criteria for assessment of audit proposals based on safety, efficacy and accessibility criteria. The audits are developed by the Sections with the support of the Audit Steering Group (ASG) and BAUS Programme Manager. Audits are selected to address common problems where differences in practice are perceived and where changes in practice can benefit patients but do not exclude rarer conditions where, for example, unwarranted variation has been highlighted by the NHS Getting It Right First Time (GIRFT) programme. The audit programme aims to cover the breadth of urology, offering the potential for all urological units in the UK to participate. The metrics are patient-focused, and the data collection and submission processes are designed to maximise case ascertainment. National data is reported but the focus of the audits is to provide individual feedback to units for benchmarking and quality improvement.

Achievements and performance (continued)

Audit (continued)

The audits appear on the annual NHSE Quality Accounts List, which helps drive compliance and ensures integration into Trust governance processes for scrutiny of the results and generation of an action plan if required. There are case studies available to urologists from the audits which demonstrate how individual unit feedback to urology units has been a catalyst for driving changes in practice and service improvement. Local re-auditing is promoted through provision of audit templates and supporting documentation and guidance, thereby closing the audit loop.

Nephrostomy Audit

Unit-level anonymised data was collected on all patients undergoing primary insertion of nephrostomy for an infected, obstructed kidney in the emergency setting between 1 October and 30 November 2023 inclusive. Data submission took place between 1 and 28 February 2024 inclusive. Sepsis due to an infected obstructed kidney is a serious urological emergency that needs prompt and appropriate management. Although there is consensus on diagnosis and immediate resuscitation of the patient, provision for further management of draining the infected obstructed kidney is not uniform across the different hospitals depending on availability of on-call interventional radiology service. Centralisation of vascular services will impact further on appropriate and timely access to interventional radiology for management of patients requiring nephrostomy insertion. The aim of the audit was to identify variation in the nephrostomy pathway and its effect on patients. 688 complete datasets were captured from 105 units in the UK. The preliminary results were presented at the BAUS Annual Scientific Meeting in June 2024 and further analysis of the data was presented at the Section of Endourology Annual Meeting in September 2024. The national summary results were uploaded onto the BAUS website and individual unit reports were sent to all participating units. The results were shared with Interventional Radiologists and GIRFT with the aim of a collaborative approach to improving the nephrostomy pathway.

The Impact of Diagnostic Ureteroscopy on Radical Nephroureterectomy and Compliance with Standard Care (I-DUNC) Audit

Unit-level anonymised data was collected on all patients undergoing radical nephroureterectomy (RNU) for suspected urothelial cancer (UTUC) between 1 July 2022 and 31 July 2023, and subsequent follow-up data including the number of patients who had post-RNU bladder mitomycin-C (MMC) and the number of patients receiving adjuvant chemotherapy for T2 or higher disease. Data submission took place between 1 April and 30 April 2024 inclusive. UTUC requires timely and accurate diagnosis and treatment. RNU is the surgical standard of care for patients with suspected UTUC but there is currently no consensus on the best diagnostic evaluation strategy for these patients.

The aims of the audit were to assess national practices for diagnostic evaluation of patients with suspected UTUC and the impact of diagnostic ureteroscopy on the outcomes of RNU and evaluate national compliance with standard-of-care practices such as MMC administration and adjuvant chemotherapy in T2 or higher disease. 877 complete datasets were captured from 70 units in the UK. The preliminary results were presented at the BAUS Annual Scientific Meeting in June 2024 and further analysis of the data was presented at the Section of Oncology Annual Meeting in November 2024. The national summary results were uploaded onto the BAUS website and individual unit reports were sent to all participating units.

Achievements and performance (continued)

Audit (continued)

The Impact of Diagnostic Ureteroscopy on Radical Nephroureterectomy and Compliance with Standard Care (I-DUNC) Audit (continued)

BAUS hosted a webinar in October 2024 to disseminate the findings to other relevant stakeholders and to facilitate discussion. Development of a UTTCC pathway guide was commissioned by GIRFT on the strength of the evidence provided by the audit.

Environmental Lessons Learned and Applied to the Bladder Cancer Care Pathway (ELLA) Audit

Unit-level anonymised data was collected on all patients with new diagnoses of bladder tumour who underwent TURBT between 1 April and 31 May 2024. Data submission took place between 1 and 30 November 2024 inclusive. Data was also collected on the bladder service configuration in UK units via a one-off unit survey. Climate change is a global emergency, and healthcare is responsible for 5% of global greenhouse gas emissions. The NHS has a net zero greenhouse gas emissions target of 2045. Achieving this goal will involve adaptation and innovation throughout healthcare. GIRFT has developed guidance for the bladder cancer pathway, aimed at showing healthcare teams how they can quickly realise significant greenhouse gas emission reductions. The audit aimed to assess and identify variations in practice related to the most important GIRFT decarbonisation recommendations for the bladder cancer care pathway across the UK and estimate hospital level excess greenhouse gas emissions compared to optimal 'low carbon' practice. The preliminary results of this audit will be presented at the BAUS Annual Scientific Meeting in June 2025 and at the Section of Oncology Annual Meeting in November 2025.

Penile Fracture (SNAP) Audit

This audit was launched in September 2024. Unit-level anonymised data will be collected on all patients undergoing surgical repair for a suspected or confirmed penile fracture between 1 April 2023 and 31 March 2024. Data submission will take place from 1 March to 31 March 2025 inclusive. Penile fracture remains a rare and unique urological emergency with high rates of erectile dysfunction, curvature and pain if not managed promptly. With changes and advances in centralisation and imaging the current state of national practice remains unclear. The aims of this audit are to collect data on the presentation, investigations, management and outcomes of patients undergoing a surgical repair for penile fracture and to determine variations in pathways and treatment received. The preliminary results of this audit will be presented at the BAUS Annual Scientific Meeting in June 2025.

Two future audits were approved by the Audit Steering Group for development and piloting by the Section of Oncology and the Section of Female Reconstructive Urology respectively.

Achievements and performance (continued)

Audit (continued)

National Consultant Information Programme (NCIP) - Urology Vanguard

BAUS continued its partnership with NCIP to provide urologists with access to routinely collected data in a format which gives them high quality supporting information for appraisal and professional development and enables local and national benchmarking to help improve quality and patient safety. All consultant urologists in England have access to their individual and unit level data in the NCIP portal. There are 35 urology dashboards in the tool and urologists also have access to the stress incontinence and paediatric urology dashboards in the Gynaecology and Paediatric Surgery portfolio if they undertake these procedures. In 2024, BAUS promoted use of the NCIP and Model Health System (MHS) data portals and support materials such as webinars and FAQs to urologists through a variety of mechanisms: the BAUS Sections, the BAUS Regional Representatives, BAUS website, BAUS Weekly Newsletter/web-app, and BAUS provided the facility for NCIP to host a helpdesk at the BAUS Annual Scientific Meeting.

BAUS also continued work with GIRFT on the co-development and publication of coder and clinician guidance for a range of urological procedures to improve the conformity of coding nationally, which is available on the BAUS and GIRFT websites.

NCIP applies to England only but BAUS is supporting its members in the devolved nations by sharing learning from the Association's collaboration with NCIP that can be applied to data collection projects in Wales, Scotland and Northern Ireland.

Other activities

Workforce

BAUS has undertaken annual workforce surveys since 2009 and uses the information to contribute to discussions on workforce planning and identify longitudinal workload trends. The report on the 2023 data was published in June 2024. In addition to the BAUS census data, the report drew on information from the General Medical Council (GMC), NHS Digital, the Joint Committee on Surgical Training and the Specialist Advisory Committee (SAC) in Urology. The 2024 report included regional data to show the number of urologists per head of population demonstrating a marked variation across the country.

Essay and Audit Competitions

BAUS aims to raise the profile of the specialty amongst medical students, to encourage junior doctors to consider a career in urology and to inspire the next generation of urologists to engage with the Association. To this end BAUS runs an essay competition for medical students and an audit or quality improvement project competition for Foundation Year and Core Trainees (FY & CTs).

In 2024, 44 submissions were received for the essay competition (17 in 2023); the title set was **""What is the role of Artificial Intelligence in Urology at present and what does the future hold?"**

Achievements and performance (continued)

Other activities (continued)

Essay and Audit Competitions (continued)

In 2024, 15 submissions were received for the audit competition (17 in 2023). The national winners were invited to attend the Annual Scientific Meeting and were invited to present their work in the Medical Student session and Core Trainees session at the meeting. Prizes and certificates were presented to the winners.

BAUS Medals and Awards

The Medals and Awards Committee includes BAUS Trustees, Council Members, Committee Members and previous medal winners. Nominations were opened in September 2023 and were considered by the Committee. The winners were presented with their awards at the BAUS Annual Meeting in June 2024. The 2024 winners were:

- ◆ St Peter's Medal for 2024 – Professor Shamim Khan
- ◆ St Paul's Medal for 2024 – Dr Sanjay Kulkarni
- ◆ BAUS Gold Medal for 2024 – Miss Jean McDonald
- ◆ Karl Storz - Harold Hopkins Golden Telescope Award 2024 – Professor Hashim Ahmed
- ◆ John Anderson Award 2024 – Mrs Suzie Venn
- ◆ Certificate of Distinction 2024 – Mr Rob Feasey (Karl Storz)

Widening Participation

In July 2021 BAUS published its 10-point action plan around widening participation. The aim is to embed the goals across the activities of the Association so that BAUS is an organisation that attracts membership from the widest group of clinicians and healthcare professionals and makes the specialty attractive to all.

The Widening Participation Working Group, which includes two Trustees and reports directly to the Board, held several meetings in 2024 and progressed a number of workstreams. Data collection is an ongoing priority to help BAUS understand the diversity of the membership and those holding leadership roles within BAUS. Currently BAUS have collected 51% of active members' data. BAUS Committee Members' current data shows that 31% are female and 69% are male.

In all meetings and conferences there was a drive to ensure that the faculty invited to participate in sessions represented a diverse and inclusive range of urologists. At the 2024 BAUS Annual Meeting there were 33% of female and 67% of male Chairs and Speakers.

In its ten-point action plan BAUS had committed to developing a code of conduct for meeting chairs and panellists to follow in order to avoid inappropriate comments and bystander apathy and this was piloted at the Section of Oncology meeting in November 2023 and was rolled out to all meetings in 2024.

Point 6 of the Plan was to prime the pipeline for leadership into BAUS roles. During 2023 the working group developed plans for a shadowing scheme to allow members, at any stage of their careers, to gain a deeper understanding of the functions of BAUS's committees. The pilot was rolled out late in 2024 and is ongoing.

Achievements and performance (continued)

Other activities (continued)

BAUS Digital and Communications Strategy

The BAUS Digital Working Group and Light Media (external IT provider) continued to work closely together throughout the first half of 2024 to ensure that development of the Web App was finalised in time for launch at the ASM in June 2024, along with the 'new look' BAUS website. Training regarding usage and the potential for the Web App to enhance communication was provided to multiple stakeholders including the BAUS HQ Team, Section and Regional representatives and Trustees. Feedback was incorporated, where appropriate, throughout this process.

Launch materials were developed in collaboration with Light Media. The Digital Working Group collaborated with Sections and Regions in the lead up to the ASM to ensure that a programme of content-development was in place, ready for roll-out at the ASM. The Web App was successfully launched at the ASM and made available to all BAUS members, with the provision of on-site support for those who required help in downloading it etc. Numerous 'Talking Heads' videos were recorded on site by Section and Regional representatives and by key faculty members - all of which were edited and pushed out via the Web App during the meeting. The Light Media team and key BAUS personnel successfully managed all on site queries regarding the Web App and the launch was achieved both on time and on budget.

The BAUS communications strategy continued to develop alongside the above activities, with key consideration of the resources required to successfully drive content via the Web App moving forwards. As a result, a case was made to Trustees for the recruitment of a Communications Manager, which was subsequently approved. Ongoing improvements were made to the BAUS Weekly Newsletter. The management of any issues associated with using the Web App was undertaken by Light Media and a monthly report was developed to report back to Trustees/other key stakeholders. A Communications Dashboard was developed to better understand member interaction with the Web App/website. Both these documents are reviewed on an ongoing basis by the BAUS Communications Manager and allow for the success of new initiatives to be evaluated.

Work in this area continues to evolve to ensure that the Web App becomes the channel of choice for members wishing to access succinct, timely and, importantly, personalised information regarding BAUS.

Urolink

Urolink works with a number of centres, mainly in East and Central Africa, to support the development of urological services.

There were a number of visits and workshops undertaken in 2024 including the following:

Suzie Venn ran the first Urogynaecological workshop in Lilongwe in February 2024. Over 5 days, a series of activities, formal teaching, operating and setting up of a urodynamics machine were carried out. After the visit there are plans to hold monthly urogynae MDTs between the UK and Malawi, and the team plan to revisit KCH in a year's time.

Achievements and performance (continued)

Other activities (continued)

Urolink (continued)

Shekhar Biyani conducted a scoping visit to Mengo Hospital in Kampala in March 2024, Shekhar and his colleagues made great progress and had solid discussions with a very receptive management team and medical director about provision of a urological service.

Nick Campain conducted a scoping visit to Ndola Teaching Hospital, Zambia, in April 2024. Nick was able to evaluate the needs, the capabilities and the future requirements of the Ndola Teaching Hospital (NTH). He left with very positive impressions of how Urolink could assist in the development of this centre due to the dynamism and positive attitudes of both the consultants leading the service, and the enthusiasm of the younger surgeons who were delivering the service there. This has led to the adoption of Ndola as another Urolink centre.

Will Finch and Matt Trail made their first visit to Hawassa in Ethiopia for the percutaneous stone surgery workshop to build the experience of the local team in PCNL, and endoscopic management of upper tract stone disease. Over four days, with Graham Watson's, Shekhar Biyani's and Steve Payne's help, they undertook 11 percutaneous procedures, of differing levels of complexity, resulting in complete success for 9 patients.

Ethiopian surgeon, Tilaneh Leyah, together with Shekhar Biyani, organised a simulation bootcamp about urological emergencies for general surgical residents at HUCSH (Hawassa University Comprehensive Specialized Hospital). They presented a comprehensive programme of knowledge-based teaching and practical simulation of the management of ureteric injuries, testicular torsion, priapism and penile fracture. It is hoped that this course may become endorsed by COSECSA (College of Surgeons of East, Central & Southern Africa) to help disseminate good urological practice to the many general surgeons who are seeing urological patients in their country's emergency setting.

Paul Anderson and Suzie Venn travelled to KCMC to deliver a reconstructive workshop to help mentor and upskill the local team in complex posterior urethral surgery as well as less complicated anterior urethral reconstruction. 15 cases, including a very complex posterior urethral injury presenting with a fistula in the thigh, were undertaken in the week.

Detailed reports on all activities are included on the Urolink pages on the BAUS website.

Financial review

Financial results of activities and events

The Association's finances remain stable. In 2024 there was an operating surplus of £130,627 (2023 – surplus of £210,866), against a budgeted deficit of £70,345. With total income of £2,285,431 and total expenditure of £2,154,804.

The direct surplus from the 2024 Annual Scientific Meeting (ASM) was £233,563 (2023 - £237,588), with income from the meeting at £971,920 (2023 - £909,802). Expenditure on the meeting was £738,357 (2023 - £672,214).

Financial review (continued)

Financial results of activities and events (continued)

BAUS continued to deliver a full programme of educational events in 2024, generating a direct surplus from its educational activities (Office of Education and journal income less associated expenditure) of £18,406 (Office of Education income £186,109; expenditure £151,957; journal income £87,050; expenditure £102,796).

The Section of Oncology and Section of Endourology annual meetings generated a surplus of £41,249 and a deficit of £(2,420) respectively (Oncology income £116,445; expenditure £75,196. Endourology income £93,874; expenditure £96,294).

The Industry Sponsored Webinars programme in 2024 brought in £32,850 of income, with expenditure of only £2,800, yielding a surplus of £30,050.

In 2024, subscription income was £618,063 (2023 - £580,418), accounting for 27% of the Association's income, maintaining the proportion from the previous year. (27% in 2023, 30% in 2022 and 46% in 2021)

Reserves policy and financial position

The "free reserves" of BAUS at 31 December 2024, calculated as total general funds less the value of intangible and tangible fixed assets, amounted to £3,268,881 (2023 - £3,185,919).

The Annual Scientific Meeting (ASM) accounted for 43% of BAUS's income (same as 2023) and 34% of expenditure (2023 – 36%). Given the increasing costs and forward-commitments associated with event organisation, the Trustees consider it prudent to retain sufficient reserves to cover one ASM, future contractual commitments (including pensions), and six months of operational expenditure. Accordingly, a minimum reserve level of £2,500,000 remains the target.

Staffing levels have increased modestly in 2024, reflecting investments in recruitment and consultancy to support strategic priorities and future-proof the organisation. Staff costs rose to £482,250 (2023 - £424,136).

The Trustees are committed to delivering innovative and comprehensive educational opportunities to all our members, throughout their urological career. Trustees have committed to a full educational review to take place in 2025, resulting in the development of an educational strategy. The reserves will fund this educational review and will fund a number of projects that the review will identify for the benefit of members. Additionally, a full review of the investment strategy will be held in 2025 which may result in a change to the reserves policy. The Trustees are confident that the levels of reserves that BAUS holds, which are readily accessible, is such that BAUS will be able to continue to operate effectively.

Investments policy

The Trustees are authorised to invest surplus funds as they determine. At 31 December 2024, the Association held £2,401,968 in the COIF Charity Funds Scheme managed by CCLA Investment Management (2023 - £2,348,906). Of this, £1,000 was held as cash, with the rest invested. Remaining reserves were held in current assets, primarily interest-bearing cash, amounting to £1,365,752 (2023 - £1,131,146).

Financial review (continued)

Investments policy (continued)

The Association's investment strategy remains focused on achieving long-term returns with moderate risk. Professional advice is obtained from the investment manager, CCLA, and investment performance is reviewed annually.

In 2024, the investment value rose by 2.26% (2023 – 9.2%) and generated income of £65,774. Trustees remain satisfied with this performance.

The Trustees take professional advice from, and are responsible for managing the relationship with, the Association's investment manager, CCLA. The Association's investment strategy is to seek a long-term total return comprising growth in capital and income with a medium level of investment risk. The Trustees have delegated certain discretionary powers of investment to CCLA but can approve changes to the overall investment strategy (for example where an emphasis may be put on capital growth) meaning a slight increase in the relative risk exposure. The Trustees will keep the performance of the investment managers under review and will review their investment strategy on an annual basis.

Performance of the COIF Charities Investment Fund is measured against the bespoke benchmark used by the Fund and by the ARC Steady Growth Charity Index which is used to measure peer group performance.

Governance, structure and management

Status and History

The British Association of Urological Surgeons Limited is a registered charity, and a company limited by guarantee, not having a share capital. Every member undertakes to contribute an amount not exceeding £1 to the assets of the charity in the event of the charity being wound-up during the period of membership, or within one year thereafter.

BAUS originally came into existence as an unincorporated association that was founded in 1945 and has always functioned as a charity. The current corporate entity was incorporated on 16 January 2007 and became a registered charity on 4 December 2010.

The Association is governed by the regulations set down in its company Articles of Association, which were reviewed and updated in 2024, formally adopted at the Annual General Meeting on 26 June 2024 and subsequently filed with Companies House and the Charity Commission.

The articles were amended to change the titles of the following officer posts:

- ◆ Vice President re-titled to become President Elect
- ◆ Honorary Secretary re-titled to become Vice President Education
- ◆ Honorary Secretary Elect re-titled to become Deputy Vice President Education
- ◆ Honorary Treasurer re-titled to become Vice President Membership
- ◆ Honorary Treasurer Elect re-titled to become Deputy Vice President Membership.

Governance, structure and management (continued)

Status and History (continued)

A change was made in the registered address of the Association to 38-43 Lincoln's Inn Fields.

At the AGM, the Rules of the Charity were amended to reflect the changes to the Articles (above).

Organisational structure

The Trustees of BAUS have legal and fiduciary responsibility for the Association. The Trustees are the Officers of the Association (the President, President Elect, Vice President Membership, Deputy Vice President Membership, Vice President Education and Deputy Vice President Education) and up to four co-opted Trustees.

The following key senior members of staff were responsible for the day-to-day management of the charity:

E A Bishop	Chief Executive and Company Secretary
P Hagan	Deputy Chief Executive
M Suphi	Chief Operating Officer

The Association employed three part-time and seven full time members of staff as at 31 December 2024.

The following members have served on the Council since 1 January 2024:

<i>Elected Regional Representatives</i>		
R Barod	(2021-2026)	
R Casey	(2024-2027)	(from June 2024)
B Duggan	(2021-2024)	(to June 2024)
V During	(2021-2024)	(to June 2024)
G Durkan	(2019-2024)	(to June 2024)
S Garnett	(2020-2025)	
W Green	(2021-2025)	
M Haynes	(2024-2027)	(from June 2024)
J Jelski	(2024-2027)	(from June 2024)
G Kanda Swamy	(2019-2024)	(to June 2024)
L Kerr	(2022-2025)	
R Lockyer	(2021-2026)	
M Lynch	(2019-2024)	(to June 2024)
A Mainwarinig	(2024-2025)	(from June 2024)
V Modgil	(2023-2026)	
R Morrison	(2021-2025)	
A Nambiar	(2023-2026)	
B Patel	(2019-2024)	(to June 2024)
N Shah	(2019-2024)	(to June 2024)
T Sami	(2024-2027)	(from June 2024)
H Simpson	(2021-2026)	
K Thomas	(2024-2027)	(from June 2024)
S Wood	(2024-2027)	(from June 2024)

Governance, structure and management (continued)

Organisational structure (continued)

Ex-officio Council Members

A Parnham	(2024-2025)	Chair, Section of Andrology and Genito-Urethral Surgery
S Subramonian	(2024-2025)	Chair, Section of Endourology
A Sahai	(2024-2025)	Chair, Section of Female and Reconstructive Urology
S Murali	(2024-2025)	Chair, Section of Specialist & Trust Urologists
V Hanchanale	(2024-2025)	Chair, Section of Oncology
S Nalagatla	(2023-2024)	Chair, Section of Trainees (to June 2024)
T Tien	(2024-2025)	Chair Section of Trainees (from June 2024)
A Dickinson	(2019-2024)	Chair, Audit Steering Group (to Feb 2024)
R Calvert	(2024-2029)	Chair Audit Steering Group (from Feb 2024)
R Heer	(2024-)	Surgical Specialty Lead for Research
N Soomro	(2023-2027)	Council RCS England
A McNeill	(2021-)	Chair, Executive Committee BJU International
M Garthwaite	(2023-)	Chair, The Urology Foundation (TUF)
S Hillery	(2022-)	President, British Association of Urological Nurses (BAUN)

Key management

The Trustees consider that they, together with the Chief Executive, Deputy Chief Executive and the Chief Operating Officer, comprise the key management of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis.

None of the Trustees receives remuneration in connection with their duties as trustees. There is an option to reimburse sessions, to the employing Trust, for the following Officers: President, President Elect and Vice President Education, if required.

Remuneration for all BAUS staff (including the Chief Executive, Deputy Chief Executive and the Chief Operating Officer) is agreed by the Trustees who normally receive an annual confidential salary review report from an independent HR Consultant. The report contains salary review statistics and benchmarking of all job descriptions.

Method of recruitment, appointment, election, induction and training of Trustees

Recruitment

Details of vacancies for Officer posts are circulated to voting members of the Association. Candidates, who must be voting members in good standing, are proposed and seconded by appropriate sponsors, also voting members in good standing, and nomination forms are submitted to the Secretariat by a given date. Candidates are required to provide a written statement in support of their application, the details of which are circulated to the members who are the electorate. The election process is conducted in accordance with the Rules of the Association.

Governance, structure and management (continued)

Method of recruitment, appointment, election, induction and training of Trustees
(continued)

Appointment and election

The following procedural details apply to the Officers:

The Officers of the Council comprise the President, President Elect, Vice President Membership, Deputy Vice President Membership, Vice President Education and Deputy Vice President Education all of whom have their elections confirmed at the Annual General Meeting.

The President holds office for two years from the time of the Annual General Meeting. The President Elect holds office for two years thereafter becoming President.

The Vice President Membership and Vice President Education hold office for two years from the time of the Annual General Meeting. The Deputy Vice President Membership and Deputy Vice President Education hold office for two years thereafter becoming Vice President Membership and Vice President Education.

Trustees can co-opt up to four members, one of the co-opted Trustees was appointed from among the elected Regional Council members (following interview) and two more members were appointed as co-opted Trustees after a recruitment process in 2020. Following changes to the Articles of Association in 2020, a lay Trustee was appointed in 2021.

Induction and training

To be eligible for election as a Trustee an individual must be a voting member of the Association, and therefore all of those elected will have a degree of familiarity with the workings of the Association which are set out in full on the BAUS website. However, mindful of the importance of Trustee induction and training, the Association has developed an induction pack for new Trustees and this is given to all Trustees on election and appointment.

The induction pack includes 'The Essential Trustee – what you need to know' published by the Charity Commission, the Trustees' Report and financial statements for the previous year, minutes of Trustee and Council meetings for the 12 month period before the newly elected/appointed Trustees formally begin their period of office, the Association's risk register and other general information – including the dates and times of future Trustees' meetings. In 2024 induction meetings were held by the President, President Elect and senior staff with the newly elected Trustees. Additional training is provided by the charity for Trustees on an on-going basis as the need arises.

Risk and corporate governance matters

The Trustees of the Association have been tasked with risk management and corporate governance matters. The Trustees and the Council generally take a low-risk approach to the management of the Association and they seek to minimise all risk exposure through good governance by maintaining adequate and appropriate systems and procedures throughout the operations of the Association.

Governance, structure and management (continued)

Risk and corporate governance matters (continued)

The Association maintains a comprehensive risk register which is reviewed regularly by the Trustees. The highest risks identified in the 2024 review remain loss of key staff and loss of income and dependency on a limited number of income sources.

The development of a strategic plan allows for a comprehensive review of work programmes and priorities which includes a review of staff resources against workplans to ensure resilience, sustainable performance and effective risk management.

The Trustees are satisfied that appropriate processes and policies are in place to manage the major risks identified to an acceptable level.

Sub-Committees

Under the Association's Rules the Trustees may establish (and disestablish) such committees as they think fit and delegate any of their functions to committees of BAUS. One member of every committee must be a Trustee. The main committees of BAUS are as follows:

The UROLINK Committee

The UROLINK Committee meets virtually twice a year, and is responsible for the organisation, financial administration and running of UROLINK. UROLINK aims to encourage and support the establishment of links with individual departments and organisations in low-income countries and to facilitate professional visits to work with colleagues.

BJU International and The Urology Foundation (TUF) continue to support activities and funds donated are held in a reserve account. Progress reports to funders are submitted on a regular basis.

Education Committee

In April 2024, BAUS inaugurated a new education committee, the BAUS Education Steering Group (ESG) to provide leadership and strategic oversight across all educational activity undertaken by the Association. Working with the BAUS Sections, BAUS' four Educational Leads and co-opting additional expertise as required, the ESG facilitates an educational programme for all levels of practitioner involved in providing urological clinical care (including urology trainees, medical students seeking a career in urology and Allied Healthcare Professionals) to ensure its appropriateness, relevance and quality, and to avoid duplication. The ESG is chaired by Vice President Education) and the Vice-Chair the Deputy Vice President Education. The Secretaries of the BAUS specialist Section are ex-officio members.

The ESG has been given the following short to long term priorities (2024-26):

- ◆ Evaluating feedback and quantitative data for BAUS events
- ◆ Establishing a process for review of BAUS educational activities
- ◆ Repackaging existing BAUS recorded sessions from the Annual Scientific Meeting
- ◆ Cataloguing BAUS educational resources
- ◆ Creating an educational atlas.

Governance, structure and management (continued)

Sub-Committees (continued)

Audit Steering Group

The remit of the ASG is to provide leadership and strategic oversight across all data and audit activity within BAUS. In 2024, Mr Robert Calvert took over as Chair, replacing Andrew Dickinson.

In 2024, work focused on:

- ◆ Relationship building, networking and partnering with national programmes for quality improvement including Getting it Right First Time (GIRFT) and the National Consultant Information Programme (NCIP);
- ◆ Development of projects using existing data to inform development of BAUS audits and pathway development through GIRFT;
- ◆ Support for development and delivery of new audits; and
- ◆ Engagement with the membership, promotion of audit as a tool for quality improvement and dissemination of best practice.

BAUS Speciality Sections

BAUS has six specialty sections, four of which are Clinical Sections:

1. BAUS Section of Oncology formed in 1998;
2. BAUS Section of Endourology formed in 2002;
3. BAUS Section of Functional and Reconstructive Urology (previously Female, Neurological and Urodynamic Urology) formed in 2002;
4. BAUS Section of Andrology and Genito-Urethral Surgery formed in 2003;
5. BAUS Section of Trainees (BSoT) formed in 2018; and
6. BAUS Section of SAS & Trust Urologists (SSTU), formed in 2024.

These sections aim to improve standards and quality of practice, within their sub-specialties, by promoting training, research and development. Members of the Association can join up to three clinical sections which are relevant to their areas of practice (BSoT and SSTU are not clinical sections).

In 2024 BAUS established a new Section of SAS & Trust Urologists (SSTU), replacing the SAS@BAUS working group which had been set up to offer career support and guidance for BAUS members who are Specialty and Associate Specialist (SAS) doctors or Locally Employed Doctors (LEDs).

Each section is administered by its own Executive Committee which is elected from within the sections' membership. The surgeons who make up the Executive Committees of each of the sections give their time voluntarily to these activities. The section chairs are ex-officio members of BAUS Council.

Plans for future periods

Future strategy

The 2023-26 Strategic plan was presented to BAUS Council in January 2023. The plan informs and guides BAUS' activities for the coming years.

Membership

OUTCOME– That those delivering urological care become active members of BAUS at all stages of their careers so enabling BAUS to be relevant, representative, inclusive and effective.

In 2024 BAUS reviewed member communications and promotional opportunities to support recruitment and retention.

Education

OUTCOME – That members are supported to access lifelong learning in urology.

Education has been described as the 'heartbeat' of BAUS; it is the Association's core business. In 2024 BAUS:

- ◆ delivered a full calendar of events including educational courses, targeted sub-specialty meetings and a three-day annual scientific meeting.
- ◆ established a new structure to guide, evaluate and optimise BAUS's educational offer.

Provision of Urological Care

OUTCOME – BAUS' professional expertise is harnessed to contribute to equitable access to urological care for all patients in the UK.

BAUS will continue to develop and promote best practice service models through audit and quality improvement and where appropriate by working with and giving input to other organisations such as GiRFT and NICE.

Engagement in discussions and activities to better support the urological workforce including training guidance, recruitment and retention.

In addition to the core themes mentioned above, BAUS will develop a targeted strategy for communications to ensure they are fit for purpose including an update of the website and the launch of a progressive web app.

Work on fully implementing the 10-Point Action Plan around widening participation will continue. The aim is to embed the goals across the activities of the Association so that BAUS is an organisation that attracts membership from the widest group of clinicians and healthcare professionals and makes the specialty attractive to all.

Statement of Trustees' responsibilities

The Trustees (who are also directors of The British Association of Urological Surgeons Limited for the purposes of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Statement of Trustees' responsibilities (continued)

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period.

In preparing these financial statements, the Trustees are required to:

- ♦ select suitable accounting policies and then apply them consistently;
- ♦ observe the methods and principles in Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102);
- ♦ make judgements and estimates that are reasonable and prudent;
- ♦ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ♦ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

Each of the Trustees confirms that:

- ♦ so far as the Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- ♦ the Trustee has taken all the steps that he/she ought to have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

Approved by the Trustees and signed on their behalf by:



I Pearce

Approved by the Trustees on: 16 May 2025

Statement of financial activities Year to 31 December 2024

Independent auditor's report to the members of The British Association of Urological Surgeons Limited

Opinion

We have audited the financial statements of The British Association of Urological Surgeons Limited (the 'charitable company') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, and statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- ♦ give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its income and expenditure for the year then ended;
- ♦ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ♦ have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Statement of financial activities Year to 31 December 2024

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report and financial statements, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- ◆ the information given in the trustees' report, which is also a directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report, which is also the directors' report for the purposes of company law, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- ◆ adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- ◆ the financial statements are not in agreement with the accounting records and returns; or
- ◆ certain disclosures of trustees' remuneration specified by law are not made; or
- ◆ we have not received all the information and explanations we require for our audit; or
- ◆ the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and
- ◆ we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006).

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and

Statement of financial activities Year to 31 December 2024

Auditor's responsibilities for the audit of the financial statements (continued)

- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ reading the minutes of meetings of those charged with governance; and
- ◆ enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Alison Pyle (Senior Statutory Auditor)
For and on behalf of Buzzacott Audit LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

Date: 21 May 2025

Statement of financial activities Year to 31 December 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	2023 £
Income and expenditure							
Income:							
Investment income	1	89,093	—	89,093	81,108	—	81,108
Income from charitable activities							
. Dissemination of information	2	2,171,521	24,817	2,196,338	2,105,268	394	2,105,662
Total income		2,260,614	24,817	2,285,431	2,186,376	394	2,186,770
Expenditure							
Expenditure on charitable activities							
. Dissemination of information	3	2,146,030	8,774	2,154,804	1,969,167	6,737	1,975,904
Total expenditure		2,146,030	8,774	2,154,804	1,969,167	6,737	1,975,904
Net income (expenditure) before gains on investments		114,584	16,043	130,627	217,209	(6,343)	210,886
Net gains (losses) on investments	11	53,062	—	53,062	197,678	—	197,678
Net income (expenditure)		167,646	16,043	183,689	414,887	(6,343)	408,544
Transfer between funds	14	11,156	(11,156)	—	—	—	—
Net movement in funds		178,802	4,887	183,689	414,887	(6,343)	408,544
Reconciliation of funds:							
Fund balances brought forward at 1 January 2024		3,570,142	24,142	3,594,284	3,155,255	30,485	3,185,740
Fund balances carried forward							
at 31 December 2024		3,748,944	29,029	3,777,973	3,570,142	24,142	3,594,284

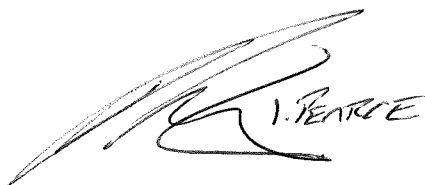
All of the charity's activities derived from continuing operations during the current financial period.

All recognised gains or losses are included in the above statement of financial activities.

Balance sheet 31 December 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Intangible fixed assets	9		57,417		38,400
Tangible fixed assets	10		17,636		7,244
Investments	11		2,401,968		2,348,906
			<u>2,477,021</u>		<u>2,394,550</u>
Current assets					
Stocks		14,710		4,147	
Debtors	12	689,088		870,744	
Cash at bank and in hand		<u>1,365,752</u>		<u>1,131,146</u>	
		<u>2,069,550</u>		<u>2,006,037</u>	
Liabilities:					
Creditors: amounts falling due within one year	13	<u>(768,598)</u>		<u>(806,303)</u>	
Net current assets			<u>1,300,952</u>		<u>1,199,734</u>
Total net assets			<u>3,777,973</u>		<u>3,594,284</u>
The funds of the charity:					
Restricted funds	14				
. UROLINK funds			29,029		24,142
Designated funds					
. Endourology funds			325,587		345,796
. BSoT fund			55,110		38,427
. Urolink fund			19,053		—
. Fixed asset fund			75,053		—
Unrestricted funds:					
. General funds			<u>3,274,141</u>		<u>3,185,919</u>
			<u>3,777,973</u>		<u>3,594,284</u>

Approved by the Trustees
and signed on their behalf by:



President

(...16/05/2025...)

Approved on:

The British Association of Urological Surgeons Limited
Registered Company Number: 06054614 (England and Wales)

Statement of cash flows 31 December 2024

	Notes	2024 £	2023 £
Cash inflow from operating activities:			
Net cash provided by operating activities	A	186,802	241,482
Cash inflow from investing activities:			
Dividends and interest from investments		89,093	81,108
Purchase of intangible fixed assets		(26,600)	(38,400)
Purchase of tangible fixed assets		(14,689)	(1,662)
Net cash provided by investing activities		47,804	41,046
Change in cash and cash equivalents in the year		234,606	282,528
Cash and cash equivalents at 1 January 2024	B	1,131,146	848,618
Cash and cash equivalents at 31 December 2024	B	1,365,752	1,131,146

Notes to the cash flow statement for the year to 31 December 2024.

A Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net movement in funds (as per the statement of financial activities)	183,689	408,544
Adjustments for:		
Depreciation charge	4,297	3,622
Amortisation charge	7,583	—
(Gains)/Losses on investments	(53,062)	(197,678)
Dividends and interest from investments	(89,093)	(81,108)
Decrease in stocks	(10,563)	979
(Increase) in debtors	181,656	(74,062)
Increase in creditors	(37,705)	181,185
Net cash provided by operating activities	186,802	241,482

B Analysis of cash and cash equivalents

	2024 £	2023 £
Cash at bank and in hand	1,364,752	1,130,146
Cash held by investment managers	1,000	1,000
Total cash and cash equivalents	1,365,752	1,131,146

Principal accounting policies 31 December 2024

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are laid out below.

Basis of preparation

These accounts have been prepared for the year to 31 December 2024.

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these accounts.

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The accounts are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the trustees and management to make significant judgements and estimates.

The items in the accounts where judgements and estimates have been made include the judgement whether items meet the criteria for capitalisation as intangible fixed assets, estimating the amortisation and useful economic life and likely residual values, if any, of intangible and tangible fixed assets for the purposes of determining the annual depreciation charge.

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of one year from the date of approval of these accounts.

The trustees of the charity have concluded that the charity is able to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due. The most significant areas of judgement that affect items in the accounts are detailed above. With regard to the next accounting period, the year ending 31 December 2024, the most significant areas that affect the carrying value of the assets held by the charity are the level of investment return and the performance of the investment markets.

Income recognition

Income is recognised in the period in which the charity becomes entitled to that income, where receipt of resources is probable and the amount can be measured reliably.

Income comprises subscriptions, income from scientific meetings and journals, investment income, donations and other income.

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity. This is normally upon notification of the interest paid or payable by the bank.

Income is recognised in the statement of financial activities for the proportion of subscriptions, which are receivable in the financial period. Amounts received but not recognised in the statement of financial activities are carried forward in the balance sheet as deferred income.

Income from scientific meetings and journals is recognised in the statement of financial activities when the service is delivered. Amounts received but not recognised are carried forward in the balance sheet as deferred income.

Resources expended

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- ◆ Expenditure on raising funds includes all expenditure associated with raising funds for the charity.
- ◆ Expenditure on charitable activities includes all costs associated with furthering the charitable purposes of the charity through the provision of its charitable activities. Such costs include charitable grants and donations, direct and support costs in respect of the dissemination of information including governance costs.

Grants payable are included in the statement of financial activities when approved and when the intended recipient has either received the funds or been informed of the decision to make the grant and has satisfied all performance conditions. Grants approved but not paid at the end of the financial year are accrued. Grants where the beneficiary has not been informed or has to fulfil performance conditions before the grant is released are not accrued for but are disclosed as financial commitments in the notes to the accounts. Grants comprise single year payments rather than multi-year grants.

All expenditure is stated inclusive of irrecoverable VAT.

Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect of its compliance with regulation and good practice.

Support costs and governance costs are allocated in full to the charitable activity of dissemination of information.

Intangible fixed assets

All intangible assets purchased that have a cost of more than £500 and an expected useful economic life that exceeds one year are capitalised and classified as intangible fixed assets. Intangible fixed assets are stated at historical cost less amortisation. Amortisation is provided on all intangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

- ◆ CRM database and web app – over 5 years
- ◆ Web app – over 5 years

An annual impairment review is carried out for each asset after it has been brought into use to reassess its remaining useful life and that it still meets the definition of an intangible asset. Provision is made for assets that are no longer deemed to give an ongoing benefit to the charity for a period of greater than 12 months.

Tangible fixed assets

All tangible assets purchased that have a cost of more than £500 and an expected useful economic life that exceeds one year are capitalised and classified as fixed assets. Tangible fixed assets are stated at historical cost less depreciation. Depreciation is provided on all tangible fixed assets at rates calculated to write each asset down to its estimated residual value evenly over its expected useful life, as follows:

- ◆ Improvements to leasehold premises – over the life of the lease
- ◆ Fixtures and fittings – over 5 years
- ◆ Office equipment – over 5 years

Fixed asset investments

Listed investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price.

Fixed asset investments (continued)

The charity does not acquire put options, derivatives or other complex financial instruments.

Realised gains (or losses) on investment assets are calculated as the difference between disposal proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value at that date. Realised and unrealised investment gains (or losses) are combined in the statement of financial activities and are credited (or debited) in the year in which they arise.

Stocks

Stocks are valued at the lower cost or net realisable value.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition.

Creditors and provisions

Creditors and provisions are recognised when there is a legal or constructive obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged on a straight line basis over the term of the lease.

Pension contributions

The charity participates in a multi-employer defined benefit pension scheme known as the Superannuation Arrangements of the University of London ("SAUL"). The scheme is contracted out of the State Earnings-Related Pension Scheme and is a centralised scheme for certain employees with the assets held in separate trustee-administered funds. The charity is unable to identify its share of the underlying assets and liabilities of the scheme, therefore the financial statements include pension costs payable in respect of the plan on a defined contribution basis.

Principal accounting policies 31 December 2024

Fund accounting

The general fund comprises the accumulated surpluses of unrestricted incoming resources not yet expended, which are available for use in furtherance of the general objectives of the charity.

Designated funds are set aside out of unrestricted funds and consist of amounts which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the accounts. Amounts unspent at the year end are carried forward in the balance sheet.

Notes to the financial statements 31 December 2024

1 Investment income

	Unrestricted funds £	Restricted funds £	2024 £
Bank interest receivable	23,319	—	23,319
Income from investments listed on a recognised stock exchange	65,774	—	65,774
2024 Total funds	89,093	—	89,093
	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	<i>2023 £</i>
<i>Bank interest receivable</i>	<i>16,624</i>	<i>—</i>	<i>16,624</i>
<i>Income from investments listed on a recognised stock exchange</i>	<i>64,484</i>	<i>—</i>	<i>64,484</i>
<i>2023 Total funds</i>	<i>81,108</i>	<i>—</i>	<i>81,108</i>

2 Income from dissemination of information

	Unrestricted funds £	Restricted funds £	2024 £
Subscriptions	618,063	—	618,063
Annual Scientific Meeting	971,920	—	971,920
Journal of Clinical Urology	87,050	—	87,050
Office of Education	186,109	—	186,109
Section of Oncology	116,445	—	116,445
Section of Endourology	93,874	—	93,874
Section of Trainees	43,474	—	43,474
Industry sponsored webinars	32,850	—	32,850
Urolink	—	24,817	24,817
Data and audit	7,000	—	7,000
Other income	14,736	—	14,736
2024 Total funds	2,171,521	24,817	2,196,338
	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	<i>2023 £</i>
<i>Subscriptions</i>	<i>580,418</i>	<i>—</i>	<i>580,418</i>
<i>Annual Scientific Meeting</i>	<i>909,802</i>	<i>—</i>	<i>909,802</i>
<i>Journal of Clinical Urology</i>	<i>85,321</i>	<i>—</i>	<i>81,794</i>
<i>Office of Education</i>	<i>178,649</i>	<i>—</i>	<i>178,649</i>
<i>Section of Oncology</i>	<i>105,376</i>	<i>—</i>	<i>105,376</i>
<i>Section of Endourology</i>	<i>177,332</i>	<i>—</i>	<i>177,332</i>
<i>Section of Female Urology</i>	<i>19,075</i>	<i>—</i>	<i>19,075</i>
<i>Section of Trainees</i>	<i>1,500</i>	<i>—</i>	<i>1,500</i>
<i>Industry sponsored webinars</i>	<i>35,683</i>	<i>—</i>	<i>35,683</i>
<i>Urolink</i>	<i>2,450</i>	<i>20</i>	<i>2,470</i>
<i>Data and audit</i>	<i>1,000</i>	<i>—</i>	<i>1,000</i>
<i>Other income</i>	<i>8,662</i>	<i>374</i>	<i>9,036</i>
<i>2023 Total funds</i>	<i>2,105,268</i>	<i>394</i>	<i>2,105,662</i>

3 Costs of dissemination of information (continued)

	Unrestricted funds £	Restricted funds £	2024 £
Direct costs:			
Annual Scientific Meeting	738,357	—	738,357
Journal of Clinical Urology	102,796	—	102,796
Office of Education	151,957	—	151,957
Section of Oncology	75,196	—	75,196
Section of Endourology	96,294	—	96,294
Section of Female Urology	1,339	—	1,339
Section of Trainees	30,415	—	30,415
Section of Andrology	1,481	—	1,481
Section of Academic Urology	3,000	—	3,000
Industry sponsored webinars	2,800	—	2,800
Data and audit	2,322	—	2,322
British Journal of Urology International	66,500	—	66,500
Grants, donations and awards (see note 4)	2,238	—	2,238
Urolink	1,556	8,774	10,330
Subscriptions	2,184	—	2,184
Website Costs	12,456	—	12,456
	<u>1,290,891</u>	<u>8,774</u>	<u>1,299,665</u>
Support costs (see note 5)	778,574	—	778,574
Governance costs (see note 5)	76,565	—	76,565
2024 Total funds	<u>2,146,030</u>	<u>8,774</u>	<u>2,154,804</u>
	Unrestricted funds £	Restricted funds £	2023 £
Direct costs:			
Annual Scientific Meeting	672,214	—	672,214
Journal of Clinical Urology	102,361	—	102,361
Office of Education	146,402	—	146,402
Section of Oncology	71,452	—	71,452
Section of Endourology	133,833	—	133,833
Section of Female Urology	12,785	—	12,785
Section of Trainees	29,482	—	29,482
Section of Andrology	3,066	—	3,066
Section of Academic Urology	3,000	—	3,000
Industry sponsored webinars	2,100	—	2,100
Data and audit	1,395	—	1,395
British Journal of Urology International	66,500	—	66,500
Grants, donations and awards (see note 4)	2,729	374	3,103
Urolink	14,796	6,363	21,159
Subscriptions	8,899	—	8,899
Website Costs	10,151	—	10,151
	<u>1,281,165</u>	<u>6,737</u>	<u>1,287,902</u>
Support costs (see note 5)	623,766	—	623,766
Governance costs (see note 5)	64,236	—	64,236
2023 Total funds	<u>1,969,167</u>	<u>6,737</u>	<u>1,975,904</u>

Notes to the financial statements 31 December 2024

4 Prizes, donations and awards

	Unrestricted funds £	Restricted funds £	2024 £
Other Grants	250	—	250
Medals awarded to five individuals	1,988	—	1,988
2024 Total funds	2,238	—	2,238
	<i>Unrestricted funds £</i>	<i>Restricted funds £</i>	<i>2023 £</i>
<i>Other Grants</i>	<i>1,750</i>	<i>374</i>	<i>2,124</i>
<i>Medals awarded to five individuals</i>	<i>979</i>	<i>—</i>	<i>979</i>
2023 Total funds	2,729	374	3,103

5 Support and governance costs

	Support costs £	Governance £	2024 £
Staff costs (see note 7)	482,250	—	482,250
Staff recruitment, training, travel and welfare	34,162	—	34,162
Council and committee expenses	—	16,937	16,937
President's expenses and Officer's sessional time	—	50,028	50,028
BAUS 80th anniversary expenditure	425	—	425
Accommodation costs	52,025	—	52,025
Repairs, maintenance, and computer software expenses	63,661	—	63,661
Postage, mailings, printing and stationery	4,050	—	4,050
Legal and professional fees	94,376	—	94,376
Auditors' remuneration – audit fees – current year	—	9,600	9,600
Bank and credit card charges	31,156	—	31,156
Irrecoverable VAT	1,961	—	1,961
Sundry office expenses	2,628	—	2,628
Depreciation and amortisation	11,880	—	11,880
	778,574	76,565	855,139

5 Support and governance costs (continued)

	Support costs £	Governance £	2023 £
Staff costs (see note 7)	424,136	—	424,136
Staff recruitment, training, travel and welfare	5,747	—	5,747
Council and committee expenses	—	8,934	8,934
President's expenses and Officer's sessional time	—	45,752	45,752
Accommodation costs	48,150	—	48,150
Repairs, maintenance, and computer software expenses	68,726	—	68,726
Postage, mailings, printing and stationery	6,370	—	6,370
Legal and professional fees	53,591	—	53,591
Auditors' remuneration:			
. Audit – current year	—	9,550	9,550
. Accountancy and advisory	8,250	—	8,250
Bank and credit card charges	30,678	—	30,678
Bad debt write off	6,576	—	6,576
Irrecoverable VAT	(33,123)	—	(33,123)
Sundry office expenses	1,043	—	1,043
Depreciation	3,622	—	3,622
	623,766	64,236	688,002

6 Net income (expenditure) before gains on investments

This is stated after charging:

	2024 £	2023 £
Staff costs (see note 7)	482,250	424,136
Depreciation	4,297	3,622
Amortisation	7,583	—
Operating lease charges	44,532	41,408
Auditors' remuneration		
. Audit – current year	9,600	9,550
. Other services – current year	—	8,250

7 Staff costs and remuneration of key management personnel

The average number of persons employed by the charity (excluding council members), during the year was as follows:

	2024 No.	2023 No.
Office and administration	9	8

7 full-time and 3 part-time (2023 – 5 full-time, 4 part-time).

Staff costs for the above persons:

	2024 £	2023 £
Wages and salaries	379,696	331,218
Social security costs	34,068	29,014
Other pension costs	68,486	63,904
	482,250	424,136

7 Staff costs and remuneration of key management personnel (continued)

No trustee received any remuneration for services to the charity as a member of Council during the current or previous year. During the year, seven (2023 – seven) trustees were reimbursed for travel and meetings expenses totalling £18,197 (2023 – £14,468). BAUS reimbursed employing trusts for Officer sessions amounting to £26,818 (2023 – £35,935).

During the year the number of employees earning £60,000 or more (including taxable benefits but excluding employer pension contributions) was as follows:

	2024 No.	2023 No.
£80,001 - £90,000	1	1

The pension contributions payable for these employees amounted to £30,844 (2023 – £18,153).

The key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis comprise the trustees, the Chief Executive and Deputy Chief Executive. The total employment costs (including employer's national insurance and pension contributions) of the key management personnel for the year was £229,533 (2023 – £193,027).

8 Taxation

The charity is not liable to corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

9 Intangible fixed assets

	Web App £	Asset under develop- ment £	CRM database £	Total £
Cost				
At 1 January 2024	—	38,400	46,800	85,200
Additions	—	26,600	—	26,600
Transfers	65,000	(65,000)	—	—
At 31 December 2024	65,000	—	46,800	111,800
Amortisation				
At 1 January 2024	—	—	46,800	46,800
Charge for the year	7,583	—	—	7,583
At 31 December 2024	7,583	—	46,800	54,383
Net book values				
At 31 December 2024	57,417	—	—	57,417
At 31 December 2023	—	38,400	—	38,400

10 Tangible fixed assets

	Fixtures & Fittings £	Computer Equipment £	Total £
Cost			
At 1 January 2023	5,496	21,245	26,741
Additions	13,055	1,634	14,689
At 31 December 2024	18,551	22,879	41,430
Depreciation			
At 1 January 2023	4,896	14,601	19,497
Charge for the year	1,739	2,558	4,297
At 31 December 2024	6,635	17,159	23,794
Net book values			
At 31 December 2024	11,916	5,720	17,636
At 31 December 2023	600	6,644	7,244

11 Investments

	2024 £	2023 £
Investments listed on a recognised stock exchange at market value		
1 January 2024	2,348,906	2,151,228
Unrealised (losses) gains	53,062	197,678
At 31 December 2024	2,401,968	2,348,906

At the balance sheet date, the historical cost of the investments was £1,972,364 (2023 – £1,972,364).

At the balance sheet date, the investment portfolio comprised wholly of the COIF Charities investment fund and comprised the following:

	2024 £	2023 £
Global equities	1,517,084	1,522,795
Other assets	205,608	214,455
UK equities	199,363	151,270
Infrastructure and operating assets	201,765	151,974
Fixed interest	184,711	206,704
Property	93,437	101,708
	2,401,968	2,348,906

12 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	413,188	538,790
Prepayments	153,391	231,595
Accrued income	100,668	78,853
Other debtors	1,073	15
	668,320	849,253
Amounts falling due after more than one year:		
Prepayments	20,768	21,491
	689,088	870,744

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Amounts falling due within one year:		
Trade creditors	84,022	99,748
VAT payable	64,228	71,553
Accruals	44,884	55,306
Deferred income:		
. Annual meeting income received in advance	509,205	516,410
. Office of Education income received in advance	30,571	29,754
. BSoT income received in advance	—	7,896
. Section of FNUU (Female Urology) income received in advance	13,638	—
. Industry sponsorship webinars/meetings	22,050	25,500
. Subscription income received in advance	—	136
	768,598	806,303

Income has been deferred because the charity has not yet met the conditions for recognising the income. The movements on deferred income are analysed below:

	2024 £	2023 £
Brought forward	579,686	326,712
Released in year	(579,686)	(326,712)
Additions in year	575,464	579,686
Carried forward	575,464	579,686

14 Funds

	1 January 2024 £	Income £	Expenditure £	Transfers £	Gains on investments £	31 December 2024 £
Restricted income funds:						
. UROLINK fund	24,142	24,817	(8,774)	(11,156)	—	29,029
Designated funds:						
. Section of Trainees fund	38,427	43,474	(28,692)	—	1,901	55,110
. Endourology fund	345,796	—	(37,322)	—	17,113	325,587
. Urolink Fund	—	—	—	19,053	—	19,053
. Fixed asset fund	—	—	—	75,053	—	75,053
Unrestricted income funds:						
. General fund	3,185,919	2,217,140	(2,080,016)	(82,950)	34,048	3,274,141
	<u>3,594,284</u>	<u>2,285,431</u>	<u>(2,154,804)</u>	<u>—</u>	<u>53,062</u>	<u>3,777,973</u>

	1 January 2023 £	Income £	Expenditure £	Gains on investments £	31 December 2023 £
Restricted income funds:					
. UROLINK fund	30,485	20	(6,363)	—	24,142
. Other	—	374	(374)	—	—
Designated funds:					
. Section of Trainees fund	57,053	1,500	(26,497)	6,371	38,427
. Endourology fund	315,031	—	(3,191)	33,956	345,796
Unrestricted income funds:					
. General fund	2,783,171	2,184,876	(1,939,479)	157,351	3,185,919
	<u>3,185,740</u>	<u>2,186,770</u>	<u>(1,975,904)</u>	<u>197,678</u>	<u>3,594,284</u>

The UROLINK Fund was set up in 2008 by the unincorporated Association with a donation received from BJU international. Further funds have been received in recent years from BJU International and The Urology Foundation. These monies continue to be utilised to support UROLINK activities. A transfer of £11,156 was made from the Urolink restricted fund to the designated fund, with BJU's approval in January 2024. A further £7,897, from a previous unrestricted donation, was also transferred to the designated fund in year. This designated fund has been set up to allow Urolink to use the funds for other initiatives in under-resourced hospitals, including developing paediatric urological links in Ethiopia and East Africa.

The Endourology designated fund represents the net surplus generated from the World Congress of Endourology, which will be used to support fellowships in endourology. It is anticipated this fund will be spent over a maximum of ten years.

The BAUS Section of Trainees (BSot) designated fund represents the monies transferred to BAUS in 2019 when the Specialist Urology Registrars' Group (SURG), which had been a separate charity, ceased to exist and the BSot was formed as part of BAUS. Trustees agreed these funds plus any surpluses generated by BSot activities could be held in a designated fund to support urological training/trainees.

14 Funds (continued)

The charity has decided this year to establish a designated fund for the carrying value of the charity's tangible and intangible fixed assets. These funds have been designated by the trustees to reflect the fact that these funds are not in a liquid form and so are not expendable funds.

15 Analysis of net assets between funds

	Fixed assets £	Investments £	Net current assets £	2024 Total £
Restricted income funds:				
. UROLINK fund	—	—	29,029	29,029
Designated income funds	75,053	399,750	—	474,803
Unrestricted income funds				
. General fund	—	2,002,218	1,271,923	3,274,141
	<u>75,053</u>	<u>2,401,968</u>	<u>1,300,952</u>	<u>3,777,973</u>

	Fixed assets £	Investments £	Net current assets £	2023 Total £
Restricted income funds:				
. UROLINK fund	—	—	24,142	24,142
Designated income funds	—	345,796	—	345,796
Unrestricted income funds				
. General fund	45,644	2,003,110	1,175,592	3,224,346
	<u>45,644</u>	<u>2,348,906</u>	<u>1,199,734</u>	<u>3,594,284</u>

The total unrealised gains as at 31 December 2024 constitutes movements on fair value and are as follows:

	2024 £	2023 £
Unrealised gains included above:		
On investments	429,604	376,542
Total unrealised gains at 31 December 2024	<u>429,604</u>	<u>376,542</u>
Reconciliation of movements in unrealised gains		
Unrealised gains at 1 January 2024	376,542	178,864
Add: net (losses) gains arising on fair value movements arising in the year	53,062	197,678
Total unrealised gains at 31 December 2024	<u>429,604</u>	<u>376,542</u>

16 Commitments under operating leases

At 31 December 2024, the charitable company had the following future minimum commitments under non-cancellable operating leases as follows:

	2024 £	2023 £
In respect of land and building leases		
Payments which fall due:		
. Within one year	53,896	43,080
. Within two to five years	17,786	57,296
	71,682	100,376

17 Pension commitments

The charitable company participates in pension schemes provided by the Superannuation Arrangements for the University of London (SAUL) for all qualified employees. SAUL provides pension benefits for eligible employees of multiple, separate employers. SAUL offers two types of pension as set out in the Scheme Rules:

- a defined benefit (DB) plan that pays members' benefits according to a set formula, based on members' salaries
- a defined contribution (DC) plan for the first three years of membership, called SAUL Start, that gives members an individual pension pot which is invested for their retirement.

Generally, members who joined or became eligible for SAUL before 1 April 2023 will be in the DB plan. Members who become eligible for the first time from 1 April 2023 will be in SAUL Start for their first three years of membership before automatically moving to the DB plan. The DB scheme has assets held in trustee administered funds and it is not possible to identify the charitable company's share of the underlying assets and liabilities of SAUL. Therefore contributions are accounted for as if SAUL were a defined contribution scheme and pension costs are based on the amounts actually payable (cash amounts) in accordance with FRS 102. The amount charged to the Statement of Financial Activities in respect of pension costs (as shown in note 7) is the total contributions payable for the year. Any contributions payable at the balance sheet date are treated as creditors (as shown in note 13).

Pre-retirement discount rate	4.06% per annum
Post-retirement discount rate	1.96% per annum
General salary increases	3.49% per annum
Price inflation – RPI	3.39% per annum
Price inflation – CPI	2.49% per annum
Pension increases in payment	2.49% per annum

The actuarial valuation applies to SAUL as a whole and does not identify surpluses or deficits applicable to individual employers. The 2023 valuation was formally agreed by SAUL in May 2024. The 2023 valuation of the DB scheme showed the scheme is fully funded with a surplus of £134 million. The 2024 valuation will be formally agreed by SAUL in May 2025.

18 Related party transactions

There were no transactions with a related party requiring disclosure during the period (2023 – £nil, see note 7 to the financial statements).

The Trustees
British Association of Urological
Surgeons
35-43 Lincoln's Inn Fields
London
WC2A 3PE

25 April 2025

Our ref B0340/AP/CL

Dear Trustees

Post-Audit Report – Year ended 31 December 2024

The purpose of this letter is to bring to the attention of the Trustees as those charged with governance the findings from our recent audit of the financial statements of British Association of Urological Surgeons, for the year ended 31 December 2024, for your consideration and to enable you to address matters arising where appropriate. Throughout this letter, “you” and “your” refer to the Trustees. “We” and “our” refer to Buzzacott Audit LLP. We appreciate that you will already be aware of some of the matters contained in this letter. However, in accordance with International Standards on Auditing (UK) (ISAs) we are communicating them to you formally.

1. Purpose of the audit

As auditor, we are responsible for performing the audit in accordance with ISAs (UK), which is directed towards forming and expressing an opinion on the financial statements for the year ended 31 December 2024 that have been prepared by management with the oversight of those charged with governance, and other matters required by legislation.

Our work has been carried out in accordance with our audit planning letter dated 3 March 2025.

Our audit work included consideration of the internal controls relevant to the preparation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of your system of internal control.

The matters being reported are limited to those that were identified during the audit and that we conclude are of sufficient importance to merit being reported to those charged with governance.

2. Audit progress

We are pleased to report that the audit proceeded smoothly and efficiently, adhering to the agreed timetable.

We would like to take this opportunity to thank all those with whom we dealt during the audit for their assistance and co-operation, in particular Sarah Corcoran and Mary Suphi.

3. Annual report and financial statements' format

The financial statements have been prepared, as last year, in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP FRS 102).

There are no significant changes to the format of the financial statements this year.

4. Auditor's report

We do not propose any modifications to our audit opinion and, therefore, we intend to issue an unqualified opinion in our auditor's report.

The wording of our auditor's report is unchanged from last year.

5. Unadjusted misstatements

We are pleased to report that we found only clearly trivial misstatements during our audit for the period.

6. Accounting policies, accounting estimates and disclosures

The accounting policies used in preparing the financial statements are unchanged from the previous year.

Our work included a review of the adequacy of disclosures in the financial statements and consideration of the appropriateness of the accounting policies and estimation techniques adopted by the charity. We found the disclosed accounting policies, significant accounting estimates and the overall disclosure and presentation to be appropriate for the charity.

7. Letter of representation

We enclose the draft letter of representation which we will request management and the trustees to approve and sign at the same time as the financial statements. This includes acknowledgement of the trustees' responsibility for the design and implementation of internal controls to prevent and detect fraud.

As set out in our planning letter, we understand the following applied to the year ended 31 December 2024.

- Trustees exercised effective oversight of management's processes for identifying and responding to the risks of fraud in the charity and a system of internal controls was in place to mitigate these fraud risks.
- The key areas at most risk of fraud at the charity are changes to payee bank details and cyber fraud.
- Trustees were not aware of any instances of actual, suspected, or alleged fraud, including misconduct or unethical behaviour related to financial reporting or misappropriation of assets.
- There have not been any out of the ordinary transactions.

If the above information is no longer correct, please contact Alison Pyle or Charlotte Larkin.

8. Segregation of duties

We recognise that the number of your accounting staff makes a complete system of internal control impracticable and that the trustees exercise close personal supervision, which we consider reasonable in the circumstances. We have taken this into account in conducting our audit and in preparing this letter.

9. Accounting and internal control systems

Our work during the audit included an examination of some of the charity's transactions, procedures and controls with a view to expressing an opinion on the financial statements for the year ended 31 December 2024.

This work was not directed primarily towards discovering weaknesses, other than those that would affect our audit opinion, or towards the detection of fraud. We have included in this report only matters that have come to our attention as a result of our normal audit procedures and consequently our comments should not be regarded as a comprehensive record of all weaknesses that may exist or of all improvements that might be made.

We found no significant deficiencies in the accounting and internal control systems during our audit. However, we have made some recommendations for improvements, which are detailed in the section below.

10. Observations and recommendations on the accounting system and financial reporting function

The table below provides a summary of any observations made concerning weaknesses in the charity's accounting and internal control systems.

Observations included in the "A" grade (red) banding indicate that, in our opinion, there is a risk of significant financial impact on the charity that must be addressed immediately.

"B" grade (orange) banding recommendations relate to those issues where there is a risk of moderate financial impact on the charity, such as a control failure or the absence of a control in an area of moderate risk. These items should be addressed shortly.

Observations included in the “C” grade (yellow) banding indicates that the matter, although important, does not warrant urgent attention and should be addressed within an agreed timeframe.

Priority	No of points	Relating to
A	0	
B	2	Changes in supplier details Declarations of interest*
C	0	

*Items marked with an asterisk are observations which were also made and reported in our post-audit report to you last year, but which remain unresolved.

Further details in respect of the observations and recommendations as a result of our audit work are given in Appendix A.

The matters have all been discussed with Mary Suphi, who have appropriate management authority.

11. Prior year observation

One issue was raised in the prior year relating to the completion of declaration of interest forms. The issue has been re-raised this year. See Appendix A for further detail.

12. Materiality

Materiality threshold £43,000

Reporting threshold: £1,900

Materiality refers to the relative significance of a particular matter in the context of the financial statements as a whole. An item would be considered material if its omission or its erroneous inclusion would reasonably influence the decisions of those using the financial statements.

We are required to report corrected audit misstatements, and uncorrected audit misstatements in excess of our reporting threshold which is set at 5% of overall materiality.

Our materiality threshold is based on 2% of expenditure. A lower level of materiality may be selected for specific areas of the financial statements and for some disclosure items e.g. transactions and other financial arrangements with trustees and their connected persons.

When considering the impact of misstatements discovered during the course of our audit and considering the implications for our report of such misstatements, we will refer to this level amongst other things. Whether a misstatement is 'material' or not is ultimately down to the auditor's judgement.

13. Professional ethics

In accordance with our profession's ethical guidance and further to our letter to you confirming audit planning arrangements there are no further matters to bring to your attention in relation to Integrity, Objectivity and Independence.

14. Current developments

We have attached a summary of other recent and ongoing developments as Appendix B to this report. The matters included in this appendix may not all be directly relevant to the charity. However, we are aware that a lot of trustees are involved with more than one organisation, therefore we have included items for general information.

15. Updates, insights and seminars

As part of our commitment to the charity sector, during the year the Charity Team issues occasional Updates and Insights on matters of relevance to the sector and also holds a number of seminars free of charge throughout the year. We would be delighted to welcome representatives of your charity to our seminars or to add trustees and management to our email distribution lists if this would be welcome. News and Insights are also available on our website at [News and insights \(buzzacott.co.uk\)](https://buzzacott.co.uk/news-and-insights), where there is also an opportunity to sign up to our mailing list should you wish.

Conclusion

This letter has been prepared for your private use only. It has been prepared on the understanding that it will not be shared with any third party without our prior written consent and we can therefore assume no responsibility to any other party. Any recommendations contained herein are based on the information you have provided and UK law and judicial and administrative interpretation as of the date of this letter. Should the facts provided to us be incorrect or incomplete, or should they change, our recommendations may be inappropriate. Buzzacott Audit LLP accepts no liability for losses arising from changes in UK law, interpretation or practice or in public policy that are first published after the date of this letter.

If you require any further information or assistance, we shall be very pleased to help you.

We would be pleased to receive your comments and reaction to this letter.

Yours faithfully

Appendix A: Audit observations and recommendations

Current year observations and recommendations

Observation		Implication	Recommendation
B	Changes in supplier details When a supplier requests to change their details, no log is maintained of the changes made.	Where no change log is maintained there is a potential that supplier bank detail changes may go unnoticed. This could lead to fraudulent changes being processed and, potentially lead to fraudulent payments being made.	We recommend that a log of supplier detail changes is kept and reviewed regularly.
B	Declarations of Interest At the end of fieldwork we had not received declaration of interests for 3 trustees, Rachel Morrison, Iqbal Shergill and Lisa Dodgshon.	There is a potential that trustee interests may not be known and therefore, related party transactions will not be recognised.	We recommend that all trustees and key management personnel complete their declaration of interests in a timely manner, before the audit begins. We recommend that all trustees are reminded that related party declarations should also include close family members.

Appendix B: Current Recommendations

Changes to UK GAAP

In March 2024, the Financial Reporting Council published amendments to FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

The amendments encompass a number of changes including:

- a new model of revenue recognition designed to align UK GAAP with IFRS 15 Revenue from Contracts with Customers;
- a new model of lease accounting which brings assets under operating leases on to the balance sheet, designed to align UK GAAP with IFRS 16 Leases; and
- various other incremental improvements and clarifications.

The amendments will be effective for accounting periods beginning on or after 1 January 2026 and can be read at: <https://media.frc.org.uk/documents/Amendments to FRS 102 and other FRSs.pdf>

Businesses can choose to adopt the changes early, potentially benefiting financially if they have a rent-free period on a current lease, though this early adoption is only permissible for registered companies (not charities): <https://www.buzzacott.co.uk/insights/changes-to-uk-gaap-should-you-adopt-them-early>

Development of new Charity Statement of Recommended Practice (SORP)

The new Charities Statement of Recommended Practice (SORP) is expected to be issued in Autumn 2025 with the effective date of adoption being aligned with the revised FRS 102 as 1 January 2026. The exposure draft was released in March 2025 with a public consultation launched thereafter for sector stakeholders to respond to the changes made. Further information on the consultation and changes can be found at: <https://www.charitysorps.org/invitation-to-comment>

New Ethical Standard

The FRC has updated its Ethical Standard for auditors, effective from 15 December 2024. The update simplifies existing standards, aligns with the latest international ethics codes, and introduces restrictions on fees from entities controlled by a single party. These changes aim to strengthen governance and enhance market confidence. The full standard can be read at: <https://www.frc.org.uk/news-and-events/news/2024/01/frc-updates-the-ethical-standard-for-auditors/>

IAASB proposes major revisions to fraud auditing standards

The IAASB has proposed significant revisions to its standard of auditors' responsibilities regarding fraud, aiming to enhance public trust in financial reporting. The updated standard, ISA 240, outlines clearer auditor responsibilities, emphasises professional scepticism, and strengthens procedures for identifying and responding to fraud. Key changes include improved risk assessment, more detailed responses to suspected fraud, and greater transparency in auditors' reports. The IAASB has also released a video series to explain the revisions.

The detail behind the changes can be read at: <https://www.iaasb.org/news-events/2024-02/iaasb-moves-strengthen-auditors-efforts-related-fraud>

Review of reporting quality by the FRC

The FRC has published its review of reporting practices by the UK's largest private companies. This thematic review highlights areas of improvement and examples of good practice in corporate reporting. The aim is to enhance transparency and consistency in financial disclosures, thereby building trust and investment in the UK market whilst aligning more with international guidelines to ensure high ethical standards and independence among UK audit firms. Key findings for future reports emphasise the need for:

- Concise, clear strategic disclosures aligned with the financial statements;
- Quality reports focussing on significant matters, detailing specific judgements, and quantifying estimation uncertainties;
- More tailored accounting policies, especially for revenue, in order to explain the revenue streams, recognition timing, and valuation methods.

The full thematic review can be read at: <https://www.frc.org.uk/news-and-events/news/2024/01/review-of-reporting-by-the-uks-largest-private-companies/>

Enhancing auditor requirements for detecting and reporting non-compliance

The FRC intends to strengthen ISA 250 Sections A and B, improving risk assessments and ensuring significant matters are reported to regulators, even if not explicitly require by law. Revisions seek to provide greater assurance to users of the financial statements and improve confidence in auditors' management and reporting of compliance risks. Changes are set to take effect for audits of financial statements for period beginning on or after 15 December 2024.

The proposed revisions can be read at: <https://www.frc.org.uk/news-and-events/news/2023/10/proposed-revisions-to-isa-uk-250-section-a-and-isa-uk-250-section-b/>

Supply chain reporting

The European Union's ('EU') Corporate Sustainability Reporting Directive ('CSRD') came into effect on 5 January 2023. This brings the requirement for extensive sustainability disclosures in the annual reports of EU entities from 1 January 2025. CSRD has a requirement for mandatory assurance for all reported sustainability information.

While there is currently no equivalent reporting requirement in the UK, there is an expectation that UK entities will be required to comply with information requests if they form part of a large EU company's value chain.

Charity Commission 2024-2029 Strategy

The Charity Commission has published its new strategy with five key priorities:

- To be fair and proportionate in its work and clear about its role;
- To support charities to get it right but take robust action where they see wrongdoing and harm;
- To speak with authority and credibility, free from the influence of others;
- To embrace technological innovation and strengthen how its data is used; and
- To be the expert Commission - where its people are empowered and enabled to deliver excellence in regulation.

The regulator is in the process of identifying a set of strategic impact measures with the aim to report against those measures for the first time in the Annual Report for 2024-25, which will be published in July 2025.

The full strategy can be read at: <https://www.gov.uk/government/publications/charity-commission-strategy-2024-2029/charity-commission-strategy-2024-2029>

UK Corporate Governance Code 2024

The UK Corporate Governance Code was revised in January 2024 with the key focus being to enhance transparency and accountability of UK premium listed companies and help support the growth and competitiveness of the UK and its attractiveness as a place to invest. The Code does not set out a rigid set of rules; instead, it offers flexibility through 'comply or explain' reporting against the Provisions. The main change in the 2024 Code is a new requirement under Provision 29 for a declaration of effectiveness by the board in relation to material controls which will come into force on 1 January 2026. The other, less substantial, changes to the Code took effect from 1 January 2025.

The full Code can be read at:

https://media.frc.org.uk/documents/UK_Corporate_Governance_Code_2024_kRCm5ss.pdf

A summary of key changes since the 2018 Code, as published by the FRC, can be found at:

https://media.frc.org.uk/documents/UK_Corporate_Governance_Code_2024_Key_Changes.pdf

Charity Governance Code

A review of the Charity Governance Code takes place roughly every three years to ensure it remains relevant. A consultation has been launched to gather feedback on potential enhancements to the Code, focusing on its content, structure, applicability to different charity sizes, language, and user-friendliness. The consultation runs to 11 August 2024 with a response being planned in Autumn 2024 with an updated Code expected in early 2025.

For further reading please see: <https://www.charitygovernancecode.org/en/about-the-code-1/updating-the-code>

Companies House reforms

On 26 October 2023, the Economic Crime and Corporate Transparency Act 2023 was enacted. It provides the framework to reform Companies House to improve the integrity of the data it holds and to clamp down on the abuse of the UK corporate structures for money laundering.

On 4 March 2024, parts of the Act came into force. These included granting Companies House greater powers to query information, stronger checks on company names, new rules for registered office addresses and new lawful purpose statements.

Although there is currently no published timetable, implementation of the following key changes are expected in the future:

- *Reduction in filing options for small companies*

The reforms will simplify the framework for smaller entities by reducing the filing options to just two categories: micro-entities and small companies. The abridged and “filleted” accounts options will be removed and therefore all small companies will be required to file a directors’ report and profit and loss account (as well as a balance sheet).

- *Identity verification for those setting up, managing and controlling companies*

The government will require identity checks on directors of companies, general partners in Limited Partnerships, designated members in LLPs and people with significant control (PSCs). Those submitting information to Companies House will also be subject to the same identity checks. Individuals who fail to verify their identity will be subject to new criminal and civil sanctions.

- *Restrictions on corporate directorships*

Corporate directorships will be restricted to entities registered in the UK, and the corporate directors will need to be associated with natural persons who will be subject to identity checks. Different rules will

apply to corporate members of LLPs or corporate general partners of LPs but with a similar aim of increasing transparency over the control of these entities.

- *More information on a company's shareholders*

The reform proposes a requirement for private companies, and traded companies where shareholders hold at least 5% of the issued shares of any class of the company, to provide a one-off full shareholder list. Any changes will be updated annually when a company files a confirmation statement.

- *"File once" approach*

The government is considering a new approach so that accounts will only need to be filed once instead of separately to Companies House, HMRC and other agencies.

Update on ex-gratia payments

With the changes in the Charities Act 2022, charities will gain increased authority to make ex-gratia payments of up to a certain threshold without obtaining prior consent from the Charity Commission.

The new thresholds are income based, and are:

- Gross income of up to £25,000 in the last financial year, the charity can approve payments of up to £1,000;
- Gross income of up to £250,000 in the last financial year, the charity can approve payments of up to £2,500;
- Gross income of up to £1m in the last financial year, the charity can approve payments of up to £10,000; and
- Gross income of over £1m in the last financial year, the charity can approve payments of up to £20,000.

The detailed legislation is at: <https://www.legislation.gov.uk/ukpga/2022/6/section/15/enacted>

Procurement Act 2023

The Procurement Act 2023 went live on 28 October 2024 leading to changes to how public procurement is regulated. The Act aims to:

- create a simpler and more flexible, commercial system that better meets the country's needs while remaining compliant with international obligations;

- open up public procurement to new entrants such as small businesses and social enterprises so that they can compete for and win more public contracts; and
- embed transparency throughout the commercial lifecycle so that the spending of taxpayers' money can be properly scrutinised.

The government have produced a series of e-learning modules to support practitioners in implementing the new regime (applicable to all operational procurement staff): <https://www.gov.uk/guidance/the-official-procurement-act-2023-e-learning>

A series of short guides for senior leaders and suppliers have also been produced at: <https://www.gov.uk/government/publications/procurement-act-2023-short-guides>

Short video guides have also been produced: <https://www.gov.uk/government/publications/procurement-act-2023-short-guides/animations-and-videos>

Charity Commission updates to guidance on decision making of trustees

When making decisions, trustees must follow the below seven principles in line with CC27, the Charity Commission's bespoke guidance on this topic:

1. act within their powers;
2. act in good faith;
3. be sufficiently informed;
4. take into account all relevant factors;
5. identify and disregard any irrelevant factors;
6. manage conflicts of interest; and
7. ensure their decision is within the range of decisions that a reasonable trustee body could make

September 2024 saw the first update to CC27, the Charity Commission guidance on decision making, in 11 years. Whilst the principles remain the same, the guidance is more concise taking 12 minutes to read, rather than 24 minutes in the previous iteration.

All trustees are therefore encouraged to read the following: <https://www.gov.uk/government/publications/its-your-decision-charity-trustees-and-decision-making>

Trustees and whistleblowing

A tribunal appeal has raised the question of whether a charity trustee "is or should be treated as a worker" when seeking to be protected as a whistleblower. The Employment Appeal Tribunal published its judgment in the case involving Nigel MacLennan and the British Psychological Society (BPS). MacLennan was a trustee and president-

elect at BPS when he uncovered and reported “serious concerns of corporate governance failings” there to the Charity Commission.

After making his disclosures, he was subjected to a disciplinary process and expelled from BPS in May 2021 following allegations of “persistent bullying”, which he denied.

Last year, an Employment Tribunal ruled that MacLennan was not a worker at BPS and had no jurisdiction to hear his claims around detriment for making protected disclosures.

MacLennan appealed the decision, arguing that he should be treated as a worker and protected from reprisals for blowing the whistle under articles 10 and 14 of the European Convention on Human Rights (ECHR).

This ruling opens the door to potential protection for trustees and the full judgement can be read at:

https://assets.publishing.service.gov.uk/media/671636d5583ef2380ad997dd/Dr_Nigel_MacLennan_v_The_British_Psychological_Society_2024_EAT_166.pdf

Charity Commission updates to meeting guidance for Zoom and Teams calls

The Charity Commission’s updated guidance (CC48) emphasises the need for charities to comply with and update their governing documents to accommodate online and hybrid meetings. It includes details on voting procedures, managing technical issues, and ensuring participation in virtual settings. The guidance applies to all types of charities and meetings, aiming to improve governance and assist trustees in their role.

Detailed guidance can be read at: <https://www.gov.uk/government/publications/charities-and-meetings-cc48>

Fundraising Code

The Fundraising Regulator is in the final stage of its review and update of the Code of Fundraising Practice. The new code will be published alongside a timetable for implementation in 2025 following a widespread consultation exercise. Detail of this consultation can be found at: <https://www.fundraisingregulator.org.uk/more-from-us/get-involved/code-review-2022-24>

Charity Commission guidance on accepting donations

The Charity Commission has published new guidance to help charities when deciding whether to accept, refuse or return a donation. The guidance is designed to help trustees have informed discussions when faced with a choice that has potentially significant consequences but accepts that the default position for trustees should be to accept donations. In making their decision, trustees should:

- consider the risks involved in accepting or refusing the donation, and how likely and serious these are (e.g. reputational harm or negative financial consequences);

- determine what steps they can take to mitigate the risks (e.g. developing a public explanation for a decision); and
- determine how any decision aligns with their charity's purposes.

The regulator also warns trustees not to allow their personal views, or any external pressures that do not relate to their charity's purposes, to influence them to act in a way that is not in their charity's best interest.

The full guidance can be read at: <https://www.gov.uk/guidance/accepting-refusing-and-returning-donations-to-your-charity>

Subscription contracts regime

The Digital Markets, Competition and Consumers Act 2024 sets out a legislative regulatory framework to strengthen protections for consumers when they enter a subscription contract. This applies to organisations where subscriptions and memberships which provide goods and services (e.g. free entry to places, digital content etc.) automatically recur or roll over for a fixed period of time. Pure donations will not be caught by the regime but there are other areas that may, such as when a donor receives invites to events, newsletters and thank you gifts. Charities are urged to consider what fundraising channels and products they have and whether they could be caught.

A government led consultation period came to an end in February 2025 and more information can be found at: <https://www.gov.uk/government/consultations/consultation-on-the-implementation-of-the-new-subscription-contracts-regime/consultation-on-the-implementation-of-the-new-subscription-contracts-regime-web-accessible-version>

Charity investment governance principles

The Charity Finance Group recently unveiled the Charity Investment Governance Principles to aid trustees in managing charity investments. These principles include guidance on legal considerations, governance, integrity, decision making, effectiveness, equity and accountability. The principles aim to address gaps in existing investment governance practices and empower trustees with practical advice.

Further detail can be found at: <https://www.cigp.org.uk/>

Full Charity Commission guidance on this topic can be read at: <https://www.gov.uk/government/publications/charities-and-investment-matters-a-guide-for-trustees-cc14>

Charity Commission renews calls for urgent action from UK banking sector

The Charity Commission's annual sector survey has unveiled concerning findings with 42% of trustees reporting that their charities experienced poor service from banks in the last 12 months. The risks associated with inadequate banking services extends beyond inconveniences, potentially risking the provision of charitable activities and promoting unsafe financial practices, such as the use of personal accounts to ensure charitable activities continue. There have been instances where accounts have been frozen with minimal notice after identification requests further highlight the severity of the issues. It is important for the banking sector to address these challenges promptly to ensure the continuation operations of charitable organisations and safeguard their valuable contributions to society.

For more information see: <https://www.gov.uk/government/news/new-data-suggests-nearly-half-of-charities-experience-issues-when-banking>

New website to provide charities support with bank accounts

UK Finance have launched a website to help charities open and manage bank accounts, featuring tools like an account finder and FAQs. This initiative addresses difficulties many charities face with banking services, aiming to simplify the process and improve the service quality. The project has been supported by the Treasury and the Charity Commission.

The website can be found at: <https://www.ukfinance.org.uk/our-expertise/commercial-finance/voluntary-organisation-banking-guide>

Fraud and cybercrime guidance

The Charity Commission has unveiled a refreshed suite of guidance to help trustees protect their charities from fraud and cyber crime. Launching in Charity Fraud Awareness Week, the charity regulator has published bespoke guidance on how trustees can protect their charity from cyber crime and a separate shorter guide on fraud. These guides, which replace the regulator's previous guidance, are more concise and easier to use.

They can be read in full at: <https://www.gov.uk/government/news/regulator-refreshes-guidance-as-it-reveals-600-cases-related-to-fraud-in-the-last-year>

Cyber-attacks

The British Library was subject to a cyber-attack in October 2023 and has published a "lessons learned" paper to help others in the sector who may experience similar. It covers the detail of the attack, and the impact it has had on operations, future infrastructure and risk assessments. The paper can be read at:

<https://www.bl.uk/home/british-library-cyber-incident-review-8-march-2024.pdf>

Martyn's Law and the impact on charities

Martyn's Law, officially known as the Terrorism Protection of Premises Act, received Royal Assent on 3 April 2025. The UK Government has announced an implementation period of at least 24 months before the Act comes into force.

This legislation aims to enhance public safety by requiring organisations to take proportionate measures to protect staff and the public from terrorism. It was introduced in response to the Manchester Arena attacks and the disruption of over 40 late-stage attacks since March 2017.

For charities operating events or welcoming visitors to public locations inside and outside e.g. community centres, event spaces, museums, galleries, schools, and further education spaces (not higher education), or places of worship, it is essential to determine if Martyn's Law applies.

The law has a two-tier system based on the number of people within a building:

- **Standard Tier (200-799 people):** Ensure staff have training and are familiar with emergency procedures.
- **Enhanced Tier (800+ people):** Implement detailed measures, including formal risk assessments and terrorism response planning.

Charities must therefore focus on raising awareness of terrorist threats, providing appropriate training for staff and volunteers, and establishing clear emergency response procedures.

The Home Office will issue statutory guidance to help those responsible for premises and events understand the legislation's requirements. In the meantime, organisations are encouraged to start preparing to meet their duties of care, enhance safeguarding, and demonstrate good governance and risk management.

Further detail on the law can be found at: <https://homeofficemedia.blog.gov.uk/2025/04/03/martyns-law-factsheet/>

'Failure to prevent fraud' offence

On 1 September 2025 a new failure to prevent fraud offence comes into force which will impact large incorporated charities. Under the offence, an organisation may be criminally liable where an employee, agent, subsidiary, or other "associated person", commits a fraud intending to benefit the organisation (or its clients) and the organisation did not have reasonable fraud prevention procedures in place. Those impacted therefore must ensure there are appropriate fraud prevention measures in place.

To support charities, the Charity Commission has published guidance on internal financial controls which can be read at: <https://www.gov.uk/government/publications/internal-financial-controls-for-charities-cc8>

The full Home Office guidance on the offence can be read at:

<https://www.gov.uk/government/publications/offence-of-failure-to-prevent-fraud-introduced-by-eccta>

Authorised Push Payment fraud (APP) reimbursement scheme

The APP reimbursement scheme came into force on 7 October 2024 which mandates banks to reimburse small charities (those with under £1m per year) of fraud carried out through the faster payments system and CHAPS to the value of £85,000.

Full details of the scheme can be found at: <https://www.psr.org.uk/media/th4jea5a/ps24-5-app-scams-chaps-reimbursement-sept-2024.pdf>

Artificial Intelligence (AI)

Artificial Intelligence (AI) has the potential to revolutionise the charity sector, enabling charities to work efficiently and create a greater impact than ever before. However, despite these opportunities, charities must also notice the risks involved before adopting AI tools including the potential for facts to be inaccurate, bias/discrimination, cost of implementation, data security and sustainability.

A Buzzacott insight on this topic can be read at: <https://www.buzzacott.co.uk/insights/how-is-artificial-intelligence-impacting-your-charity>