

THE BRITISH SOCIETY OF AUDIOLOGY

England & Wales · Charity number 1143782

Details

Other names BSA

Status Registered

Legal form Charitable company

Company number [07482730](#)

Registered 2011-09-13

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

Contact

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Activities

Objects: THE OBJECTS ARE THE ADVANCEMENT OF AUDIOLOGY I.E. THE SCIENTIFIC STUDY OF HEARING ANDBALANCE FUNCTION AND OTHER SCIENCES ALLIED THERETO, AND THE CLINICAL PRACTICE OF THE DIAGNOSIS,MANAGEMENT AND REHABILITATION OF HEARING AND BALANCE AND ALLIED DISORDERS, INCLUDING THEPREVENTION THEREOF, FOR THE BENEFIT OF THE PUBLIC BY:3.1.1 EDUCATION AND RESEARCH IN THE SCIENCE OF AUDIOLOGY THROUGH:(A) MEETINGS AND CONFERENCES; AND(B) PROMOTION OF GOOD RESEARCH AND THE PUBLICATION OF PEER-REVIEWED RESEARCH;3.1.2 PROMOTION OF THE DEVELOPMENT OF GOOD CLINICAL AUDIOLOGICAL PRACTICE AT ALL STAGESOF CARE THROUGH:(A) INTER-PROFESSIONAL PARTNERSHIPS OF PERSONS AND ORGANISATIONS; AND(B) APPROPRIATE TRANSFER OF BEST RESEARCH INTO AUDIOLOGY EDUCATION AND GOODCLINICAL PRACTICE;3.1.3 ADVANCING THE SCIENCE AND CLINICAL PRACTICE OF AUDIOLOGY BY SUCH OTHERCHARITABLE MEANS AS THE COUNCIL MEMBERS IN THEIR ABSOLUTE DISCRETION SHALLDETERMINE.

Activities: The furtherance of the science of Audiology and clinical practice via the study of hearing, balance, clinical practice, allied sciences, publication of the findings. Enhancement of audiological practice by

education, training, recommendation of clinical procedures, specification of training requirements. Publication of literature. Liaison with organisations, having similar aims.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Arts/culture/heritage/science
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Throughout England And Wales

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|----------|-------------|--------|-----------|
| 2025-03-31 | £132,886 | £90,004 | - | - |
| 2024-03-31 | £111,213 | £119,615 | - | - |
| 2023-03-31 | £118,380 | £82,380 | - | - |
| 2022-03-31 | £120,740 | £82,316 | - | - |
| 2021-03-31 | £117,135 | £81,358 | - | - |

Trustees

| Name | Role | Appointed |
|--------------------------|------|------------|
| Christine DePlacido CD | | 2021-06-25 |
| Diya Vaid DV | | 2023-06-05 |
| Dr Gabrielle Saunders GS | | 2021-06-25 |
| Dr Joanna Lemanska JL | | 2025-07-22 |
| Dr Priya Carling PC | | 2023-11-30 |
| Dr Siobhan Brennan SB | | 2022-07-05 |
| Jane Wild JW | | 2020-12-01 |
| Ned Carter ND | | 2021-06-25 |
| Nilesh Parekh NP | | 2025-07-22 |
| Richard Windle RW | | 2024-06-17 |
| Rosemary Ann Mayer RM | | 2023-06-05 |
| Wendy Stevens WS | | 2023-06-05 |

THE BRITISH SOCIETY OF AUDIOLOGY

England & Wales - Charity number 1143782

Accounts

British Society of Audiology

Promoting excellence in hearing and balance



THE BRITISH SOCIETY OF AUDIOLOGY

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025



Trustees/Directors

Siobhan Brennan (Chair)
Richard Windle (Vice Chair)

Wendy Stevens (Treasurer)
Jane Wild (Secretary)
Sara Coulson (Resigned 22/07/2025)
Gemma Crundwell (Resigned 22/07/2025)
Nicci Campbell (Resigned 22/07/2025)
Nilesh Parekh (Appointed 22/7/2025)
Christine De Placido
Ned Carter
Gabrielle Saunders
Rosie Mayers
Diya Vaid
Priya Carling
Donna Louise Corrigan (Resigned 20/02/2025)
Bhavisha Parmar (Resigned 20/02/205)
Joanna Lemanska (Appointed 22/7/2025)

Charity number

1143782

Company number

7482730

Principal address

Fitwise Management Ltd
Blackburn House
Redhouse Road
Seafield
Bathgate
West Lothian EH47 7AQ

Registered office

32 Queens Road
Reading
RG1 4AU

Independent Examiner

P. J. Nixon, FCA,
Edwin Smith, Chartered Accountants
32 Queens Road
Reading
Berkshire
RG1 4AU

Bankers

Lloyds Bank Pie
1-2 Market Place
Reading
Berks
RG1 2EQ

Barclays Standard Life
PO Box 23966
Edinburgh
EH31BF

Governing document - Memorandum and Articles of Association Incorporated 5 January 2011

Contents

| | |
|-----------------------------------------|-------|
| Constitution | 3 |
| Chair's Report | 4 |
| Structure, Governance & Management | 4 |
| Strategic Direction | 6 |
| Objectives and Activities | 6 |
| Achievements and Performance | 7 |
| Financial Review | 11 |
| Statement of Trustee's Responsibilities | 12 |
| Independent Examiner's Report | 13 |
| Statement of Financial Activities | 14 |
| Balance Sheet | 15 |
| Notes to the Financial Statements | 16-22 |

The Trustees present their report and the financial statements for the year to 31 March 2025 and confirm that they comply with the requirements of the Companies Act 2006, the Charities Act 2011 and the statement of Recommended Practice Accounting and Reporting by Charities (FRS 102). This report is also the Directors' Report required by section 417 of the Companies Act 2006.

CONSTITUTION

The governing body of the Society is the Council. This consists of a minimum of 12 and a maximum of 16 elected members made up of five Officers of the Society (the Chair, Vice Chair, Immediate Past Chair, Secretary, and Treasurer) and other members who are expected at some time in their term of office to fulfil a specific role on Council. Council advisors may also be appointed by Council in an "ad hoc" fashion as required to meet the needs of the Society. The Council meets quarterly and is responsible for the strategic direction of the Society. Council members are from a variety of disciplines across audiology, hearing and balance science which mirrors the professional diversity of the membership.

The Society began operating as a charitable company, known as The British Society of Audiology (A Company Limited by Guarantee, Company Registered Number: 07482730; Charity Number: 1143782) on 1 November 2012, having previously been an unincorporated entity.

TRUSTEES' REPORT - THE BRITISH SOCIETY OF AUDIOLOGY

31 MARCH 2025

CHAIR'S REPORT (Siobhan Brennan)

It is a pleasure to thank all BSA members, trustees, advisors and collaborators for their time and enthusiasm throughout this year. Looking back over this year's achievements, it is sobering to realise how fortunate we are to work with such a group of professionals. We are also grateful to the Fitwise team for their support and contribution to the success of the BSA.

We want to thank in particular trustees reaching the end of their term;

- Sara Coulson for her 6 years as lead for online learning. This contribution to continuing professional development has been provided with a deep appreciation of the pedagogical needs of our profession and the guidance to which we work.
- Nicci Campbell has been website lead for 6 years during which the website has been transformed, providing increased accessibility and clarity. Nicci has also been chair of the Auditory Processing Disorder Special Interest Group (APD SIG) at the same time during which Nicci's skill in international collaboration has been particularly critical to the development of the BSA guidance on this topic.
- Gemma Crundwell and the conference team once again led an engaging and interesting Scientific meeting in Birmingham. The programme included national and international experts presenting on a range of topics. We enjoyed meeting with a range of exhibitors in manufacturing, educational, clinical and therapeutic services. As the demands on services' time continues to increase, it is gratifying that updating our knowledge and meeting with specialists is still known to be fundamental to quality care.
- We are grateful to Bhavisha Parmar for her work as Trustee for membership, equality, diversity and inclusion of the BSA. This area continues to be a priority for the BSA, and we look forward to understanding and learning from the diversity of our members further.

Our special interest groups have worked individually and collectively to work on guidance that is of particular interest to our members. We note that our guidance is accessed by a wide range of countries, and would like to build on this international perspective. We are conscious of elements of audiological care for which there is no current BSA guidance, and addressing this is a priority. We are also working on making our guidance increasingly accessible to audiology professionals in different roles without sacrificing the scientific integrity of these documents. Documents that have demanded particularly intensive work this year included: Practice Guidance Aural Care (Ear Wax Removal), Recommended Procedure Visual Reinforcement Audiometry, Recommended Procedure Auditory Brainstem Response (ABR) Testing in Newborns and the BSA, BAA and BSHAA Joint Position Statement and Clinical Guidance on the link between adult-onset hearing loss and dementia.

The BSA has engaged in a variety of collaborative work and input to workstreams from other organizations. The challenges that our profession has faced over the last few years will be understood and keenly felt by our members, and the BSA has been keen to contribute to solutions. Organisations that BSA members have worked with include the World Hearing Forum (WHF), British Academy of Audiology (BAA), British Society of Hearing Aid Audiologists (BSHAA), Hearing Loss and Deafness Alliance, NHS England Working Groups, the National Aids Trust (NAT), the British Institute for Learning Disabilities (BILD) Professional Forum, the Health and Safety Executive (HSE), the Health and Care Professions Council (HCPC) and the Department of Health and Social Care (DHSC)

The BSA funded speaker representation at the World Congress of Audiology in Paris in 2024, and plan to do the same for the World Congress of Audiology in Seoul in 2026. We look forward to building our representation at other key events in the audiological calendar.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Society is a Company Limited by Guarantee and is multidisciplinary with 1366 members from all areas of audiology in the UK and overseas. As well as audiologists and scientists, it has professionals from audiology-related backgrounds, and student, public, retired, and life members. The Society is a founder member of the Federation of Acoustical Societies of Europe (FASE) and is a member of the European Federation of Audiological Societies (EFAS).

TRUSTEES' REPORT - THE BRITISH SOCIETY OF AUDIOLOGY

31 MARCH 2025

Council & Trustees

The full list of Trustees for the reporting period is given in the Table below.

| OFFICERS | Beginning of Term of Office | End of term Date | Term as Chair began | Term as Chair ends | 1st or 2nd term | Notes |
|-------------------------------------------------------------------------|------------------------------------|-------------------------|----------------------------|---------------------------|------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Siobhan Brenan - Chair - Chair sits for a 2 year term | Jun-22 | Jun-26 | Jun-24 | Jun-26 | 1st | Welcomed on online AGM 2022 |
| Richard Windle - Vice Chair - VC sits for a 2 year term | Jun-24 | Jun-26 | Jun-26 | | 1st | Welcomed on online AGM 2024 |
| Donna Corrigan (Immediate Past Chair) - IPC sits for 1 year term | Oct-19 | Jun-25 | Jan-22 | Jan-24 | 1st | Co-opted on 04/05/2018 and officially welcomed at AGM in June 2018. Became Vice Chair Jan 2020 so new term ends June 2023 |
| Jane Wild-Secretary - Secretary sits for 3 year term | Dec-20 | Jun-27 | | | 2nd | Co-opted Oct 2020 but not official until next AGM (june 2021) |
| Wendy Stevens - Treasurer sits for 3 year term | Jun-24 | Jun-27 | | | 1st | Copted from 19/07/2023 until welcomed at AGM in June 2024 officially |
| ELECTED TRUSTEES – all sit for a 3 year term | | | | | | |
| Sara Coulson | Jun-19 | Jun-25 | | | 2nd | Co-opted in Feb 19. Welcomed at June 2019 AGM |
| Bhavisha Parmar | Jun-19 | Jun-25 | | | 2nd | Welcomed at June 2019 AGM |
| Gemma Crundwell | Jun-19 | June 25 | | | 2nd | Started March 2019 and officially welcomed at AGM in June 2019 |
| Nicci Campbell | Jun-19 | Jun-25 | | | 2nd | started in Summer 2017 due to end APD SIG Dec 2020. Elected as a trustee Jun 19 so due to end as Trustee June 2022 |
| Christine de Placido | Jun-21 | Jun-27 | | | 2nd | Welcomed at June 2021 AGM |
| Gabrielle Saunders | Jun-21 | Jun-27 | | | 2nd | Welcomed at June 2021 AGM |
| Ned Carter | Jun-21 | Jun-27 | | | 2nd | Welcomed at June 2021 AGM |
| Diya Vaid | Jun-23 | Jun-26 | | | 1st | Welcomed in June 2023 |
| Rosie Mayer | Jun-24 | Jun-27 | | | 1st | Copted from 30/06/2023 until welcomed at AGM in June 2024 officially |

TRUSTEES' REPORT - THE BRITISH SOCIETY OF AUDIOLOGY

31 MARCH 2025

| | | | | | | |
|---------------|--------|--------|--|--|-----|-----------------------------------------------------------------------|
| Priya Carling | Jun-24 | Jun-27 | | | 1st | Coopted from 30/11/2023 until welcomed at AGM in June 2024 officially |
|---------------|--------|--------|--|--|-----|-----------------------------------------------------------------------|

Trustee Induction and Training

New Trustees are sent the Trustee handbook with ongoing support coming from the Chair, Vice Chair and other Trustees. The induction programme for new Trustees ensures that they become aware of the issues faced by the BSA and its opportunities and challenges. Each Trustee completes a skills audit when they join the Council and each of them is encouraged to take on responsibilities in areas in which they have expertise.

Responsibilities and Role of the Officers

These are defined on the Society web pages: <http://www.thebsa.org.uk/people/>. Individual Officers' aims and objectives in their work for the Society have been reviewed by the Chair and guidance is available for all officer roles.

A. Other Members

The Chairs of the Professional Guidance Group, Research Development Group and the Special Interest Groups are advisory members of Council. The representatives of the International Journal of Audiology are currently both trustees of the Society.

Principal Risks and Uncertainties

The Society continues to hold a risk register. The principal risks identified on this register are:

- Costs exceed income
- Membership numbers decrease significantly
- Significant gaps in Trustee knowledge and expertise (K&E)
- Information governance breach
- Conflicts of interest impact on organisational decisions
- Loss of support from Fitwise/management support
- Organisation not fulfilling needs of all members

To have effective governance of the BSA these risks are managed carefully and reviewed regularly by BSA Officers and Trustees.

STRATEGIC DIRECTION – THE STRATEGIC PLAN

With over 1100 members, the British Society of Audiology is one of Europe's largest learned societies for audiology and is a truly multidisciplinary organisation. Through the Strategic Plan 2020-2023 the BSA aimed to become more efficient whilst also achieving measurable growth and real-world impact. The strategy document organised activity under the four strategic themes, namely, 'Improving Knowledge' 'Promoting Learning' 'Informing Practice' and 'Driving Positive Impact'. Under this strategy, the BSA aimed to maintain growth as a responsible, proactive, inclusive, representative, and internationally leading learned society. Dedicated Council meetings that took place in both September 2022 and September 2023 completed a review of the 2020-23 strategy and priorities were identified for the creation of the new strategy. The new strategy 2024 – 2027 is now complete.

OUR VISION

The BSA will build knowledge and empower professionals to improve the lives of adults and children with hearing and balance problems. The BSA strives to be the leading learned society in the field of audiology.

OUR MISSION

As a learned society, the BSA advances knowledge, promotes learning, informs good practice, and drives positive impact in the field of audiology.

TRUSTEES' REPORT - THE BRITISH SOCIETY OF AUDIOLOGY

31 MARCH 2025

OBJECTIVES AND ACTIVITIES

The British Society of Audiology, founded in 1967, aims to increase knowledge of hearing and balance and to enhance audiology in the UK. The Society, through its Memorandum and Articles has the objectives to advance audiology by:

1. Education and research in the science of audiology.
2. Promotion of the development of good clinical audiological practice at all stages of care.
3. Advancing the science and clinical practice of audiology by such other charitable means as the Council Members in their absolute discretion shall determine.

For details on the organisation of the society, please refer to the Memorandum and Articles and the society regulations, available online at <http://www.thebsa.org.uk/about/memorandum-articles-association/>. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each.

The Council may also set up working groups to consider specific issues as they arise. Throughout the year, the Society holds regular scientific, clinical, and technical meetings with a wide range of contributors.

The Society email address allows email communication between Council and the membership: bsa@thebsa.org.uk and the Society has its website, Facebook, Instagram and LinkedIn accounts and YouTube channel.

The Society's main publication of news and information on audiological matters are the BSA website, the monthly e-updates and the digital copy of Audacity (membership magazine available on the BSA website), which contains articles, readers' letters and abstracts of papers presented at Society meetings. The official Journal of the Society is the International Journal of Audiology, of which BSA is a tripartite owner with the International Society of Audiology (ISA) and the Nordic Audiological Society (NAS), which is published 12 times per year and is available online free of charge to our members. It has an international reputation, a high impact factor, and is recognised as a valuable part of the worldwide academic library on audiology.

Public Benefit

The Society has referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

ACHIEVEMENTS AND PERFORMANCE OF THE SOCIETY

Membership Communications

Monthly e-Updates

Monthly e-Updates continue to be delivered in their quick-read colour-coded format with links to full information on the BSA website and BSA Online Learning. They contain Chair's message, BSA news, conference and event details, updates on BSA documents, SIG 'Spotlight', IJA links and industry advertisements. A separate section on On-line Learning has been an attractive option to members.

Social Media

BSA Social media presence has continued to show a steady growth and the BSA has moved from Twitter to Bluesky.

Website

The website continues to be accessed by visitors from multiple countries, with guidance documents being the primary section of access. Analytics indicate that the website has had 98,900 views from 1st April 2024 to 31st March 2025.

Audacity

Audacity continues to be published twice a year. Our thanks go to Sunidhi Bhat and the team from the University Hospitals Sussex NHS Foundation Trust in Brighton. Previous editions are available through the website which is both environmentally friendly, and financially efficient. Audacity continues to provide updates from the SIGs, clinical updates, news, and featured articles.

TRUSTEES' REPORT - THE BRITISH SOCIETY OF AUDIOLOGY

31 MARCH 2025

Special Interest Groups (SIGs)

The BSA has eight SIGs: Adult Rehabilitation Interest Group (ARIG) Auditory Processing Disorder (APD), Balance Interest Group (BIG), Cognition & Hearing (CH), Evoked Potentials (EP), Paediatric Audiology Interest Group (PAIG), Tinnitus & Hyperacusis (T&H) and Bone Conduction & Middle Ear Implant (BCMEDI) Group. In his position of Vice Chair Richard Windle has continued to have oversight of all Special Interest Groups. The BSA Special Interest Groups provide crucial expertise that is used to create and inform resources across all societal activity that help to deliver the strategic aims to improve knowledge, promote learning, inform practice and drive positive impact. BSA guidance documents published or updated this year include ABR Stimulus Calibration Reference Values, Acoustic Considerations for Audiology Clinics, Auditory Brainstem Response (ABR) Testing in Newborns, Aural Care (Ear Wax Removal), Clinical Application of Otoacoustic Emissions(OAEs) in Children and Adults, Guiding Principles for Person Centred Care in Adult Hearing Rehabilitation, Otoscopy and impression taking – Minimum training standards, Tympanometry and Acoustic Reflex Thresholds and Visual Reinforcement Audiometry.

The SIGs also collaborate with other key organisations which lead to joint documents including the BSA, BAA and BSHAA Joint Position Statement and Clinical Guidance on the link between adult-onset hearing loss and dementia.

The Society would like to give thanks to the members who have stepped down from their respective SIGs in the past 12 months, many thanks to you all for your expertise, time and dedication to the BSA. For further details of the important work and activities of the SIG, are available on the BSA website.

Conference Group

We thank Gemma Crudwell for her extensive work in leading the Conference Group during her term as she stood down from this role. At the time of writing a new lead for the Conference Group has not been recruited into the role.

The International Journal of Audiology (IJA)

The BSA continues to partner with ISA and NAS to publish the International Journal of Audiology, with two representatives from each organisation sitting on the IJA Council; Gabrielle Saunders and Nicci Campbell. Overall IJA is a flourishing journal led by its Editor-in-Chief, deWet Swanepoel. The current 5 year Impact Factor is 2.3, and the acceptance rate of submitted articles is 25%. There are an average of 425, 000 annual downloads/views.

Professional Guidance Group (PGG)

Linor Jones and Les Keith are currently joint leads of the PGG, and Priya Carling the PGG Lead Trustee. Members meet on a monthly basis. Managing the high workload for this group can be problematic, the PGG typically overseeing 25-30 documents in various stages of review and development at any one time. New approaches for streamlining the work of publication of documents continues to evolve.

Online Learning Group (OLG)

We are grateful to Sarah Coulson for all of her work on the Online Learning Group as she has reached the end of her term, and we welcome Joanna Lemanska as she takes on this role. New content continues to be uploaded on a monthly basis. Certificates of appreciation are issued to presenters that provide content. The Online Learning Group have continued to work with colleagues both internal and external to BSA.

Fellowship Scheme

Many thanks to Bhavisha Parmer as she steps down from leading this group. New ways of assessing applications are being explored.

TRUSTEES' REPORT - THE BRITISH SOCIETY OF AUDIOLOGY

31 MARCH 2025

Heritage

Rosie is passionate about the history of the BSA and agreed to take on the role of Heritage lead following several enquiries during 2023 that we were unable to provide information/an answer to as historical content for the society was no longer available. Rosie will be creating a plan of the items that the society would like to keep either in its physical form or transfer to digital format before working with our communications lead to source the items. Rosie will also be writing vignettes of relevant historical interest for Audacity.

Awards

BSA Awards can now be applied/nominated for throughout the year, however the final deadline for nominations would be 1st March each year so we can arrange in time for that year's AGM.

Awards That Are Nominated By Members Of The Society.

The Thomas Simm Littler Lectureship Prize

The Thomas Simm Littler prize was established in 1970 to honour Dr Thomas Simm Littler, a pioneer of British audiology. The prize is awarded in recognition of an outstanding academic contribution to the discipline of audiology. It is awarded annually and consists of a certificate and honorarium. This was not awarded in 2025..

The Ruth Spencer Prize

The Ruth Spencer prize was established in 1976 to honour the memory of Ruth Spencer. Originally established by donations from Ruth Spencer's many friends and colleagues following her death, this award is now funded by the society. It is now made to recognise an piece of exemplary under-graduate work which falls under any of the 4 strategic aims of the BSA and is nominated by a BSA member of their academic staff. It is awarded annually and consists of a certificate and honorarium. The original recipient was Hilary Ballam. This was not awarded in 2025.

The Denzil Brooks Award

The Denzil Brooks trophy was established in 2007 in memory of the late Denzil Brooks who was a pioneer of adult hearing aid provision within the UK. The award is made to a member in recognition of promoting excellence in audiological practice throughout their career It is awarded annually and consists of a certificate and trophy. The recipient in 2025 was Rachel Boyd

The Roger Thornton Award

Roger Thornton was the chair of the IERASG for many years and an internationally renowned researcher in the field of auditory electrophysiology. This award is given to undergraduate or postgraduate students or early career researchers who have shown excellence in their research work and would like the opportunity to share the outcomes of their work with the wider scientific community.

David Baguley Mentorship Award

In memory of the outstanding mentorship offered by David Baguley throughout his career, the David Baguley award is to acknowledge those offering mentorship and supporting the development of others. The recipient in 2025 was Saira Hussain

Honorary Life Membership (may be more than one award per year)

Honorary Life Membership can be awarded to people who have been active members of BSA for >10 years and who have contributed to the delivery of the aims of the Society during that time. The recipients in 2025 were Nicci Campbell and Kelvin Wakham

Awards That Are Nominated By Members Of The Public (BSA members are encouraged to highlight this award to their patients and their families}

The George Harris People's Choice Award

The George Harris award was established in 2006 using an endowment from the late George Harris who was a hearing aid audiologist working in the independent sector. Set up in 2006 as a result of money bequeathed to the BSA by the late George Harris. The award is made in recognition of a notable contribution to hearing aid audiology in any one year. It consists of a certificate and discretionary honorarium. The recipient in 2025 was Veronia Roscoe.

TRUSTEES' REPORT - THE BRITISH SOCIETY OF AUDIOLOGY

31 MARCH 2025

Awards that are Nominated by The Editorial Team of the Audacity Magazine

Jos Millar Award

The Jos Millar award was established in 2000 by the winner of the 1997 Ruth Spencer prize. It is awarded annually for the best article published in the Audacity magazine and consists of a certificate and trophy. Jos Millar, Chief Audiologist at the Waveney Hospital, Ballymena, retired after many happy years spent in audiological practice. Jos has commemorated these happy years by making an award to the BSA in the form of a shield. The recipient in 2025 was Paul Sheppard.

Research Development Group (RDG)

Amanda Hall is thanked for her extensive contribution to the leadership of the Research Development Group (RDG) as her term is completed this year. The Research Development Group (RDG) is responsible for the development and coordination of initiatives to support BSA members in engaging in research. The Research Mentorship scheme continues to be highlighted and promoted to members of the society. The scheme is fully accessible via the new BSA website.

Global Outreach (GC)

Ned Carter is thanked for his work as lead of Global Outreach. The Global Outreach webpage enables those with an interest in global outreach to register their interest. The BSA continues to be active members of the World Hearing Forum and continues to explore accessibility of BSA Guidance to an international audience.

International Relations

Gaby Saunders is thanked for her leadership in international relations. A special session at the 2026 World Congress of Audiology (WCA) taking place in Seoul. The opportunity to represent the BSA was advertised to membership was awarded along with a travel scholarship. Gaby has continued to strengthen our external relations for example liaising with the European Federation of Audiology Societies (EFAS). As members of the World Hearing Forum (WHF) we look forward to supporting the extensive work of the WHF working groups. Gaby is representing BSA on the newly established WHF External Relations Working Group.

Equality, Diversity, and Inclusion Group (EDI)

Bhavisha Parmar is thanked for her leadership of EDI as her term ended this year. The EDI group is responsible for providing leadership and strategic direction in relation to equality, diversity, and inclusion (EDI) matters affecting members and Council. There has been limited activity to report upon in this last year but we hope to re-establish the work on a specific EDI strategy in the next reporting year.

Governance

Governance Lead, Secretary & Trustee, Jane Wild and Governance Lead, Treasurer & Trustee, Wendy Stevens are thanked for their extensive work and the work of Fitwise Management Ltd over the past year on ongoing governance of the BSA governance.

TRUSTEES' REPORT - THE BRITISH SOCIETY OF AUDIOLOGY

31 MARCH 2025

FINANCIAL REVIEW

(Wendy Stevens, BSA Treasurer)

Introduction

For the year ended 31 March 2025 I am pleased to report on yet another consecutive year of strong financial stability while we have also continued to invest in delivering a wide variety of activities and benefits to our membership. A conservative outlook on revenue generation and expenditure at the beginning of 2024 meant that we set ourselves up for a year where our cash position was not a point of concern. The Society's total net assets at year-end stand at £356.8k, with increase from £311.6k last year, which means that our financial position has remained healthy while we have continued to deliver value to our membership. Our end of year surplus of £45.4k allows the Society to look forward to delivering new and exciting membership benefits and initiatives for the audiology community.

Income

Membership subscriptions: overall as forecast for the year at £59.6k, up by £1k. Total membership numbers for the year **were 1366 compared to 1142** last year. This is a significant increase (20%). Partially caused by creation of new BSA website that attracted more potential members. Corporate membership subscriptions £1.3K which is down by £1.5K.

Advertising: total income for the year was £4.3k down by £3.1K when comparing to budget. Accredited courses: total income for the year was £6k which is £0.5K better than the budget.

IJA royalties: royalties from the BSA's part-ownership of the International Journal of Audiology were received at £37.3K which is similar to last year. Moreover, there was £23.2K income received from share of remaining funds after the IJA decided to close bank in Canada. Originally the funds were kept for any issues related to production of the Journal.

Gain on investment: the gain on investment is £2.3K for the year. This is lower than last year (£9K) due to current economic climate on the financial markets.

Expenditure

Cost control continued to be an important part of this year's financial management strategy and contributed significantly to the positive financial performance of the year as a whole. Total expenses for the year £87.4K with some savings across the organisation.

The biggest savings (£15K) in small research grant, (£11.8K) in SIG projects and (£8.5K) in irrecoverable VAT. Other positive variances are in council cost related to Executive meeting costs of £3.1K comparing to £4.5K for last year. This is mainly due to decision to meet virtually rather than in-person.

The material costs for the year have been for Website maintenance/IT cost of £5.7K and to Fitwise Management Ltd who this year performed all of our PA, membership, administration, bookkeeping and marketing activities at a cost of £61.1K compared to £56.6K last year. These administration costs have remained stable throughout the year and form the largest single expenditure for the Society.

Conclusion

The overall surplus of the Financial Year is £45.2K. With this, I am confident that our financially stable BSA will be able to continue to implement new initiatives that further the vision and mission of the Society. It is worth noting that our stable financial base has been secured by three years of conservative financial practice. This means that the BSA can now look to invest in key areas of membership benefit in order to continue to enhance the value of BSA membership and attract new members to the Society.

Finally, I am grateful for the support of my fellow trustees and the assistance and co-operation of the dedicated staff at Fitwise Management Ltd.

Investment Policy

The policy of the BSA is to spread the risk of monies invested and to review regularly those investments to ensure maximum return without excessive risk but only in funds which are consistent with the values of the Society.

Reserves Policy

The reserve policy has been set to ensure sufficient funds are held in reserve to maintain the continued operation of the charity in respect of its charitable activities (including management, administration and other support costs) should unforeseen circumstances reduce the charity's income or increase expenditure. The Trustees believe that the level of liquid reserves should be the equivalent of 6 months operating costs. The level of reserves will be monitored on a quarterly basis.

TRUSTEES' REPORT - THE BRITISH SOCIETY OF AUDIOLOGY

31 MARCH 2025

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Charitable Company's Trustees/Directors are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company Law requires the Trustees/Directors to prepare Financial Statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees/Directors should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK 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 business.

The Trustees/Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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/Directors are also responsible for the contents of the Trustees'/Directors' report, and the responsibility of the Independent Examiner in relation to the Trustees'/Directors' report is limited to examining the report and that ensuring on the face of the report there are no inconsistencies with the figures disclosed in the Financial Statements.

This report has been prepared in accordance with the Statement of Recommended Practice -Accounting and Reporting by Charities (FRS102) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the Trustees on 06/11/2025

Signed on their behalf by

(Chair)



INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE BRITISH SOCIETY OF AUDIOLOGY AS AT 31 MARCH 2025

I report to the charity trustees on my examination of the accounts of The British Society of Audiology (the Company) for the year ended 31 March 2025, which are set out on pages 14 to 22.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's report

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].
- I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

On behalf of:

EDWIN SMITH
CHARTERED ACCOUNTANTS
32 Queens Road
Reading
RG1 4AU

Signed:

Philip J Nixon



Date: 7 November 2025

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE BRITISH SOCIETY OF AUDIOLOGY AS AT
31 MARCH 2025**

| | | Unrestricted Funds | Restricted Funds | Total Funds 2025 | Total Funds 2024 |
|---------------------------------------------------------------------------------------|-------|-----------------------|---------------------|------------------------|------------------------|
| | Notes | £ | £ | £ | £ |
| Income from: | | | | | |
| Donations, legacies etc. | | 961 | - | 961 | |
| Investments | | 1340 | - | 1340 | 1,074 |
| Charitable activities | | | | | |
| Subscriptions | | 59,624 | - | 59,624 | 59,423 |
| Conference and meetings | | | | | |
| Other | | 6,003 | - | 6,003 | 4,422 |
| Other trading activities | | | | | |
| Advertising | | 4,370 | - | 4,370 | 7,439 |
| Other | | 25 | - | 25 | |
| Royalties | | 60,563 | - | 60,563 | 38,855 |
| Total Income | | 132,886 | - | 132,886 | 111,213 |
| Expenditure on: | | | | | |
| Raising funds | 2 | 4,854 | - | 4,854 | 5,213 |
| Charitable activities | 2 | 72,915 | 252 | 73,167 | 102,084 |
| Other costs | 2 | 11,983 | - | 11,983 | 14,413 |
| Total Expenditure | | 89,752 | 252 | 90,004 | 121,710 |
| Net income/(expenditure) before investment gains | | 43,134 | (252) | 42,882 | (10,498) |
| Net gains/(losses) on investments | | 2,334 | - | 2,334 | 9,144 |
| Net income/(expenditure) Transfers between funds Net movement on funds | | 45,468 | (252) | 45,216 | (1,353) |
| Fund balances at 1 April 2024 | | 277,521 | 34,076 | 311,597 | 312,950 |
| Fund balances at 31 March 2025 | | 322,989 | 33,824 | 356,813 | 311,597 |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE BRITISH SOCIETY OF AUDIOLOGY
BALANCE SHEET AS AT 31 MARCH 2025

| | Notes | 2025 | | 2024 | |
|-------------------------------------------------------|-------|-----------------|-----------------------|-----------------|-----------------------|
| | | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible assets | 5 | | 83 | | 127 |
| Investments | 6 | | 90,152 | | 87,699 |
| | | | <u>90,235</u> | | <u>87,826</u> |
| Current assets | | | | | |
| Debtors | 7 | 75,637 | | 22,634 | |
| Cash at bank and in hand | | <u>277,531</u> | | <u>240,716</u> | |
| | | <u>353,168</u> | | <u>263,350</u> | |
| Creditors: Amounts falling due within one year | 8 | <u>(86,590)</u> | | <u>(39,579)</u> | |
| Net current assets | | | <u>266,578</u> | | <u>223,771</u> |
| Total assets less current liabilities | | | <u><u>356,813</u></u> | | <u><u>311,597</u></u> |
| Funds of the charity | | | | | |
| General funds | 12 | | 299,727 | | 277,521 |
| Designated funds | 12 | | 23,262 | | |
| Restricted funds | 11 | | 33,824 | | 34,076 |
| Total Funds | | | <u><u>356,813</u></u> | | <u><u>311,597</u></u> |

For the year ending 31 March 2025, the company was entitled to exemption from audit under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of the affairs of the company as at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within part 15 of the Companies Act 2006.

The accounts were approved by the Board on: 06/11/2025



Wendy Stevens
 Director

Company Registration No. 07482730

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2025

1. ACCOUNTING POLICIES

Company information

The British Society of Audiology is a Registered Charity and a Charitable Company Limited by Guarantee incorporated on 5 January 2011. The registered office is 32, Queens Road, Reading, Berkshire, England, RG1 4AU.

Basis of preparation

The financial statements 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 to the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in Sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

Assets and liabilities are initially recognized at historical cost or transaction value except for fixed asset investments or as unless otherwise stated in the relevant accounting policy note(s).

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

Preparation of the financial statements on a going concern basis

The charity has a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. It has therefore continued to adopt the going-concern basis in preparing its financial statements.

The charity has taken advantage of the exemption for smaller charities to produce a cash flow statement.

Fund Accounting

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Voluntary income, including donations, gifts and legacies are recognised where there is entitlement, there is sufficient certainty of receipt and so it is probable the income will be received, and the amount of income can be measured with sufficient reliability.

Subscriptions are included in the Statement of Financial Activities in the year to which they relate. Deferred income comprises subscriptions which relate to future accounting periods.

Income from conferences and meetings, advertising, sponsors and investment are recognised in the year in which they are receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Governance costs comprise management and administration costs for running the charity itself as an organisation. Where applicable the costs of raising funds consist of an apportionment of overhead and support costs.

Costs of charitable activities include all direct costs and an apportionment of overhead and support costs.

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2025

Fixed Asset Investments

Fixed asset 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. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Tangible Fixed assets

Depreciation is provided on a straight-line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life. The rates applied per annum are as follows:

| | |
|-----------------------------|--------------------------|
| Office Equipment | 10% per annum on costs |
| Computer Equipment/Software | 33.33% per annum on cost |

Debtors

Debtors are recognised at the settlement amount due.

Cash at bank and in hand

Cash at bank and in hand includes cash and cash held at bank current accounts and short term highly liquid investments held on deposit accounts.

Creditors

Creditors and provisions are recognised as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments detailed above.

Pensions

The Trust operated a defined contribution pension scheme. All contributions were charged to the Statement of Financial Activities as incurred

Taxation

The charity is exempt from Corporation Tax on its charitable activities.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2025

2. EXPENDITURE

| | Charitable Activities | Governance costs | Raising funds | Restricted Funds | 2025 Total | 2024 Total |
|------------------------------|----------------------------------|-----------------------------|--------------------------|-----------------------------|-----------------------|-----------------------|
| | £ | £ | £ | £ | £ | £ |
| Conference and meetings | 6,025 | - | - | - | 6,025 | 2,125 |
| Online meeting costs | 1,372 | - | - | - | 1,372 | 1,565 |
| Committee expenses | - | 3,673 | - | - | 3,673 | 5,780 |
| Management costs | 55,069 | 6,119 | - | - | 61,188 | 63,813 |
| Support costs | 10,169 | 791 | 4,854 | - | 15,814 | 14,834 |
| Accountancy fees | - | 1400 | - | - | 1,400 | 1,510 |
| Website/App development | - | - | - | - | | 29,389 |
| Grants, prizes and bursaries | 236 | - | - | 252 | 488 | 2,650 |
| Depreciation | 44 | - | - | - | 44 | 44 |
| | 72,915 | 11,983 | 4,854 | 252 | 90,004 | 121,710 |

Accountancy fees include Independent Examination fees of £1,400 (2024 -£1,180).

3. EMPLOYEES

The Charity did not engage any employees during the year.

The trustees were not paid and did not receive any benefits from employment with the charity in the year (2024: £nil).

Reimbursed expenses paid to trustees are detailed in note 4.

The key management personnel of the charity comprise the trustees. The trustees have assigned 'day to day' key management duties to a management company (see note 2 for total management costs).

4. TRUSTEES

No remuneration or other payments were made to any of the trustees or any connected person, directly or indirectly from the charity. During the period expenses of nil (2024 -£398).

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2025

5. TANGIBLE FIXED ASSETS

| | Office Equipment | Computer Equipment /Software | 2025 Total |
|-------------------------|---------------------|------------------------------------|---------------|
| | £ | £ | £ |
| Cost | | | |
| At 1 April 2024 | 435 | 3,115 | 3,550 |
| Additions | - | - | - |
| Disposals | | | |
| At 31 March 2025 | <u>435</u> | <u>3,115</u> | <u>3,550</u> |
| Depreciation | | | |
| At 1 April 2024 | 308 | 3,115 | 3,423 |
| On disposals | - | - | - |
| Charge for the year | 44 | - | 44 |
| At 31 March 2023 | <u>352</u> | <u>3,115</u> | <u>3,467</u> |
| Net book value | | | |
| At 31 March 2025 | <u>83</u> | - | <u>83</u> |
| At 31 March 2024 | <u>127</u> | - | <u>127</u> |

6. INVESTMENTS

| | £ | £ |
|-------------------------------------------------------|---|---------------|
| UK quoted investments | | |
| Carrying (fair) Value at 1 April 2024 | | 87,699 |
| Additions at carrying value | | - |
| Net gain on revaluation | | 2,453 |
| Carrying (fair) Value at 31 March 2025 (cost £71,622) | | <u>90,152</u> |

These investments relate to the Vanguard Life Fund

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2025

7. DEBTORS AND PREPAYMENTS

| | 2025 £ | 2024 £ |
|--------------------------------|---------------|---------------|
| Trade debtors | 72,915 | 324 |
| Prepayments and accrued income | 2,722 | 18,128 |
| Other debtors | | 4,182 |
| | <u>75,637</u> | <u>22,634</u> |

8. CREDITORS

Amounts falling due within one year

| | 2025 £ | 2024 £ |
|-----------------|---------------|---------------|
| Trade creditors | 11,238 | 14,616 |
| VAT | 31,586 | - |
| Accruals | 3,043 | 4,406 |
| Deferred income | 40,723 | 20,557 |
| | <u>86,590</u> | <u>39,579</u> |

9. SHARE CAPITAL

The British Society of Audiology, a registered charity, is a company limited by guarantee, not having any share capital. In the event of a winding up, each member may be required to contribute an amount not exceeding £1 towards the settlement of the company's liabilities.

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds £ | Restricted Funds £ | 2025 £ | 2024 £ |
|-------------------------------------------------|----------------------------|--------------------------|----------------|----------------|
| Tangible Fixed Assets | 83 | - | 83 | 127 |
| Investments | 56,328 | 33,824 | 90,152 | 87,699 |
| Current Assets | 353,168 | - | 353,168 | 263,350 |
| Current Liabilities (due in less than one year) | (86,590) | - | (86,590) | (39,579) |
| | <u>322,989</u> | <u>33,824</u> | <u>356,813</u> | <u>311,597</u> |

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2025

11. RESTRICTED FUNDS

| | T S Littler Prize & Bursary Fund | R. Thornton Fund | IAT Fund | G Harris Fund | 2025 - Total | 2024 Total |
|--------------------------------------------|-------------------------------------------|---------------------|--------------|------------------|-----------------|---------------|
| | £ | £ | £ | £ | £ | £ |
| Balance brought forward at 1 April 2024 | 5,300 | 27,045 | 1,531 | 200 | 34,076 | 36,171 |
| Donations/ Grants receivable | - | - | - | - | - | - |
| Transfer to unrestricted funds | - | - | - | - | - | - |
| Expenses | - | (252) | - | - | (252) | (2,095) |
| Balance at 31 March 2025 | 5,300 | 26,793 | 1,531 | 200 | 33,824 | 34,076 |

The Society operates two award funds. Awards are made to honour members of our profession, who in their different ways, made a significant contribution to audiology.

Through these awards, we are now able to honour our own contemporaries who have done valuable work in the field of audiology.

Thomas Simm Littler Prize and Lectureship

As a result of the generous gift of £10,000 to the Society by the organising committee of the IX International Congress in Audiology (London 1968), a lectureship and prize fund was set up in honour of the Late Dr Thomas Simm Littler, a pioneer in British Audiology.

The prize is awarded annually. It carries an honorarium of £100 together with a memorial certificate.

The lectureship is awarded every two years. It carries an honorarium of £200.

Thomas Simm Littler Bursary

One or more grants of up to £300 per year can be awarded to a member of the Society to assist in achieving training or related professional goals. Examples of uses to which the awards could be put to are: to help with travel costs to enable the results of a research project to be presented at an academic meeting; or to help with accommodation costs so that attendance at a conference can be extended to include a visit to another department.

Grants are made from the Thomas Simm Littler Awards Fund.

Industrial Audiometricians Training Fund

The Society operates an accreditation scheme for a course in industrial Audiometry and Hearing Conservation, run by external organisations. This fund was established to provide financial support for this purpose.

George Graham Harris

George Graham Harris, who died on 22 February 2005, bequeathed the sum of £1,000 to the Society. An award will be made to any individuals making a notable contribution to hearing and audiology in any one year.

Roger Thornton Memorial Fund

A generous gift of £30,000 was made in a previous year to the BSA to establish the Roger Thornton Memorial Fund primarily to fund travel awards to students engaged in research relating to audiology/hearing science.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2025

12. UNRESTRICTED FUNDS

| | Designated Funds | General Funds | Total |
|--------------------------------------------|-----------------------------|--------------------------|----------------|
| | £ | £ | £ |
| Balance brought forward at 1 April 2024 | - | 277,521 | 277,521 |
| Income | - | 132,886 | 132,886 |
| Expenses | - | (89,752) | (89,752) |
| Gain on investments | | 2,234 | 2,334 |
| Transfers | 23,262 | (23,262) | - |
| Balance at 31 March 2025 | 23,262 | 299,727 | 322,989 |

Designated fund - The trustees have set aside funds to cover any unexpected future costs.

13. RELATED PARTY TRANSACTIONS

The charity has a third share of a joint venture IJA (International Journal of Audiology) Council. The net income of IJA is paid as an annual royalty split equally between the three owners. This year the royalties payable to the charity amounted to £60,563 (2024 - £38,855). At the yearend nil is included as accrued income (2024-£15,739) and £19,250 is included as deferred income (2024 - £nil).

THE BRITISH SOCIETY OF AUDIOLOGY

England & Wales - Charity number 1143782

Accounts

British Society of Audiology

Promoting excellence in hearing and balance



THE BRITISH SOCIETY OF AUDIOLOGY

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024



THE BRITISH SOCIETY OF AUDIOLOGY

LEGAL AND ADMINISTRATION INFORMATION FOR THE YEAR TO 31 MARCH 2024

| | |
|-----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Trustees/Directors | Donna Corrigan (Chair) Siobhan Brennan (vice Chair) (part year) Wendy Stevens (Treasurer) Jane Wild (Secretary) Sara Coulson Gemma Crundwell Nicci Campbell Bhavisha Parmar Christine De Placido Ned Carter Gabrielle Saunders Devang Joshi Rosie Mayers (part year) Diya Vaid (part year) Priya Carling (part year) Derek Hoare (Immediate past chair resigned 5 June 2023) David Greenberg (Previous Treasurer resigned 5 June 2023) |
| Charity number | 1143782 |
| Company number | 7482730 |
| Principal address | Fitwise Management Ltd Blackburn House Redhouse Road Seafield Bathgate West Lothian EH47 7AQ |
| Registered office | 32 Queens Road Reading RG1 4AU |
| Independent Examiner | P. J. Nixon, FCA, Edwin Smith, Chartered Accountants 32 Queens Road Reading Berkshire RG1 4AU |
| Bankers | Lloyds Bank Plc 1-2 Market Place Reading Berks RG1 2EQ Barclays Standard Life PO Box 23966 Edinburgh EH31BF |

Governing document - Memorandum and Articles of Association Incorporated 5 January 2011

Contents

| | |
|-----------------------------------------|-------|
| Constitution | 4 |
| Chair's Report | 4 |
| Structure, Governance & Management | 5 |
| Strategic Direction | 7 |
| Objectives and Activities | 7 |
| Achievements and Performance | 8 |
| Financial Review | 13 |
| Statement of Trustee's Responsibilities | 14 |
| Independent Examiner's Report | 15 |
| Statement of Financial Activities | 16 |
| Balance Sheet | 17 |
| Notes to the Financial Statements | 18-24 |

The Trustees present their report and the financial statements for the year to 31 March 2024 and confirm that they comply with the requirements of the Companies Act 2006, the Charities Act 2011 and the statement of Recommended Practice Accounting and Reporting by Charities (FRS 102). This report is also the Directors' Report required by section 417 of the Companies Act 2006.

CONSTITUTION

The governing body of the Society is the Council. This consists of a minimum of 12 and a maximum of 16 elected members made up of five Officers of the Society (the Chair, Vice Chair, Immediate Past Chair, Secretary, and Treasurer) and other members who are expected at some time in their term of office to fulfil a specific role on Council. Council advisors may also be appointed by Council in an "ad hoc" fashion as required to meet the needs of the Society. The Council meets quarterly and is responsible for the strategic direction of the Society. Council members are from a variety of disciplines across audiology, hearing and balance science which mirrors the professional diversity of the membership.

The Society began operating as a charitable company, known as The British Society of Audiology (A Company Limited by Guarantee, Company Registered Number: 07482730; Charity Number: 1143782) on 1 November 2012, having previously been an unincorporated entity.

CHAIR'S REPORT **(Donna Corrigan)**

I would like to start this year's report by thanking all members, advisors and trustees for their ongoing support, dedication and commitment to the British Society of Audiology. It becomes ever more apparent that individuals across our society go above and beyond to manage their daily workloads whilst also passionately driving forward and delivering against the strategic aims of the society. I would also like to take this opportunity to thank our management team, Fitwise, in particular Michelle McDougall for her constant administration support and Gosia Figurska for her oversight of the BSA finances.

In the last reporting year BSA Council has continued to grow and we have three new trustees in post compared with this time last year. On reviewing our activity against the BSA strategy in September 2022 we had identified a need to better engage with students and early career professionals and therefore successfully recruited two trustees to lead this work, Diya Vaid and Rosie Mayer. During the course of the year and following enquires relating to historical information about the society Rosie agreed to change her focus from Early Careers to Heritage lead, something that she feels very passionately about. We have also successfully recruited a dedicated PGG trustee, Priya Carling to support Richard Windle and the PGG team with the management and delivery of >50 BSA documents. As we thanked David Greenburg for completing his term of office as treasurer in June 2023 we welcomed Wendy Stevens to the role, who has worked extensively with BSA and Fitwise reviewing the expenditure of the past financial year and planning for the year ahead, thank you.

As I reported last year the societies stable and positive financial position enabled work streams to address and assist with several of our strategic aims; Improve knowledge, promote learning, inform practice and drive positive impact. The first of those being to invest in a new BSA website as an accessible, intuitive, and valuable resource for our members. Nicci Campbell led the very successful preparation, design and creation of the new site throughout 2023 and it was launched in November 2023, welcoming 3.1k users! The new site provides easier access through mobile devices as well as single sign in for both the International Journal of Audiology and Sound Practice, among many improvements. New content includes a research collaboration and padlet board, global hub and early careers section. At the same time as launching the new site we also introduced our new membership categories which responded to data collected from a membership survey identifying that we needed to better support our early careers professionals through membership and involvement in our organisation, improve access for colleagues and peers overseas and that organisational membership was under utilised. We are starting to see membership numbers increase and that people are choosing the new categories we offer.

Another success of 2023 was the Scientific Meeting held in Birmingham. The event was organised by Gemma Crundwell and the conference team with input from colleagues across the society, particularly the Special Interest Groups who showcased just some of what they have been working on, their current activity and their future work streams. Attendees fed back their appreciation, commenting upon the practical tips they were able to take away whilst learning more about what the SIG's do. Research featured strongly throughout the programme informing the audience about opportunities such as the research mentorship scheme. We are looking forward to the Scientific Meeting of 2024 during which we will hold our annual general meeting and announce the BSA awards.

Nationally, trustees and advisors of the BSA have engaged and collaborated with external organisations and work streams including the Independent Review of Audiology Services in Scotland, NICE, the James Lind Alliance, NHSE, RNID, BAA, BCIG, HCPC, National working Group for Aural Care, BSHAA and BATOD (to name just a few). Internationally, and thanks to Gabrielle Saunders (International Relations) and Ned Carter (Global outreach) we continue to extend our reach with a successful application to the World Hearing Forum, speaker representation for BSA at the World Congress of Audiology in Paris (2024) and potential representation at the European Federation of Audiology Societies congress in 2025.

As the audiological landscape faces many challenges across the UK, the volunteers of the BSA, a learned society, will continue to improve knowledge, promote learning, inform practice and drive positive impact to support its members. We have a remarkably diverse, expert and experienced BSA community, and that should be celebrated.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Society is a Company Limited by Guarantee and is multidisciplinary with 1129 members from all areas of audiology in the UK and overseas. As well as audiologists and scientists, it has professionals from audiology-related backgrounds, and student, public, retired, and life members. The Society is a founder member of the Federation of Acoustical Societies of Europe (FASE) and is a member of the European Federation of Audiological Societies (EFAS).

Council & Trustees

The full list of Trustees for the reporting period is given in the Table below.

| OFFICERS | Beginning of Term of Office | End of term Date | Term as Chair began | Term as Chair ends | 1st or 2nd term | Notes |
|--------------------------------------------------------------|------------------------------------|-------------------------|----------------------------|---------------------------|------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Donna Corrigan (Chair) Chair sits for a 2 year term | Oct-19 | Jan-23 | Jan-22 | Jan-24 | 1st | Co-opted on 04/05/2018 and officially welcomed at AGM in June 2018. Became Vice Chair Jan 2020 so new term ends June 2023 |
| Siobhan Brenan-Vice Chair - VC sits for a 2 year term | Jun-22 | Jun-24 | | | 1st | Welcomed on online AGM 2022 |
| Jane Wild-Secretary - Secretary sits for 3 year term | Dec-20 | Jun-27 | | | 2nd | Co-opted Oct 2020 but not official until next AGM (June 2021) |
| Wendy Stevens - Treasurer sits for 3 year term | Jun-24 | Jun-27 | | | 1st | Coopted from 19/07/2023 until welcomed at AGM in June 2024 officially |
| ELECTED TRUSTEES – all sit for a 3 year term | | | | | | |
| Sara Coulson | Jun-19 | Jun-25 | | | 2nd | Co-opted in Feb 19. Welcomed at June 2019 AGM |
| Bhavisha Parmar | Jun-19 | Jun-25 | | | 2nd | Welcomed at June 2019 AGM |
| Gemma Crundwell | Jun-19 | June 25 | | | 2nd | Started March 2019 and officially welcomed at AGM in June 2019 |
| Nicci Campbell | Jun-19 | Jun-25 | | | 2nd | started in Summer 2017 due to end APD SIG Dec 2020. Elected as a trustee Jun 19 so due to end as Trustee June 2022 |
| Christine de Placido | Jun-21 | Jun-27 | | | 2nd | Welcomed at June 2021 AGM |
| Gabrielle Saunders | Jun-21 | Jun-27 | | | 2nd | Welcomed at June 2021 AGM |
| Ned Carter | Jun-21 | Jun-27 | | | 2nd | Welcomed at June 2021 AGM |
| Dev Joshi | Aug-22 | Aug-25 | | | 1st | Welcomed in August 2022 |
| Diya Vaid | Jun-23 | Jun-26 | | | 1st | Welcomed in June 2023 |
| Rosie Mayer | Jun-24 | Jun-27 | | | 1st | coopted from 30/06/2023 until welcomed at AGM in June 2024 officially |
| Priya Carling | Jun-24 | Jun-27 | | | 1st | coopted from 30/11/2023 until welcomed at AGM in June 2024 officially |

Trustee Induction and Training

New Trustees are sent the Trustee handbook with ongoing support coming from the Chair, Vice Chair and other Trustees. The induction programme for new Trustees ensures that they become aware of the issues faced by the BSA and its opportunities and challenges. Each Trustee completes a skills audit when they join the Council and each of them is encouraged to take on responsibilities in areas in which they have expertise.

Responsibilities and Role of the Officers

These are defined on the Society web pages: <http://www.thebsa.org.uk/people/>. Individual Officers' aims and objectives in their work for the Society have been reviewed by the Chair and guidance is available for all officer roles.

A. Other Members

The Chairs of the Professional Guidance Group, Research Development Group and the Special Interest Groups are advisory members of Council. The representatives of the International Journal of Audiology are currently both trustees of the Society.

Principal Risks and Uncertainties

The Society continues to hold a risk register. The principal risks identified on this register are:

- Costs exceed income
- Membership numbers decrease significantly
- Significant gaps in Trustee knowledge and expertise (K&E)
- Information governance breach
- Conflicts of interest impact on organisational decisions
- Loss of support from Fitwise/management support
- Organisation not fulfilling needs of all members

To have effective governance of the BSA these risks are managed carefully and reviewed regularly by BSA Officers and Trustees.

STRATEGIC DIRECTION – THE STRATEGIC PLAN

With over 1100 members, the British Society of Audiology is one of Europe's largest learned societies for audiology and is a truly multidisciplinary organisation. Through the Strategic Plan 2020-2023 the BSA aimed to become more efficient whilst also achieving measurable growth and real-world impact. The strategy document organised activity under the four strategic themes, namely, 'Improving Knowledge' 'Promoting Learning' 'Informing Practice' and 'Driving Positive Impact'. Under this strategy, the BSA aimed to maintain growth as a responsible, proactive, inclusive, representative, and internationally leading learned society. Dedicated Council meetings that took place in both September 2022 and September 2023 completed a review of the 2020-23 strategy and priorities were identified for the creation of the new strategy. The new strategy is in its final stages of production, along with an operational plan and will be available for the society's Annual General meeting in June 2024.

OUR VISION

The BSA will build knowledge and empower professionals to improve the lives of adults and children with hearing and balance problems. The BSA strives to be the leading learned society in the field of audiology.

OUR MISSION

As a learned society, the BSA advances knowledge, promotes learning, informs good practice, and drives positive impact in the field of audiology.

OBJECTIVES AND ACTIVITIES

The British Society of Audiology, founded in 1967, aims to increase knowledge of hearing and balance and to enhance audiology in the UK. The Society, through its Memorandum and Articles has the objectives to advance audiology by:

1. Education and research in the science of audiology.
2. Promotion of the development of good clinical audiological practice at all stages of care.
3. Advancing the science and clinical practice of audiology by such other charitable means as the Council Members in their absolute discretion shall determine.

For details on the organisation of the society, please refer to the Memorandum and Articles and the society regulations, available online at <http://www.thebsa.org.uk/about/memorandum-articles-association/>. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each.

The Council may also set up working groups to consider specific issues as they arise. Throughout the year, the Society holds regular scientific, clinical, and technical meetings with a wide range of contributors.

The Society email address allows email communication between Council and the membership: bsa@thebsa.org.uk and the Society has its website, Twitter account @BSAAudiology, Facebook, Instagram and LinkedIn accounts and YouTube channel.

The Society's main publication of news and information on audiological matters are the BSA website, the monthly e-updates and the digital copy of Audacity (membership magazine available on the BSA website), which contains articles, readers' letters and abstracts of papers presented at Society meetings. The official Journal of the Society is the International Journal of Audiology, of which BSA is a tripartite owner with the International Society of Audiology (ISA) and the Nordic Audiological Society (NAS), which is published 12 times per year and is available online free of charge to our members. It has an international reputation, a high impact factor, and is recognised as a valuable part of the worldwide academic library on audiology.

Public Benefit

The Society has referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

ACHIEVEMENTS AND PERFORMANCE OF THE SOCIETY

Membership Communications

(Membership Communications Lead & Trustee - Devang Joshi, Website Lead & Trustee - Nicci Campbell and Audacity Magazine Editor-in-Chief - Roulla Katiri)

Monthly e-Updates

Monthly e-Updates continue to be delivered in their quick-read colour-coded format with links to full information on the BSA website and BSA Online Learning. They contain Chair's message, BSA news, conference and event details, updates on BSA documents, SIG 'Spotlight', IJA links and industry advertisements. A separate section on On-line Learning has been an attractive option to members.

Social Media

BSA Social media presence has continued to show a steady growth in 2023, Facebook has 3051 followers, Twitter has 6492 followers, Instagram has 953 followers. For the second reporting year in a row, LinkedIn shows the largest growth from 822 in March 2023 to 1593 in March 2024. YouTube has also seen an increase to 90 subscribers and there are plans over the coming year to provide each Special Interest Group with their own dedicated channel.

Website

The new BSA website was launched on 15th November 2023. This was a great team effort and extensive project, coordinated through its entirety by Nicci which involved 134 people (13 trustees, 10 advisors representing a further 96 people, 5 Fitwise administrators, 2 website teams (me&him and Richard Pavey Webdesign) comprising 3 people, Taylor & Francis team of 5 and Talking Heads group of 2). Key features of the new site include:

- Brand-new areas for Research (with a Research Padlet Collaboration Board), Students & Early Career Professionals, Global Outreach Resources Hub and International Links
- Easy single log in for BSA members to access the International Journal of Audiology, Sound Practice, and the new Research
- Padlet Collaboration Board
- New search function
- Easy access to our BSA Guidance documents with great filter options to suit individual search preferences
- Events and training opportunities including BSA Online Learning (for BSA members), BSA Scientific Meetings, BSA

Accredited Courses, BSA Online Learning and non-BSA Events

- BSA Online Learning (for BSA members) is great for CPD with certificates provided
- New membership categories with free membership offered to students
- Prestigious Prizes and BSA Fellowship opportunities for BSA members
- Easy use and good access on mobile phones, tablets etc.

Through Google analytics we have been able to determine that the website saw 3911 users in its first month and while this has reduced has remained consistently above 2300 users per month since. Analytics have also been able to advise us on the most popular content such as BSA Resources and Audacity when it was published in March 2024. We hope to use this data further by informing both our priorities and our communications strategy. A huge thank you to Nicci Campbell and everyone that helped in creating our new website.

Audacity

Audacity continues to be published twice a year. Our thanks go to Jackie Young and the team from University Hospital Southampton NHS Foundation Trust, who completed their editorial term with the September 2023 edition, but also took time to support the new incoming editorial team. The new team are from the University Hospitals Sussex NHS Foundation Trust in Brighton and are led by our new editor-in-chief, Roulla Katiri. They have produced their first edition March 2023 which has received 139 pages views with 89 active online users. Previous editions are available through the website which is both environmentally friendly, and financially efficient. Audacity continues to provide updates from the SIGs, clinical updates, news, and featured articles.

Special Interest Groups (SIGs)

(Special Interest Groups Lead, Vice Chair & Trustee - Siobhan Brennan)

The BSA has eight SIGs: Adult Rehabilitation Interest Group (ARIG) Auditory Processing Disorder (APD), Balance Interest Group (BIG), Cognition & Hearing (CH), Evoked Potentials (EP), Paediatric Audiology Interest Group (PAIG), Tinnitus & Hyperacusis (T&H) and Bone Conduction & Middle Ear Implant (BCMED) Group. In her position of Vice Chair Siobhan Brennan has continued to have oversight of all Special Interest Groups.

The BSA Special Interest Groups provide crucial expertise that is used to create and inform resources across all societal activity that help to deliver the strategic aims to improve knowledge, promote learning, inform practice and drive positive impact. Ensuring that our groups have the sufficient and equitable representation is an ongoing task and this year recruitment has seen seven new members join the APD team (including two early career professionals) and two new members join BIG.

Contributions to our online learning platform include three APD BSA Online Learning recordings: "APD: Auditory Training" by Dr Christina Murphy, "Another kind of Noise" by Stuart Rosen, "Option of co-morbidities for APD reference standard" by Ansar Ahmmed. PAIG produced a video of paediatric impression taking which has been shared on the Online learning platform and have completed filming of two further videos for speech testing and adaptations to speech testing which should be available to members soon. ARIG have consistently provided content for the BSA YouTube channel and will be working on the PROTEA toolkit over the next 12 months, while BDMED have provided a featured section in Audacity.

The scientific meeting was a successful event for many of our SIGs. The APD session saw Professor Harvey Dillon as Keynote speaker deliver "Separating the causes of listening difficulties in children". TH SIG presented work on tinnitus practice guidance, and hyperacusis service evaluation and BIG delivered a multi-disciplinary collaborative lecture on paediatric vestibular assessment. CH SIG delivered a presentation about the BSA dementia network, EPSIG delivered presentations related to OAE's and BCMED delivered their first presentation as a newly formed SIG at the scientific meeting and have already secured an international speaker for the 2024 Scientific meeting. BCMED also presented at the BAA conference in November 2023 which linked with their work on mentors/champions which they are further developing with BCIG and BAA.

BSA guidance documents published this year include the Recommended procedure for VRA by PAIG and Practice Guidance Auditory Steady State Response (ASSR) Testing by EPSIG. Documents currently in process include the APD Guidance document, joint ALD Guidance document (APD, ARIG and CH SIGs), the Combined VEMP document (BIG) and Otoacoustic emissions (OAE's). CH SIG hope to develop a Position Statement about adapting clinical practice for patients who have cognitive decline. PAIG hope to complete guidance relating to Infant and Child Hearing Aid Fitting, Distraction and BOA and create new documents relating to Peer Review of VRA, Minimum Discharge Criteria and Performance/Play Audiometry Recommended Procedure.

Other activity by the SIGs this year has included PAIG completing a survey of VRA Peer Review practice, CH SIG launching the James Lind Alliance PSP in coexisting dementia and hearing conditions and TH SIG produced the first information sheet for hyperacusis. Looking ahead BIG will deliver a face-to-face workshop in July 2024 that will pilot SIG's running their own small events.

The Society would like to give thanks to the following members who have stepped down from their respective SIGs in the past 12 months: Nicola Ford, Sarah Hughes, Judith Bird, Jane Wild, Lindsay Jones, Pete Byrom and Joanna Goss, many thanks to you all for your expertise, time and dedication to the BSA.

For further details of the important work and activities of the SIG, are available on the BSA website.

Conference Group

(Conference Lead & Trustee – Gemma Crudwell)

The 2-day BSA Scientific Meeting took place in Birmingham on 5th and 6th June 2023. The Special Interest Groups showcased just some of their activity with both verbal and digital input from the audience. Attendees fed back their appreciation, commenting upon the practical tips they were able to take away whilst learning more about what the SIG's do. Research featured strongly throughout the programme informing the audience about opportunities such as the research mentorship scheme as well as informative discussions and presentations to highlight research activity which included hearing from 3 individuals (PPI) and their participation in developing a 5-year action plan for hearing loss and tinnitus research to improve hearing health. The event carried on late into the afternoon of the first day as the 50 scientific posters on display were reviewed and discussed, and where special interest groups selected their top posters; well done to all those that submitted posters and congratulations to those that received certificates: Amanda Hall, Herra Bhutta, Ella Woodward, Carol McDonald, Nic Wray, Clare Burgen, Crysa Speyridakou, Saima Rajasingham and Mark Smith. Professor Harvey Dillon kindly joined us for both days of the event and it was great to see everyone taking the opportunity to speak with him, particularly after he had delivered his keynote speech relating to Auditory Processing Disorder (APD). We were supported by 17 exhibitors and our Platinum Sponsor, Rinri Therapeutics delivered information about exciting new developments in imaging of the inner ear and Stem Cell Therapy. We received great feedback from all who attended the event but "Totally brilliant. Great work by the BSA. Practical, clinical tips. Amazing to have an actual poster session and networking" sums it up nicely!!

Working together with our management company Fitwise we have secured a process and costings for delivering webinars, which many of our special interest groups are planning to deliver over the next 12 months. We have also been investigating and evaluating the most time and cost-effective process for delivering small face to face events, we are currently considering a proposal from Fitwise for their support with this as well as monitoring a pilot event being run by one of our special interest groups. We hope that by the Autumn of 2024 we are able to confirm a clear process and costings for such events.

The International Journal of Audiology (IJA)

(IJA Lead & Trustee – Nicci Campbell)

The BSA continues to partner with ISA and NAS to publish the International Journal of Audiology, with two representatives from each organisation sitting on the IJA Council; Gabrielle Saunders and Nicci Campbell. Overall IJA is a flourishing journal led by its Editor-in-Chief, deWet Swanepoel. The most recent IJA metrics show a usage of more than 400,000 downloads/views per year. The IJA is competitive for authors with an acceptance rate of approximately 32% of articles submitted for consideration, meaning that only high calibre articles are accepted for publication. The Impact Factor shows an increase from 2.437 to 2.7. Documents finalised and ratified: (a) Memorandum of Understanding – Editor, (b) Memorandum of Understanding and Terms of Reference – Joint Ownership (need to be reviewed every 4-5 years). Dr George Mencher was nominated by Nicci Campbell for a BSA Chairperson's Award for Outstanding Contribution to the BSA and field of Audiology in recognition of his support of the IJA Council in acting as a signatory and managing society payments on a voluntary basis over many years. The award was agreed by Council and a certificate and trophy sent to him in the new year of 2023.

Professional Guidance Group (PGG)

(PGG Lead – Richard Windle)

Richard Windle has continued to lead the PGG which currently has 8 active members and meets on a monthly basis. Following the re-refresh of the group in 2022/23, and extensive revisions of how the group and authors work to create and manage documents the new development processes for the BSA was published September 2023. Other documents published in the last reporting year are: Recommended Procedure for Tympanometry and Acoustic Reflex Thresholds, Recommended Procedure for Taking and Aural Impression, Minimum Training Guidelines for Surveillance Audiometry, Position Statement and Practice Guidance for Audiological assessment and hearing aid provision for patients with a programmable ventriculi-peritoneal (PVP) shunt, Practice Guidance Auditory Steady State Response (ASSR) Testing, Recommended Procedure Visual Reinforcement Audiometry.

Managing the high workload for this group can be problematic, the BSA has 58 guidelines published or in development and the PGG are typically overseeing 25-30 documents in various stages of review and development at any one time. A dedicated PGG Trustee (Priya Carling) has been recruited to help support the work of the group, we would like to very much welcome Priya to the BSA team. Collectively Council and the PGG are looking at methods of improving work flow and efficiency across documentation. Following a public consultation regarding the Recommended Procedure for Pure Tone Audiometry, the PGG are due to start a significant revision of this long-standing document.

Online Learning Group (OLG)

(OLG Lead & Trustee – Sara Coulson)

The Online Learning has continued to use the Talking Slides platform following the transition to the new BSA website. New content continues to be uploaded on a monthly basis, is fully subtitled and with a quiz function resulting in the receipt of a certificate to assist with Continuing Professionals Development (CPD). Certificates of appreciation are now issued to presenters that provide content. Presentations have been produced by the recipients of the Roger Thornton Award supporting the sharing and dissemination of new research, as well as promoting the award itself. The Online Learning Group have continued to work with colleagues both internal and external to BSA. Their work includes the launch of Audiology Refreshers with the British Association of Teachers of Deaf Children and Young People (BATOD) and the development of Online Learning materials in the guidance for new and revised BSA documents with the PGG. Over the next 12 months the group intend to collaborate with British Academy of Audiologists (BAA) and the Research Development Group (BSA) to support proposed webinars.

Fellowship Scheme

(Fellowship Lead & Trustee – Bhavisha Parmar)

This scheme allows members to gain formal recognition for their contributions to the BSA, as well as the broader hearing and balance science field. Members can apply to become a BSA Fellow at one of four level reflecting the magnitude and impact of their contributions. From April 2023 to March 2024 there have been 2 successful Fellows of the BSA; 1 Senior Fellow, 1 Fellow and two new applications are currently being processed and not yet determined.

Early Career Professionals (ECP)

(ECP Lead & Trustee – Diya Vaid)

Societal discussions in the Autumn of 2022 reviewing the progress against the strategic aims determined that there was a need to improve engagement with early career professionals, particularly seeking their contribution within the Special Interest Groups. As a result, the Early Career Professional trustee position was created and successfully recruited to in June 2023. Initially a support trustee was recruited to support Diya as an early career professional herself but the support trustee has now taken on a new trustee position for the society and Diya is solely responsible for this area of activity. One of Diya's first tasks was to create a brand-new student and early career area on the new website which was successfully completed. Over the coming year Diya will be developing a "BSA buddy" scheme.

Heritage

(Heritage Lead & Trustee – Rosie Mayer)

Rosie is passionate about the history of the BSA and agreed to take on the role of Heritage lead following several enquiries during 2023 that we were unable to provide information/an answer to as historical content for the society was no longer available.

Rosie will be creating a plan of the items that the society would like to keep either in its physical form or transfer to digital format before working with our communications lead to source the items. Rosie will also be writing vignettes of relevant historical interest for Audacity.

Awards

(Vice Chair, Awards Lead & Trustee - Siobhan Brennan)

BSA Awards can now be applied/nominated for throughout the year, however the final deadline for nominations would be 1st March each year so we can arrange in time for that year's AGM.

Awards That Are Nominated By Members Of The Society.

The Thomas Simm Littler Lectureship Prize

The Thomas Simm Littler prize was established in 1970 to honour Dr Thomas Simm Littler, a pioneer of British audiology. The prize is awarded in recognition of an outstanding academic contribution to the discipline of audiology. It is awarded annually and consists of a certificate and honorarium. The Thomas Simm Littler Prize was not awarded.

The Ruth Spencer Prize

The Ruth Spencer prize was established in 1976 to honour the memory of Ruth Spencer. Originally established by donations from Ruth Spencer's many friends and colleagues following her death, this award is now funded by the society. It is now made to recognise an piece of exemplary under-graduate work which falls under any of the 4 strategic aims of the BSA and is nominated by a BSA member of their academic staff. It is awarded annually and consists of a certificate and honorarium. The original recipient was Hilary Ballam. The Ruth Spencer Prize was not awarded.

The Denzil Brooks Award

The Denzil Brooks trophy was established in 2007 in memory of the late Denzil Brooks who was a pioneer of adult hearing aid provision within the UK. The award is made to a member in recognition of promoting excellence in audiological practice throughout their career It is awarded annually and consists of a certificate and trophy. This was awarded to Laura Turton.

The Roger Thornton Award

Roger Thornton was the chair of the IERASG for many years and an internationally renowned researcher in the field of auditory electrophysiology. This award is given to undergraduate or postgraduate students or early career researchers who have shown excellence in their research work and would like the opportunity to share the outcomes of their work with the wider scientific community. Recipients of the Roger Thornton award were Mark Smith (Advice on hearing loss prevention and programming hearing aids to listen to music), Zara Musker (Deaf awareness in audiology departments), Efstratia Papoutselou (Neural markers of language processing in children and the impact of parental support for children with CI), Bas Labree (Tinnitus and transcranial stimulation), Carol MacDonald (Suicide and tinnitus).

David Baguley Mentorship Award

In memory of the outstanding mentorship offered by David Baguley throughout his career, the David Baguley award is to acknowledge those offering mentorship and supporting the development of others. This was awarded to Judith Bird.

Honorary Life Membership (may be more than one award per year)

Honorary Life Membership can be awarded to people who have been active members of BSA for >10 years and who have contributed to the delivery of the aims of the Society during that time. Honorary life membership was awarded to John Day and John Fitzgerald.

Awards That Are Nominated By Members Of The Public (BSA members are encouraged to highlight this award to their patients and their families)

The George Harris People's Choice Award

The George Harris award was established in 2006 using an endowment from the late George Harris who was a hearing aid audiologist working in the independent sector. Set up in 2006 as a result of money bequeathed to the BSA by the late George Harris. The award is made in recognition of a notable contribution to hearing aid audiology in any one year. It consists of a certificate and discretionary honorarium. This was awarded to Simon Howe.

Awards that are Nominated by The Editorial Team of the Audacity Magazine

Jos Millar Award

The Jos Millar award was established in 2000 by the winner of the 1997 Ruth Spencer prize. It is awarded annually for the best article published in the Audacity magazine and consists of a certificate and trophy. Jos Millar, Chief Audiologist at the Waveney Hospital, Ballymena, retired after many happy years spent in audiological practice. Jos has commemorated these happy years by making an award to the BSA in the form of a shield. This was awarded to Clint Mclean.

Research Development Group (RDG)

(RDG Lead – Amanda Hall)

The Research Development Group (RDG) is responsible for the development and coordination of initiatives to support BSA members in engaging in research. The group actively participated in and supported the BSA 2-Day Scientific meeting in June 2023 which provided a great opportunity for the newly established Research Mentorship scheme to be highlighted and promoted to members of the society. The scheme is fully accessible via the new BSA website along with brand new content in the form of a central hub to help people use, deliver or lead research in Audiology practice. RDG has worked Jointly with BAA to create a webinar series, the first of which has been delivered. The Society and research development group are planning to re-launch the use of small grants to help facilitate and enable research across the field of hearing and balance, over the past year the planning for this has been completed with guidance created and budget secured for the 2024-25 period, the intension is to launch this in the Spring of 2024.

Global Outreach (GC)

(GC Lead & Trustee – Ned Carter)

This year a Global Resource Hub has been designed, created and launched on the BSA website that provides a searchable database of journal articles and publications related to Global Outreach topics which offers immediate access to information and research across the globe. There are plans to build upon the Resource Hub further in the year ahead through networking, literature updates and profile raising as well as the development of systematic inclusion criteria. The Global Outreach webpage enables those with an interest in global outreach to register their interest.

An application to the World Hearing Forum (WHF) was submitted to the World Health Organization (WHO) and accepted, meaning that the BSA is now part of a global network of stakeholders promoting ear and hearing care worldwide. The BSA is one of 30 supporters of the Make Listening Safe campaign in the UK, joining the campaign in September 2023.

International Relations

(International Relations Lead & Trustee – Gabrielle Saunders)

Gaby successfully secured participation for the BSA at the World Congress of Audiology (WCA) taking place in Paris in the Autumn of 2024. The opportunity to represent the BSA has been advertised to membership and awarded along with a travel scholarship. Gaby has continued to strengthen our external relations for example liaising with the European Federation of Audiology Societies (EFAS) and exploring the opportunity for BSA to actively participate in their annual congress, this is being investigated for 2025.

As new members of the World Hearing Forum (WHF) we look forward to supporting the extensive work of the WHF working groups. Gaby is representing BSA on the newly established WHF External Relations Working Group. This year's (2023) World Hearing event day event was co-organised with the lead for Global Outreach, and Vice Chair to support the delivery of an event at the University of Manchester. The team are already planning the society's participation in World Hearing Day 2025.

Equality, Diversity, and Inclusion Group (EDI)

(EDI Lead & Trustee – Bhavisha Parmar)

The EDI group is responsible for providing leadership and strategic direction in relation to equality, diversity, and inclusion (EDI) matters affecting members and Council. There has been limited activity to report upon in this last year but we hope to re-establish the work on a specific EDI strategy in the next reporting year.

Governance

(Governance Lead, Secretary & Trustee – Jane Wild and Governance Lead, Treasurer & Trustee – Wendy Stevens)

The BSA has worked with Fitwise Management Ltd over the past year to strength governance arrangements. Council works to ensure the appointment of Fitwise Ltd continues to work efficiently for BSA Members.

FINANCIAL REVIEW

(Wendy Stevens, BSA Treasurer)

Introduction

For the year ended 31 March 2024 I am pleased to report on yet another consecutive year of strong financial stability while we have also continued to invest in delivering a wide variety of activities and benefits to our membership. A conservative outlook on revenue generation and expenditure at the beginning of 2023 meant that we set ourselves up for a year where our cash position was not a point of concern. The Society's total net assets at year-end stand at £311.6k, with small reduction from £312.9k, which means that our financial position has remained healthy while we have continued to deliver value to our membership. Our end of year surplus of £0.7k allows the Society to look forward to delivering new and exciting membership benefits and initiatives for the audiology community.

Income

Membership subscriptions income for the year at £59.4k. Total membership numbers for the year were 1112 compared to 1042 last year. We hope that this is a more stable economy moving forwards will allow members who wish to, to once again renew and enjoy being part of the BSA membership. Moreover, creation of new BSA website is to attract more potential members.

IJA royalties: royalties from the BSA's part-ownership of the International Journal of Audiology were received at £38.8k (2023: £45.5k)

Gain on investment: the gain on investment is £9.1k for the year.

Expenditure

Cost control continued to be an important part of this year's financial management strategy and contributed significantly to the positive financial performance of the year as a whole. The material costs for the year have been for Website development cost of £29.3k, and to Fitwise Management Ltd who this year performed all of our PA, membership, administration, bookkeeping and marketing activities at a cost of £63.8k compared to £52.7k last year. These administration costs have remained stable throughout the year and form the largest single expenditure for the Society.

Conclusion

The overall unrestricted surplus of the Financial Year is £0.7k. With this, I am confident that our financially stable BSA will be able to continue to implement new initiatives that further the vision and mission of the Society. It is worth noting that our stable financial base has been secured by three years of conservative financial practice. This means that the BSA can now look to invest in key areas of membership benefit in order to continue to enhance the value of BSA membership and attract new members to the Society.

Finally, I am grateful for the support of my fellow trustees and the assistance and co-operation of the dedicated staff at Fitwise Management Ltd.

Investment Policy

The policy of the BSA is to spread the risk of monies invested and to review regularly those investments to ensure maximum return without excessive risk but only in funds which are consistent with the values of the Society.

Reserves Policy

The reserve policy has been set to ensure sufficient funds are held in reserve to maintain the continued operation of the charity in respect of its charitable activities (including management, administration and other support costs) should unforeseen circumstances reduce the charity's income or increase expenditure. The Trustees believe that the level of liquid reserves should be the equivalent of 6 months operating costs. The level of reserves will be monitored on a quarterly basis.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Charitable Company's Trustees/Directors are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company Law requires the Trustees/Directors to prepare Financial Statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees/Directors should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK 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 business.

The Trustees/Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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/Directors are also responsible for the contents of the Trustees'/Directors' report, and the responsibility of the Independent Examiner in relation to the Trustees'/Directors' report is limited to examining the report and that ensuring on the face of the report there are no inconsistencies with the figures disclosed in the Financial Statements.

This report has been prepared in accordance with the Statement of Recommended Practice -Accounting and Reporting by Charities (FRS102) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the Trustees on 11 June 2024

Signed on their behalf by

Donna Corrigan (Chair)



INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE BRITISH SOCIETY OF AUDIOLOGY AS AT 31 MARCH 2023

I report to the charity trustees on my examination of the accounts of The British Society of Audiology (the Company) for the year ended 31 March 2023, which are set out on pages 16 to 24.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's report

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].
- I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

On behalf of:

EDWIN SMITH
CHARTERED ACCOUNTANTS
32 Queens Road
Reading
RG1 4AU

Signed:



Philip J Nixon Date: 13 June 2024

THE BRITISH SOCIETY OF AUDIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

| | Unrestricted Funds | Restricted Funds | Total Funds 2024 | Total Funds 2023 |
|-------------------------------------------------------------|-----------------------|----------------------|------------------------|------------------------|
| Notes | £ | £ | £ | £ |
| <u>Income from:</u> | | | | |
| Donations, legacies etc. | | | | |
| Investments | 1,074 | - | 1,074 | 194 |
| Charitable activities | | | | |
| <i>Subscriptions</i> | 59,423 | - | 59,423 | 60,818 |
| <i>Conference and meetings</i> | | - | | - |
| <i>Other</i> | 4,422 | - | 4,422 | 5,748 |
| Other trading activities | | | | |
| <i>Advertising</i> | 7,439 | - | 7,439 | 6,164 |
| Other | | | | |
| <i>Royalties</i> | 38,855 | - | 38,855 | 45,456 |
| Total Income | <u>111,213</u> | <u>-</u> | <u>111,213</u> | <u>118,380</u> |
| <u>Expenditure on:</u> | | | | |
| | 2 | | | |
| Raising funds | 5,213 | - | 5,213 | 4,568 |
| Charitable activities | 99,989 | 2,095 | 102,084 | 68,173 |
| Other costs | 14,413 | - | 14,413 | 10,649 |
| Total Expenditure | <u>119,615</u> | <u>2,095</u> | <u>121,710</u> | <u>83,390</u> |
| Net income/(expenditure) before investment gains | (8,403) | (2,095) | (10,498) | 34,990 |
| Net gains/(losses) on investments | 9144 | - | 9,144 | (4,690) |
| Net income/(expenditure) | <u>742</u> | <u>(2,095)</u> | <u>(1,353)</u> | <u>30,300</u> |
| Transfers between funds | | | | - |
| Net movement on funds | | | | <u>30,300</u> |
| Fund balances at 1 April 2023 | 245,469 | 37,181 | 282,650 | 282,650 |
| Fund balances at 31 March 2024 | <u><u>277,521</u></u> | <u><u>34,076</u></u> | <u><u>311,597</u></u> | <u><u>312,950</u></u> |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE BRITISH SOCIETY OF AUDIOLOGY
BALANCE SHEET AS AT 31 MARCH 2023

| | Notes | 2024 | | 2023 | |
|-------------------------------------------------------|-------|-----------------|-----------------------|-----------------|-----------------------|
| | | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible assets | 5 | | 127 | | 171 |
| Investments | 6 | | 87,699 | | 78,554 |
| | | | <u>87,826</u> | | <u>78,725</u> |
| Current assets | | | | | |
| Debtors | 7 | 22,634 | | 11,239 | |
| Cash at bank and in hand | | <u>240,716</u> | | <u>260,018</u> | |
| | | <u>263,350</u> | | <u>271,257</u> | |
| Creditors: Amounts falling due within one year | 8 | <u>(39,579)</u> | | <u>(37,032)</u> | |
| Net current assets | | | <u>223,771</u> | | <u>234,225</u> |
| Total assets less current liabilities | | | <u><u>311,597</u></u> | | <u><u>312,950</u></u> |
| Funds of the charity | | | | | |
| General funds | | | 277,521 | | 276,779 |
| Restricted funds | 11 | | 34,076 | | 36,171 |
| Total Funds | | | <u><u>311,597</u></u> | | <u><u>312,950</u></u> |

For the year ending 31 March 2024, the company was entitled to exemption from audit under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of the affairs of the company as at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within part 15 of the Companies Act 2006.

The accounts were approved by the Board on 11/06/2024:



Wendy Stevens
 Director

Company Registration No. 07482730

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2024

1. ACCOUNTING POLICIES

Company information

The British Society of Audiology is a Registered Charity and a Charitable Company Limited by Guarantee incorporated on 5 January 2011. The registered office is 32, Queens Road, Reading, Berkshire, England, RG1 4AU.

Basis of preparation

The financial statements 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 to the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

Assets and liabilities are initially recognized at historical cost or transaction value except for fixed asset investments or as unless otherwise stated in the relevant accounting policy note(s).

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

Preparation of the financial statements on a going concern basis

The charity has a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. It has therefore continued to adopt the going concern basis in preparing its financial statements.

The charity has taken advantage of the exemption for smaller charities to produce a cash flow statement.

Fund Accounting

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Voluntary income, including donations, gifts and legacies are recognised where there is entitlement, there is sufficient certainty of receipt and so it is probable the income will be received, and the amount of income can be measured with sufficient reliability.

Subscriptions are included in the Statement of Financial Activities in the year to which they relate. Deferred income comprises subscriptions which relate to future accounting periods.

Income from conferences and meetings, advertising, sponsors and investment are recognised in the year in which they are receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Governance costs comprise management and administration costs for running the charity itself as an organisation. Where applicable the costs of raising funds consist of an apportionment of overhead and support costs.

Costs of charitable activities include all direct costs and an apportionment of overhead and support costs.

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2024

Fixed Asset Investments

Fixed asset 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. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Tangible Fixed assets

Depreciation is provided on a straight-line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life. The rates applied per annum are as follows:

| | |
|-----------------------------|--------------------------|
| Office Equipment | 10% per annum on costs |
| Computer Equipment/Software | 33.33% per annum on cost |

Debtors

Debtors are recognised at the settlement amount due.

Cash at bank and in hand

Cash at bank and in hand includes cash and cash held at bank current accounts and short term highly liquid investments held on deposit accounts.

Creditors

Creditors and provisions are recognised as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments detailed above.

Pensions

The Trust operated a defined contribution pension scheme. All contributions were charged to the Statement of Financial Activities as incurred

Taxation

The charity is exempt from Corporation Tax on its charitable activities.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2024

2. EXPENDITURE

| | Charitable Activities | Governance costs | Raising funds | Restricted Funds | 2024 Total | 2023 Total |
|------------------------------|----------------------------------|-----------------------------|--------------------------|-----------------------------|-----------------------|-----------------------|
| | £ | £ | £ | £ | £ | £ |
| Conference and meetings | 2,125 | - | - | - | 2,125 | 4,103 |
| Online meeting costs | 1,565 | - | - | - | 1,565 | 3,415 |
| Committee expenses | - | 5,780 | - | - | 5,780 | 3,302 |
| Management costs | 57,432 | 6,381 | - | - | 63,813 | 52,734 |
| Support costs | 8,879 | 742 | 5,213 | - | 14,834 | 17,472 |
| Accountancy fees | - | 1,510 | - | - | 1,510 | 1,200 |
| Website/App development | 29,389 | - | - | - | 29,389 | - |
| Grants, prizes and bursaries | 555 | - | - | 2,095 | 2,650 | 1,120 |
| Depreciation | 44 | - | - | - | 44 | 44 |
| | 99,989 | 14,413 | 5,213 | 2,095 | 121,710 | 83,390 |

Accountancy fees includes Independent Examination fees of £1,180 (2023 -£1,130).

3. EMPLOYEES

The Charity did not engage any employees during the year.

The trustees were not paid and did not receive any benefits from employment with the charity in the year (2023: £nil). Reimbursed expenses paid to trustees are detailed in note 4.

The key management personnel of the charity comprise the trustees. The trustees have assigned 'day to day' key management duties to a management company (see note 2 for total management costs).

4. TRUSTEES

No remuneration or other payments were made to any of the trustees or any connected person, directly or indirectly from the charity. During the period expenses of £398 (2023 -£77) were reimbursed to five trustees (2023 -2) for travel expenses.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2024

5. TANGIBLE FIXED ASSETS

| | Office Equipment | Computer Equipment /Software | 2024 Total |
|-------------------------|---------------------|------------------------------------|---------------|
| | £ | £ | £ |
| Cost | | | |
| At 1 April 2023 | 435 | 3,115 | 3,550 |
| Additions | - | - | - |
| Disposals | | | |
| At 31 March 2024 | <u>435</u> | <u>3,115</u> | <u>3,550</u> |
| Depreciation | | | |
| At 1 April 2023 | 264 | 3,115 | 3,379 |
| On disposals | - | - | - |
| Charge for the year | 44 | - | 44 |
| At 31 March 2024 | <u>308</u> | <u>3,115</u> | <u>3,423</u> |
| Net book value | | | |
| At 31 March 2024 | <u>127</u> | - | <u>127</u> |
| At 31 March 2023 | <u>171</u> | - | <u>171</u> |

6. INVESTMENTS

| | £ | £ |
|-------------------------------------------------------|---|---------------|
| UK quoted investments | | |
| Carrying (fair) Value at 1 April 2023 | | 78,554 |
| Additions at carrying value | | - |
| Net gain on revaluation | | 9,145 |
| Carrying (fair) Value at 31 March 2024 (cost £71,622) | | <u>87,699</u> |

These investments relate to the Vanguard Life Fund

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2024

7. DEBTORS AND PREPAYMENTS

| | 2024 | 2023 |
|--------------------------------|---------------|---------------|
| | £ | £ |
| Trade debtors | 324 | 1,159 |
| Prepayments and accrued income | 18,128 | 1,353 |
| Other debtors | 4,182 | 8,727 |
| | <u>22,634</u> | <u>11,239</u> |

8. CREDITORS

Amounts falling due within one year

| | 2024 | 2023 |
|-------------------------|---------------|---------------|
| | £ | £ |
| Trade creditors | 14,616 | 13,166 |
| Tax and social security | - | - |
| Accruals | 4,406 | 1,350 |
| Deferred income | 20,557 | 22,066 |
| Other creditor | - | 450 |
| | <u>39,579</u> | <u>37,032</u> |

9. SHARE CAPITAL

The British Society of Audiology, a registered charity, is a company limited by guarantee, not having any share capital. In the event of a winding up, each member may be required to contribute an amount not exceeding £1 towards the settlement of the company's liabilities.

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted | Restricted | 2024 | 2023 |
|-------------------------------------------------|---------------------|-------------------|----------------|----------------|
| | Funds | Funds | £ | £ |
| | £ | £ | | |
| Tangible Fixed Assets | 127 | - | 127 | 171 |
| Investments | 87,699 | - | 87,699 | 78,554 |
| Current Assets | 229,274 | 34,076 | 263,350 | 271,257 |
| Current Liabilities (due in less than one year) | (39,579) | - | (39,579) | (37,032) |
| | <u>277,521</u> | <u>34,076</u> | <u>311,597</u> | <u>312,950</u> |

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2024

11. RESTRICTED FUNDS

| | T S Littler Prize & Bursary Fund | R. Thornton Fund | IAT Fund | G Harris Fund | 2024 Total | 2023 Total |
|-----------------------------------------|-------------------------------------------|---------------------|--------------|------------------|---------------|---------------|
| | £ | £ | £ | £ | £ | £ |
| Balance brought forward at 1 April 2023 | 5,300 | 29,140 | 1,531 | 200 | 36,171 | 37,181 |
| Donations/ Grants receivable | - | - | - | - | - | - |
| Transfer to unrestricted funds | - | - | - | - | - | - |
| Expenses | | (2,095) | | | (2,095) | (1,010) |
| Balance at 31 March 2024 | 5,300 | 27,045 | 1,531 | 200 | 34,076 | 36,171 |

The Society operates two award funds. Awards are made to honour members of our profession, who in their different ways, made a significant contribution to audiology.

Through these awards, we are now able to honour our own contemporaries who have done valuable work in the field of audiology.

Thomas Simm Littler Prize and Lectureship

As a result of the generous gift of £10,000 to the Society by the organising committee of the IX International Congress in Audiology (London 1968), a lectureship and prize fund was set up in honour of the Late Dr Thomas Simm Littler, a pioneer in British Audiology.

The prize is awarded annually. It carries an honorarium of £100 together with a memorial certificate.

The lectureship is awarded every two years. It carries an honorarium of £200.

Thomas Simm Littler Bursary

One or more grants of up to £300 per year can be awarded to a member of the Society to assist in achieving training or related professional goals. Examples of uses to which the awards could be put to are: to help with travel costs to enable the results of a research project to be presented at an academic meeting; or to help with accommodation costs so that attendance at a conference can be extended to include a visit to another department.

Grants are made from the Thomas Simm Littler Awards Fund.

Industrial Audiometricians Training Fund

The Society operates an accreditation scheme for a course in industrial Audiometry and Hearing Conservation, run by external organisations. This fund was established to provide financial support for this purpose.

George Graham Harris

George Graham Harris, who died on 22 February 2005, bequeathed the sum of £1,000 to the Society. An award will be made to any individuals making a notable contribution to hearing and audiology in any one year.

Roger Thornton Memorial Fund

A generous gift of £30,000 was made in a previous year to the BSA to establish the Roger Thornton Memorial Fund primarily to fund travel awards to students engaged in research relating to audiology/hearing science.

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2024

12. RELATED PARTY TRANSACTIONS

The charity has a third share of a joint venture IJA (International Journal of Audiology) Council. The net income of IJA is paid as an annual royalty split equally between the three owners. This year the royalties payable to the charity amounted to £38,855 (2023 - £45,466). At the year end £15,739 was included as accrued income (2023-£Nil)

THE BRITISH SOCIETY OF AUDIOLOGY

England & Wales - Charity number 1143782

Accounts



THE BRITISH SOCIETY OF AUDIOLOGY
(A Company Limited by Guarantee)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023



THE BRITISH SOCIETY OF AUDIOLOGY
LEGAL AND ADMINISTRATION INFORMATION FOR THE YEAR TO 31 MARCH 2023

Trustees/Directors
Donna Corrigan (Chair)
Siobhan Brennan (vice Chair) (part year)
Derek Hoare (Immediate Past Chair)

David Greenberg (Treasurer)
Jane Wild (Secretary)
Sara Coulson
Gemma Crundwell
Sudhira Ratnayake (part year)
Nicci Campbell
Bhavisha Parmar
Christine De Placido
Ned Carter
Gabrielle Saunders
Devang Joshi (part year)

Charity number 1143782

Company number 7482730

Principal address
Fitwise Management Ltd
Blackburn House
Redhouse Road
Seafield
Bathgate
West Lothian EH47 7AQ

Registered office
32 Queens Road
Reading
RG1 4AU

Independent Examiner
P. J. Nixon, FCA,
Edwin Smith, Chartered Accountants
32 Queens Road
Reading
Berkshire
RG1 4AU

Bankers
Lloyds Bank Plc
1-2 Market Place
Reading
Berks
RG1 2EQ

Barclays Standard Life
PO Box 23966
Edinburgh
EH3 1BF

Governing document - Memorandum and Articles of Association Incorporated 5 January 2011

Contents

| | |
|-----------------------------------------|-------|
| Constitution | 4 |
| Chair's Report | 4 |
| Structure, Governance & Management | 5 |
| Strategic Direction | 7 |
| Objectives and Activities | 7 |
| Achievements and Performance | 8 |
| Financial Review | 13 |
| Statement of Trustee's Responsibilities | 14 |
| Independent Examiner's Report | 15 |
| Statement of Financial Activities | 16 |
| Balance Sheet | 17 |
| Notes to the Financial Statements | 18-24 |

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2023

The Trustees present their report and the financial statements for the year to 31 March 2023 and confirm that they comply with the requirements of the Companies Act 2006, the Charities Act 2011 and the statement of Recommended Practice Accounting and Reporting by Charities (FRS 102). This report is also the Directors' Report required by section 417 of the Companies Act 2006.

CONSTITUTION

The governing body of the Society is the Council. This consists of a minimum of 12 and a maximum of 16 elected members made up of five Officers of the Society (the Chair, Vice Chair, Immediate Past Chair, Secretary, and Treasurer) and other members who are expected at some time in their term of office to fulfil a specific role on Council. Council advisors may also be appointed by Council in an "ad hoc" fashion as required to meet the needs of the Society. The Council meets quarterly and is responsible for the strategic direction of the Society. Council members are from a variety of disciplines across audiology, hearing and balance science which mirrors the professional diversity of the membership.

The Society began operating as a charitable company, known as The British Society of Audiology (A Company Limited by Guarantee, Company Registered Number: 07482730; Charity Number: 1143782) on 1 November 2012, having previously been an unincorporated entity.

CHAIR'S REPORT

It is in the last reporting year that a new normality has been established for many clinics and providers following the impact of the COVID-19 pandemic, and, although some services continue to face challenges brought about by the pandemic, advisors, trustees and wider membership have continued to develop activity and work streams planned out during the time that restrictions were in place. In September 2022 we held the first face to face BSA Council meeting in several years, bringing together both advisors and trustees, many of whom had joined us during the pandemic years. This was an opportunity to meet each other and build new internal relationships and networks, while strengthening established ones, and, to reflect and evaluate our current strategy and where the next one (due in 2023) might take us. During the introduction at this meeting, it quickly became evident that trustees and advisors hold many roles across multiple employers and organisations, yet they still find time and are motivated to help the BSA to deliver on its strategic aims and therefore I would like to express my sincere thanks to all those involved in the work of the BSA, for your time, efforts and expertise. A new portfolio of BSA awards has been developed and launched by our Vice Chair Siobhan Brennan and I very much look forward to highlighting and celebrating the success and achievements of those at our next Annual General Meeting (AGM) in June 2023.

Last year the Treasurer and I reported that the transition to online meetings and learning (brought about by the pandemic) had helped to put the Society in a strong financial position, a blended approach saw the delivery of the 2022 AGM take place online while one of four Council meetings took place in person. This stable and positive financial position has enabled work streams to address and assist with several of our strategic aims; Improve knowledge, promote learning, Inform practice and Drive positive impact. The first of those being to invest time and other resources to ensure the BSA website is an accessible, intuitive, and valuable resource for our members. At 6 years old we acknowledged that the BSA website was struggling to meet user needs and functional demands, membership views and opinions were sought and analysed by our lead for Website, Nicci Campbell. Subsequently a working group has fully evaluated the needs of the Society and Nicci has coordinated a tender process for a brand-new website. We are excited to see the outcome of this, a brand new BSA website in the Summer of 2023. We have also been able to dedicate specific project funds to the Special Interest Groups and groups such as Research and Development and the Professional Guidance Group, a process has been created and funding will be available from April 2023.

The Professional Guidance Group (PGG) have a new Chair; Richard Windle who has successfully recruited new members and collaborated across the organisation to review and significantly update the BSA process of documentation. The PGG are collaborating externally with the British Academy of Audiology, Service Quality Committee to determine the pathway for joint documentation, while their internal collaboration with Special Interest Groups has led to the publication of 5 documents this year. Special Interest Groups such as ARIG and APD SIG have sought to promote learning through the creation of content for the BSA Online Learning, led by Sara Coulson and team, and the Electrophysiology SIG offered a dedicated training event to

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2023

professionals in the Autumn. Led by Amanda Hall, the research and development group have recently launched their mentorship scheme which aims to share the knowledge, experience and support of those already familiar in research with those who need that support, perhaps for the first time.

Nationally, trustees and advisors of the BSA have engaged and collaborated with a number of external organisations and work streams including the Health and Care Professions Council, the National Audiology Review (taking place in Scotland), NICE, the James Lind Alliance and BATOD. External relations continue to be developed by Christine DePlacido and reciprocal agreements are being developed. Internationally, and thanks to Gabrielle Saunders our Trustee for International Relations we have made more connections, which includes looking forward to hearing from Harvey Dillon, a professionally renowned international speaker who has agreed to join us at the BSA Scientific meeting in June 2023. We have further strengthened our international relations by becoming a Premium Affiliate Member of the International Society of Audiology (ISA), providing access to the Global Audiology Initiative.

It has been a stable period for those in trustee positions with the only change being the end of Sudhira Ratanyake's term of office, thank you to him for his extensive dedication to membership communications over his extended term of office. We welcomed Devang Joshi into this role in the summer of 2022 alongside our new Vice Chair Siobhan Brennan. Thank you to all trustees for your ongoing dedication and contributions to the BSA.

Finally, I would just like to say a huge personal thanks to all BSA members, and to our management Fitwise, for your contributions to the BSA and to audiology this past year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Society is a Company Limited by Guarantee and is multidisciplinary with just under 1050 members from all areas of audiology in the UK and overseas. As well as audiologists and scientists, it has professionals from audiology-related backgrounds, and student, public, retired, and life members. The Society is a founder member of the Federation of Acoustical Societies of Europe (FASE) and is a member of the European Federation of Audiological Societies (EFAS).

Council & Trustees

The full list of Trustees for the reporting period is given in the Table below

| OFFICERS | Beginning of Term of Office | End of term Date | Term as Chair began | Term as Chair ends | 1st or 2nd term |
|------------------------------------------------------------------------|------------------------------------|-------------------------|----------------------------|---------------------------|-----------------------------|
| Donna Corrigan (Chair) Chair sits for a 2 year term | Oct-19 | Jan-23 | Jan-22 | Jan-24 | 1st |
| Dr David Greenberg Treasurer - Treasurer sits for a 3 year term | Dec-19 | Jun-23 | | | 2nd |
| Siobhan Brennan-Vice Chair - VC sits for a 2 year term | Jun-22 | Jun-24 | | | 1st |
| Jane Wild-Secretary - Secretary sits for 3 year term | Dec-20 | Jun-24 | | | 1st |
| Derek Hoare - Past Chair - PC sits for a 2 year term | Jan-22 | Jun-24 | | | 2nd plus Past Chair 2 years |

THE BRITISH SOCIETY OF AUDIOLOGY
REPORT OF THE TRUSTEES AS AT 31 MARCH 2023

| ELECTED TRUSTEES – all sit for a 3 year term | | | | | |
|-----------------------------------------------------|--------|---------|--|--|-----|
| Sara Coulson | Jun-19 | Jun-25 | | | 2nd |
| Bhavisha Parmar | Jun-19 | Jun-25 | | | 2nd |
| Gemma Crundwell | Jun-19 | June 25 | | | 2nd |
| Nicci Campbell | Jun-19 | Jun-25 | | | 2nd |
| Christine de Placido | Jun-21 | Jun-24 | | | 1st |
| Gabrielle Saunders | Jun-21 | Jun-24 | | | 1st |
| Ned Carter | Jun-21 | Jun-24 | | | 1st |
| Dev Joshi | Aug-22 | Aug-25 | | | 1st |

Trustee Induction and Training

New Trustees are sent the Trustee handbook with ongoing support coming from the Chair, Vice Chair and other Trustees. The induction programme for new Trustees ensures that they become aware of the issues faced by the BSA and its opportunities and challenges. Each Trustee completes a skills audit when they join the Council and each of them is encouraged to take on responsibilities in areas in which they have expertise.

Responsibilities and roles of the Officers

These are defined on the Society web pages: <http://www.thebsa.org.uk/people/>. Individual Officers' aims and objectives in their work for the Society have been reviewed by the Chair and new guidance is now available for all officer roles.

A. Other Members

The Chairs of the Professional Guidance Group, Research Development Group and the Special Interest Groups are advisory members of Council, as are the representatives of the International Journal of Audiology and other individual roles.

Principal Risks and Uncertainties

The Society continues to hold a risk register. The principal risks identified on this register are:

- Costs exceed income
- Membership numbers decrease significantly
- Significant gaps in Trustee knowledge and expertise (K&E)
- Information governance breach
- Conflicts of interest impact on organisational decisions

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2023

- Loss of support from Fitwise/management support
- Organisation not fulfilling needs of all members

To have effective governance of the BSA these risks are managed carefully and reviewed regularly by BSA Officers and Trustees.

Strategic Direction – the Strategic Plan

With over 1050 members, the British Society of Audiology is one of Europe's largest learned societies for audiology and is a truly multidisciplinary organisation. We are nearing the end of the Strategic Plan 2020-2023, through which the BSA is working to become more efficient whilst also achieving measurable growth and real-world impact. The strategy document describes completed, ongoing, and planned activities grouped according to four strategic themes, namely, 'Improving Knowledge' 'Promoting Learning' 'Informing Practice' and 'Driving Positive Impact'. With this strategy, the BSA aims to maintain growth as a responsible, proactive, inclusive, representative, and internationally leading learned society. A dedicated review of the current strategy took place in September 2022 where achievements were recognised and work still to do was identified and planning was able to begin. The event also enabled the Society to plan ahead looking to the creation of the next strategic plan and how to build upon what has been achieved across 2020-2023.

OUR VISION

The BSA will build knowledge and empower professionals to improve the lives of adults and children with hearing and balance problems. The BSA strives to be the leading learned society in the field of audiology.

OUR MISSION

As a learned society, the BSA advances knowledge, promotes learning, informs good practice, and drives positive impact in the field of audiology.

OBJECTIVES AND ACTIVITIES

The British Society of Audiology, founded in 1967, aims to increase knowledge of hearing and balance and to enhance audiology in the UK. The Society, through its Memorandum and Articles has the objectives to advance audiology by:

1. Education and research in the science of audiology.
2. Promotion of the development of good clinical audiological practice at all stages of care.
3. Advancing the science and clinical practice of audiology by such other charitable means as the Council Members in their absolute discretion shall determine.

For details on the organisation of the society, please refer to the Memorandum and Articles and the society regulations, available online at <http://www.thebsa.org.uk/about/memorandum-articles-association/>. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each.

The Council may also set up working groups to consider specific issues as they arise. Throughout the year, the Society holds regular scientific, clinical, and technical meetings with a wide range of invited and contributed papers.

The Society email address allows email communication between Council and the membership: bsa@thebsa.org.uk and the Society has a website, Twitter account @BSAudiology1, Facebook account and YouTube channel.

The Society's main publication of news and information on audiological matters are the BSA website and the digital copy of Audacity (membership magazine available on the BSA website), which contains articles, readers' letters and abstracts of papers presented at Society meetings. The official Journal of the Society is the International Journal of Audiology, of which BSA is a tripartite owner with the International Society of Audiology (ISA) and the Nordic Audiological Society (NAS), which is published 12 times per year and is available online free of charge to our members. It has an international reputation, a high impact factor, and is recognised as a valuable part of the worldwide academic library on audiology.

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2023

Public Benefit

The Society has referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Achievements and performance of the Society

Membership communications (Lead, Sudhira Ratnayake, Trustee, passed to Devang Joshi, Trustee. Website, Nicci Campbell, Trustee and BSA advisor. Audacity magazine, Jackie Young, Editor-in-Chief)

Monthly e-updates

Monthly e-updates continue to be delivered in their quick-read colour-coded format with links to full blogs on BSA website and BSA Online Learning. They contain Chair's message, BSA news, conference and event details, updates on BSA documents, SIG 'Spotlight', IJA links and industry advertisements. A separate section on On-line Learning has been an attractive option to members.

Social Media

BSA Social media presence has continued to show a steady growth in 2022, Facebook has 2974 followers, Twitter has 6203 followers, Instagram has 824 followers. Linked-In shows the largest growth from 125 followers in March 2022 to 822 in March 2023. YouTube was added to our portfolio of social media 12 months ago with a specific initial function to support the work of the Adult Rehabilitation Interest Group with further plans to connect with membership and link through to the BSA online Learning, to date there are 55 followers.

Website

The BSA website was launched on 15 June 2014 attracting 5000+ hits in the first month and continued to grow both its national and international following. The BSA website houses the International Journal of Audiology, 'Audacity', our peer reviewed practice guidance documents, conference information and BSA learning as well as information relating to all our groups. It was acknowledged in 2022 that due to growth and required functionality the current website was struggling to meet the society's requirements. A membership survey took place to seek opinion of the current website, and following this a task group of advisors, members and trustees was formed in July 2022. This task group, led by Nicci Campbell has liaised with advisors across the organisation regarding required functionality and content and a tender process of 7 companies was completed in February 2023. The chosen company will work with the BSA from April 2023 to design and build a new website that is hoped to be available to all within 6 months, improving access to all aspects of the BSA.

Audacity

Audacity continues to be published twice a year, led by Jackie Young and the team from University Hospital Southampton NHS Foundation Trust, who began their editorial term in March 2021. Digitalization of Audacity has increased interaction with content, particularly now that previous editions have been made available through the website which is both environmentally friendly, and financially efficient. Audacity continues to provide updates from the SIGs, clinical updates, news, and featured articles.

Special Interest Groups (Lead, Siobhan Brennan, Vice Chair, and for all SIG Chairs please check the website)

The BSA has eight SIGs: Adult Rehabilitation Interest Group (ARIG) Auditory Processing Disorder (APD), Balance Interest Group (BIG), Cognition & Hearing (CH), Evoked Potentials (EP), Paediatric Audiology Interest Group (PAIG), Tinnitus & Hyperacusis (T&H) and Bone Conduction & Middle Ear Implant (BCI/MEI) Group. Work has continued to implement the updated Terms of Reference and group guidance to identify key members to work collaboratively and cross-organisationally, for example with the Online Learning and Professional Guidance Groups. Siobhan Brennan took up her position as Vice Chair in June 2022 taking on oversight of all Special Interest Groups.

The SIGs have supported the production of practice guidance and provide valuable expertise to BSA members and the wider sector who contact the BSA through the administration team. Specific highlights this year include the published guidance on

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2023

Auditory Steady State Response (ASSR) Testing, Clinical Application of Otoacoustic Emissions and Uncomfortable Loudness Levels. The Bone Conduction and Middle Ear Devices SIG have submitted a proposal for their first dedicated document on this subject to support professionals where there are currently gaps and uncertainty in the field and the Auditory Processing Disorder SIG has collaborated widely with other BSA groups, BATOD and UK National Assistive Listening Technology Group to complete the first draft of “Acoustic environment and technology for individuals with APD and difficulty hearing speech-in-noise despite a normal audiogram”

Notable other achievements this year include the online learning produced by the Tinnitus and Hyperacusis SIG to share knowledge of the NICE Tinnitus guidance and their production of the Hyperacusis patient information sheet. The Adult Rehabilitation Group has continued their work on the Deaf awareness project that has now engaged with over 500 people with hearing loss and almost 50 parents/caregivers who support someone with hearing loss. This work has developed a better understanding of lived experience of hearing loss, understand accessibility, communication and deaf awareness in the NHS. Many of the Special Interest Groups have shared knowledge and informed practice by contributing to online learning; including the Cognition and Hearing SIG, The Auditory Processing Disorder SIG produced 3 new recordings covering: Neural basis of central auditory system function and disorder, Assessment of APD and Management of APD and ARIG have consistently produced material for the BSA YouTube channel and BSA online materials for BSA members including dementia awareness, inspiring audiologists, person centered care, beyond hearing tactics.

The Cognition and Hearing SIG have established the BSA CH SIG Dementia Specialist Network and meetings are planned throughout 2023 while the Paediatric Special Interest Group have been working with the James Lind Alliance to support research in Audiology as well as progressing several BSA documents for completion later this year.

The Society would like to give thanks to the following members who have stepped down from their respective SIGs in the past 12 months: Julie Brady, Laura Turton, Chris Degg, Jason Smalley, Richard Rutowski, Vicki Kennedy, Nisha Dhanda, Jonathon Arthur, Saira Hussain, many thanks to you all for your expertise, time and dedication to the BSA.

For further details of the important work and activities of the SIG, annual stocktake reports are available on the BSA website.

Conference Group (Lead, Gemma Crundwell, BSA Trustee)

In 2022 the Society aimed to deliver multiple smaller, more specialized events however there were some financial barriers to their delivery. Gemma has started to investigate and assess the identified barriers to enable small events to take place in future, improving access to learning and knowledge sharing. In the Autumn of 2022 one small event was delivered successfully by the Electrophysiology SIG with approx. 34 delegates.

Planning is currently well underway for this years (2023) 2-day Scientific Meeting that will take place in Birmingham. Advisors of the SIGs and other BSA groups have responded enthusiastically to the event and we have a number of confirmed speakers including Harvey Dillon. A dedicated poster session has been built into the first evening to encourage and celebrate this aspect of research as we had to limit this aspect at the event in 2021.

The International Journal of Audiology (Leads, Nicci Campbell, Trustee and BSA Advisor, and Michael Akeroyd, BSA Advisor)

The BSA continues to partner with ISA and NAS to publish the International Journal of Audiology, with two representatives from each organisation sitting on the IJA Council. The Society wishes to thank Michael as he steps down from his role in March 2022 and thank Gabrielle Saunders who will be taking up the position alongside Nicci. Overall IJA is a flourishing journal led by its Editor-in-Chief, deWet Swanepoel. A new publishing agreement was signed in August 2022 with the Publisher's, Taylor & Francis, valid until the end of 2026, with the option of another 5-year extension. Approximately 410 papers were submitted in 2022, with an acceptance ratio of about 33%. “The impact factor” is around 2. The BSA, through its representatives, continues to influence and shape the direction of IJA. Relationships have been further strengthened as the BSA has achieved Premium Affiliate membership of the ISA from January 2023 onwards.

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2023

Professional Guidance Group (Lead, Richard Windle)

Under their new lead, Richard Windle the PGG has undergone a full “refresh”, including the successful recruitment of 7 new members. They have worked to establish better contact and communication cross-organisationally and have revised the BSA process for developing and revising guideline documents. This included substantive changes agreed by the BSA Council and advisors as well as administrative improvements to make reporting more transparent and implement an increase in the frequency of meetings to maximize efficiency given the high work-load of the group.

Recommended Procedures for Clinical Application of Otoacoustic Emissions and Uncomfortable Loudness Levels, Minimum Training Guidelines for Audiometry and Tympanometry and Practice Guidance for ASSR Testing and The Acoustics of Sound Field in Clinical Audiology Applications were all published in 2022/23. Significant revision of core BSA documents (e.g. tympanometry and acoustic reflexes, impression taking) and introduction of key new documents (e.g. acoustic considerations for audiology clinics) are already in process and due for publication in 2023.

The formation of a special task group to revise the Pure Tone Audiometry (PTA) recommended procedure to create an evidence-based document that aims to establish international best practice is in process. The PGG aim to produce training materials in tandem with the procedure to ensure consistent training throughout UK audiology.

Online Learning Group (Lead, Sara Coulson, BSA Trustee)

The Online Learning has continued to use the Talking Slides platform, where new content is uploaded on a monthly basis fully subtitled and with a quiz function resulting in the receipt of a certificate to assist with Continuing Professionals Development (CPD). Good working relationships are now in place with the Special Interest Groups identified liaison increasing the ease and efficiency by which content is created and made available. Trailer videos have been created for the BSA YouTube Channel directing membership to the online learning available and there are plans to use all social media platforms to better promote the learning available with an aim to increase traffic by 50%.

Fellowship Scheme (Lead, Bhavisha Parmar, BSA Trustee)

This scheme allows members to gain formal recognition for their contributions to the BSA, as well as the broader hearing and balance science field. Members can apply to become a BSA Fellow at one of four level reflecting the magnitude and impact of their contributions. From April 2022 to March 2023 there have been 7 successful Fellows of the BSA; 4 Senior Fellows, 2 Fellows and the 7th is currently being processed and not yet determined.

BSA Awards can now be applied/nominated for throughout the year, however the final deadline for nominations would be 1st March each year so we can arrange in time for that year’s AGM.

Awards That Are Nominated By Members Of The Society

The Thomas Simm Littler Lectureship Prize

The Thomas Simm Littler prize was established in 1970 to honour Dr Thomas Simm Littler, a pioneer of British audiology. The prize is awarded in recognition of an outstanding academic contribution to the discipline of audiology. It is awarded annually and consists of a certificate and honorarium. The first recipient of the award was Dr John Bench.

The Ruth Spencer Prize

The Ruth Spencer prize was established in 1976 to honour the memory of Ruth Spencer. Originally established by donations from Ruth Spencer’s many friends and colleagues following her death, this award is now funded by the society. It is now made to recognise an piece of exemplary under-graduate work which falls under any of the 4 strategic aims of the BSA and is nominated

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2023

by a BSA member of their academic staff. It is awarded annually and consists of a certificate and honorarium. The original recipient was Hilary Ballam.

The Denzil Brooks Award

The Denzil Brooks trophy was established in 2007 in memory of the late Denzil Brooks who was a pioneer of adult hearing aid provision within the UK. The award is made to a member in recognition of promoting excellence in audiological practice throughout their career. It is awarded annually and consists of a certificate and trophy.

The Roger Thornton Award

Roger Thornton was the chair of the IERASG for many years and an internationally renowned researcher in the field of auditory electrophysiology. This award is given to undergraduate or postgraduate students or early career researchers who have shown excellence in their research work and would like the opportunity to share the outcomes of their work with the wider scientific community.

David Baguley Mentorship Award

In memory of the outstanding mentorship offered by David Baguley throughout his career, the David Baguley award is to acknowledge those offering mentorship and supporting the development of others.

Honorary Life Membership (may be more than one award per year)

Honorary Life Membership can be awarded to people who have been active members of BSA for >10 years and who have contributed to the delivery of the aims of the Society during that time.

Awards That Are Nominated By Members Of The Public (BSA members are encouraged to highlight this award to their patients and their families)

The George Harris People's Choice Award

The George Harris award was established in 2006 using an endowment from the late George Harris who was a hearing aid audiologist working in the independent sector. Set up in 2006 as a result of money bequeathed to the BSA by the late George Harris. The award is made in recognition of a notable contribution to hearing aid audiology in any one year. It consists of a certificate and discretionary honorarium.

Awards that are Nominated by The Editorial Team of the Audacity Magazine

Jos Millar Award

The Jos Millar award was established in 2000 by the winner of the 1997 Ruth Spencer prize. It is awarded annually for the best article published in the Audacity magazine and consists of a certificate and trophy. Jos Millar, Chief Audiologist at the Waveney Hospital, Ballymena, retired after many happy years spent in audiological practice. Jos has commemorated these happy years by making an award to the BSA in the form of a shield.

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2023

Research Development Group (Lead, Amanda Hall, BSA Advisor)

The Research Development Group is responsible for the development and coordination of initiatives to support BSA members in engaging in research and to facilitate this have recently launched the Research Mentorship scheme where it is hoped that members across all career levels will be able to support one another in research activity. Future plans hope to extend this support specifically with early career researchers through a dedicated network. Working closely with NIHR the “Research Hub” development has continued from the previous year and there are now materials ready to be shared with membership through the new website which includes information such as practical steps on how to start a research project and research training including links to short courses. Looking forwards the Society and research development group are planning to re-launch the use of small grants to help facilitate and enable research across the field of hearing and balance.

Global Outreach (Lead, Ned Carter, BSA Trustee)

The first evidence-based guidance document and webpage wording are being drafted to promote engagement and effective practice in Global Outreach. Communications across BSA groups helped to inform approaches for collaboration and position statements were published internally to shape the scope of this area of work. In the coming year, opportunities will be explored to span a wider pool of members and initiatives.

International Relations (Lead, Gabrielle Saunders, BSA Trustee)

Gaby successfully organised and executed the BSA World Hearing Day competition for which 12 entrants designed a poster for display in a GP waiting area that sent the message ‘Get hearing care if you have concerns about your ears or your hearing’. The competition was open to all with the winner receiving a year’s membership to BSA and a professionally-printed copy of the poster.

The BSA renewed its membership to European Federation of Audiology Societies with a view to representing BSA at the 2024 workshop in Tel Aviv, Israel 3 and contact has been initiated with the international audiological societies in Canada, South Africa and Australia with the goal of developing closer ties that will facilitate co-working and co-learning opportunities either formally or informally. Gaby will be liaising with the organizers of the WCA 2024 that will take place in Paris to determine how BSA can be recognized and involved.

Equality, Diversity, and Inclusion Group (Lead, Bhavisha Parmar, BSA Trustee)

The EDI group continue to work towards the first BSA EDI strategic plan and is responsible for providing leadership and strategic direction in relation to equality, diversity, and inclusion (EDI) matters affecting members and Council. They have engaged with other organisations such as BSHAA to ensure consistency across the profession.

Governance (Leads, Jane Wild, BSA Secretary, and David Greenberg, BSA Treasurer)

The BSA has worked with Fitwise Management Ltd over the past year to strength governance arrangements. Council works to ensure the appointment of Fitwise Ltd continues to work efficiently for BSA Members.

Financial Review (Dr David Greenberg, BSA Treasurer)

Introduction

For the year ended 31 March 2023 I am pleased to report on yet another consecutive year of strong financial stability while we have also continued to invest in delivering a wide variety of activities and benefits to our membership. A conservative outlook on revenue generation and expenditure at the beginning of 2022 meant that we set ourselves up for a year where our cash position was not a point of concern. The Society's total net assets at year-end stand at £312.9k, up from £282.6k, which means that our financial position has remained healthy while we have continued to deliver value to our membership. Our end of year surplus of £30.3k allows the Society to look forward to delivering new and exciting membership benefits and initiatives for the audiology community.

Income

Membership subscriptions: overall as forecast for the year at £60.8k, on a forecast of £61.1k. Total membership numbers for the year were 1042 compared to 1081 last year. The 3.6% drop in membership has been linked to a combination of retiring members and members looking to save money at a time when living costs are increasing. We hope that a more stable economy moving forwards will allow those members who wish to, to once again renew and enjoy being part of the BSA membership.

Advertising: total income for the year was £6.2k.

Accredited courses: total income for the year was £5.6k.

IJA royalties: royalties from the BSA's part-ownership of the International Journal of Audiology were received at £45.5k.

Expenditure

Cost control continued to be an important part of this year's financial management strategy and contributed significantly to the positive financial performance of the year as a whole.

With the return to some in-person meetings we incurred meeting costs of £1.6k comparing to £0.2k for last year. The material costs for the year have been for professional fees (£7K), EP SIG training day (£3K) and to Fitwise Management Ltd who this year performed all of our PA, membership, administration, bookkeeping and marketing activities at a cost of £52.7k compared to £53.5k last year. These administration costs have remained stable throughout the year and form the largest single expenditure for the Society.

Conclusion

The overall surplus of the Financial Year is £30.3k. With this, I am confident that our financially stable BSA will be able to continue to implement new initiatives that further the vision and mission of the Society. It is worth noting that our stable financial base has been secured by three years of conservative financial practice. This means that the BSA can now look to invest in key areas of membership benefit in order to continue to enhance the value of BSA membership and attract new members to the Society.

Finally, I am grateful for the support of my fellow trustees and the assistance and co-operation of the dedicated staff at Fitwise Management Ltd.

David Greenberg, Treasurer – April 2023

Investment Policy

The policy of the BSA is to spread the risk of monies invested and to review regularly those investments to ensure maximum return without excessive risk but only in funds which are consistent with the values of the Society.

Reserves Policy

The reserve policy has been set to ensure sufficient funds are held in reserve to maintain the continued operation of the charity in respect of its charitable activities (including management, administration and other support costs) should unforeseen circumstances reduce the charity's income or increase expenditure. The Trustees believe that the level of liquid reserves should be the equivalent of 6 months operating costs. The level of reserves will be monitored on a quarterly basis.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Charitable Company's Trustees/Directors are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company Law requires the Trustees/Directors to prepare Financial Statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees/Directors should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK 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 business.

The Trustees/Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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/Directors are also responsible for the contents of the Trustees'/Directors' report, and the responsibility of the Independent Examiner in relation to the Trustees'/Directors' report is limited to examining the report and that ensuring on the face of the report there are no inconsistencies with the figures disclosed in the Financial Statements.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS102) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the Trustees on

05/06/2023

Signed on their behalf by

Ms Donna Corrigan (Chair)



**THE BRITISH SOCIETY OF AUDIOLOGY
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE BRITISH SOCIETY OF AUDIOLOGY AS AT 31 MARCH 2023**

I report to the charity trustees on my examination of the accounts of The British Society of Audiology (the Company) for the year ended 31 March 2023, which are set out on pages 14 to 22.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's report


I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

On behalf of:

EDWIN SMITH
CHARTERED ACCOUNTANTS
32 Queens Road
Reading
RG1 4AU

Signed:  Date: 28 June 2023
Philip J Nixon

THE BRITISH SOCIETY OF AUDIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

| | | Unrestricted Funds | Restricted Funds | Total Funds 2023 | Total Funds 2022 |
|-------------------------------------------------------------|-------|-----------------------|---------------------|------------------------|------------------------|
| | Notes | £ | £ | £ | £ |
| Income from: | | | | | |
| Donations, legacies etc. | | - | | | 108 |
| Investments | | 194 | - | 194 | 50 |
| Charitable activities | | | | | |
| Subscriptions | | 60,818 | - | 60,818 | 62,485 |
| Conference and meetings | | - | - | - | - |
| Other | | 5,748 | - | 5,748 | 7,286 |
| Other trading activities | | | | | |
| Advertising | | 6,164 | - | 6,164 | 7,642 |
| Other | | | | | |
| Royalties | | 45,456 | - | 45,456 | 43,169 |
| Total Income | | 118,380 | - | 118,380 | 120,740 |
| Expenditure on: | | | | | |
| | 2 | | | | |
| Raising funds | 2 | 4,568 | - | 4,568 | 4,669 |
| Charitable activities | 2 | 67,163 | 1,010 | 68,173 | 69,190 |
| Other costs | 2 | 10,649 | - | 10,649 | 8,457 |
| Total Expenditure | | 82,380 | 1,010 | 83,390 | 82,316 |
| Net income/(expenditure) before investment gains | | 36,000 | (1,010) | 34,990 | 38,424 |
| Net gains/(losses) on investments | | (4,690) | - | (4,690) | 2,974 |
| Net income/(expenditure) | | 31,310 | (1,010) | 30,300 | 47,702 |
| Transfers between funds | | - | - | - | - |
| Net movement on funds | | 31,310 | (1,010) | 30,300 | 41,398 |
| Fund balances at 1 April 2022 | | 245,469 | 37,181 | 282,650 | 241,252 |
| Fund balances at 31 March 2023 | | 276,779 | 36,171 | 312,950 | 282,650 |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE BRITISH SOCIETY OF AUDIOLOGY
BALANCE SHEET AS AT 31 MARCH 2023

| | Notes | 2023 | | 2022 | |
|-------------------------------------------------------|-------|-----------------|-----------------------|-----------------|-----------------------|
| | | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible assets | 5 | | 171 | | 215 |
| Investments | 6 | | 78,554 | | 83,245 |
| | | | <u>78,725</u> | | <u>83,460</u> |
| Current assets | | | | | |
| Debtors | 7 | 11,239 | | 47,400 | |
| Cash at bank and in hand | | <u>260,018</u> | | <u>180,179</u> | |
| | | <u>271,257</u> | | <u>227,579</u> | |
| Creditors: Amounts falling due within one year | 8 | <u>(37,032)</u> | | <u>(28,389)</u> | |
| Net current assets | | | <u>234,225</u> | | <u>199,190</u> |
| Total assets less current liabilities | | | <u><u>312,950</u></u> | | <u><u>282,650</u></u> |
| Funds of the charity | | | | | |
| General funds | | | 276,779 | | 245,469 |
| Restricted funds | 11 | | 36,171 | | 37,181 |
| Total Funds | | | <u><u>312,950</u></u> | | <u><u>282,650</u></u> |

For the year ending 31 March 2023, the company was entitled to exemption from audit under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of the affairs of the company as at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within part 15 of the Companies Act 2006.

The accounts were approved by the Board on 05/06/2023



David Greenberg
 Director

Company Registration No. 07482730

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2023

1. ACCOUNTING POLICIES

Company information

The British Society of Audiology is a Registered Charity and a Charitable Company Limited by Guarantee incorporated on 5 January 2011. The registered office is 32, Queens Road, Reading, Berkshire, England, RG1 4AU.

Basis of preparation

The financial statements 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 to the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

Preparation of the financial statements on a going concern basis

The charity has a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. It has therefore continued to adopt the going concern basis in preparing its financial statements.

The charity has taken advantage of the exemption for smaller charities to produce a cash flow statement.

Fund Accounting

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Voluntary income, including donations, gifts and legacies are recognised where there is entitlement, there is sufficient certainty of receipt and so it is probable the income will be received, and the amount of income can be measured with sufficient reliability.

Subscriptions are included in the Statement of Financial Activities in the year to which they relate.

Income from conferences and meetings, advertising, sponsors and investment are recognised in the year in which they are receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Governance costs comprise management and administration costs for running the charity itself as an organisation. Where applicable the costs of raising funds consist of an apportionment of overhead and support costs.

Costs of charitable activities include all direct costs and an apportionment of overhead and support costs.

THE BRITISH SOCIETY OF AUDIOLOGY NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2023

Fixed Asset Investments

Fixed asset 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. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Tangible Fixed assets

Depreciation is provided on a straight-line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life. The rates applied per annum are as follows:

| | |
|-----------------------------|--------------------------|
| Office Equipment | 10% per annum on costs |
| Computer Equipment/Software | 33.33% per annum on cost |

Debtors

Debtors are recognised at the settlement amount due.

Cash at bank and in hand

Cash at bank and in hand includes cash and cash held at bank current accounts and short term highly liquid investments held on deposit accounts.

Creditors

Creditors and provisions are recognised as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments detailed above.

Pensions

The Trust operated a defined contribution pension scheme. All contributions were charged to the Statement of Financial Activities as incurred

Taxation

The charity is exempt from Corporation Tax on its charitable activities.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2023

2. EXPENDITURE

| | Charitable Activities | Governance costs | Raising funds | Restricted Funds | 2023 Total | 2022 Total |
|------------------------------|----------------------------------|-----------------------------|--------------------------|-----------------------------|-----------------------|-----------------------|
| | £ | £ | £ | £ | £ | £ |
| Conference and meetings | 4,103 | - | - | - | 4,103 | - |
| Online meeting costs | 3,415 | - | - | - | 3,415 | 8,497 |
| Committee expenses | - | 3,302 | - | - | 3,302 | 567 |
| Management costs | 47,461 | 5,273 | - | - | 52,734 | 61,397 |
| Support costs | 12,030 | 874 | 4,568 | - | 17,472 | 10,194 |
| Accountancy fees | - | 1,200 | - | - | 1,200 | 1,240 |
| Grants, prizes and bursaries | 110 | - | - | 1,010 | 1,120 | 377 |
| Depreciation | 44 | - | - | - | 44 | 44 |
| | 67,163 | 10,649 | 4,568 | 1,010 | 83,390 | 82,316 |

Accountancy fees includes Independent Examination fees of £1,130 (2022 -£1,080).

3. EMPLOYEES

The Charity did not engage any employees during the year.

The trustees were not paid and did not receive any benefits from employment with the charity in the year (2022: £nil). Reimbursed expenses paid to trustees are detailed in note 4.

The key management personnel of the charity comprise the trustees. The trustees have assigned 'day to day' key management duties to a management company (see note 2 for total management costs).

4. TRUSTEES

No remuneration or other payments were made to any of the trustees or any connected person, directly or indirectly from the charity. During the period expenses of £771 (2022 -£77) were reimbursed to seven trustees (2022 -2) for travel expenses.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2023

5. TANGIBLE FIXED ASSETS

| | Office Equipment | Computer Equipment /Software | 2023 Total |
|-------------------------|---------------------|------------------------------------|---------------|
| | £ | £ | £ |
| Cost | | | |
| At 1 April 2022 | 435 | 3,115 | 3,550 |
| Additions | - | - | - |
| Disposals | | | |
| At 31 March 2023 | <u>435</u> | <u>3,115</u> | <u>3,550</u> |
| Depreciation | | | |
| At 1 April 2022 | 220 | 3,115 | 3,335 |
| On disposals | - | - | - |
| Charge for the year | 44 | - | 44 |
| At 31 March 2023 | <u>264</u> | <u>3,115</u> | <u>3,379</u> |
| Net book value | | | |
| At 31 March 2023 | <u>171</u> | <u>-</u> | <u>171</u> |
| At 31 March 2022 | <u>215</u> | <u>-</u> | <u>215</u> |

6. INVESTMENTS

| | £ | £ |
|-------------------------------------------------------|---|---------------|
| UK quoted investments | | |
| Carrying (fair) Value at 1 April 2022 | | 83,245 |
| Additions at carrying value | | - |
| Net gain on revaluation | | (4,691) |
| Carrying (fair) Value at 31 March 2023 (cost £71,622) | | <u>78,554</u> |

These investments relate to the Vanguard Life Fund

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2023

7. DEBTORS AND PREPAYMENTS

| | 2023 £ | 2022 £ |
|--------------------------------|---------------|---------------|
| Trade debtors | 1,159 | 3,326 |
| Prepayments and accrued income | 1,353 | 43,813 |
| Other debtors | 8,727 | 261 |
| | <u>11,239</u> | <u>47,400</u> |

8. CREDITORS

Amounts falling due within one year

| | 2023 £ | 2022 £ |
|-------------------------|---------------|---------------|
| Trade creditors | 13,166 | 8,896 |
| Tax and social security | - | - |
| Accruals | 1,350 | 1,304 |
| Deferred income | 22,066 | 18,189 |
| Other creditor | 450 | - |
| | <u>37,032</u> | <u>28,389</u> |

9. SHARE CAPITAL

The British Society of Audiology, a registered charity, is a company limited by guarantee, not having any share capital. In the event of a winding up, each member may be required to contribute an amount not exceeding £1 towards the settlement of the company's liabilities.

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds £ | Restricted Funds £ | 2023 £ | 2022 £ |
|-------------------------------------------------|----------------------------|--------------------------|----------------|----------------|
| Tangible Fixed Assets | 171 | - | 171 | 215 |
| Investments | 78,554 | - | 78,554 | 83,245 |
| Current Assets | 235,086 | 36,171 | 271,257 | 227,579 |
| Current Liabilities (due in less than one year) | (37,032) | - | (37,032) | (28,389) |
| | <u>276,779</u> | <u>36,171</u> | <u>312,950</u> | <u>282,650</u> |

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

11. RESTRICTED FUNDS

| | T S Littler Prize & Bursary Fund | R. Thornton Fund | IAT Fund | G Harris Fund | 2023 Total | 2022 Total |
|-----------------------------------------|---------------------------------------------------------|-----------------------------|-----------------|--------------------------|-----------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Balance brought forward at 1 April 2022 | 5,450 | 30,000 | 1,531 | 200 | 37,181 | 37,331 |
| Donations/ Grants receivable | - | - | - | - | - | - |
| Transfer to unrestricted funds | - | - | - | - | - | - |
| Expenses | (150) | (860) | - | - | (1,010) | (150) |
| Balance at 31 March 2023 | 5,300 | 29,140 | 1,531 | 200 | 36,171 | 37,181 |

The Society operates two award funds. Awards are made to honour members of our profession, who in their different ways, made a significant contribution to audiology.

Through these awards, we are now able to honour our own contemporaries who have done valuable work in the field of audiology.

Thomas Simm Littler Prize and Lectureship

As a result of the generous gift of £10,000 to the Society by the organising committee of the IX International Congress in Audiology (London 1968), a lectureship and prize fund was set up in honour of the Late Dr Thomas Simm Littler, a pioneer in British Audiology.

The prize is awarded annually. It carries an honorarium of £100 together with a memorial certificate.

The lectureship is awarded every two years. It carries an honorarium of £200.

Thomas Simm Littler Bursary

One or more grants of up to £300 per year can be awarded to a member of the Society to assist in achieving training or related professional goals. Examples of uses to which the awards could be put to are: to help with travel costs to enable the results of a research project to be presented at an academic meeting; or to help with accommodation costs so that attendance at a conference can be extended to include a visit to another department.

Grants are made from the Thomas Simm Littler Awards Fund.

Industrial Audiometricians Training Fund

The Society operates an accreditation scheme for a course in industrial Audiometry and Hearing Conservation, run by external organisations. This fund was established to provide financial support for this purpose.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

11. RESTRICTED FUNDS (continued)

George Graham Harris

George Graham Harris, who died on 22 February 2005, bequeathed the sum of £1,000 to the Society. An award will be made to any individuals making a notable contribution to hearing and audiology in any one year.

Roger Thornton Memorial Fund

A generous gift of £30,000 was made in a previous year to the BSA to establish the Roger Thornton Memorial Fund primarily to fund travel awards to students engaged in research relating to audiology/hearing science.

12. RELATED PARTY TRANSACTIONS

The charity has a third share of a joint venture IJA (International Journal of Audiology) Council. The net income of IJA is paid as an annual royalty split equally between the three owners. This year the royalties payable to the charity amounted to £45,466 (2022 - £43,169).

THE BRITISH SOCIETY OF AUDIOLOGY

England & Wales - Charity number 1143782

Accounts



THE BRITISH SOCIETY OF AUDIOLOGY

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022



THE BRITISH SOCIETY OF AUDIOLOGY
LEGAL AND ADMINISTRATION INFORMATION FOR THE YEAR TO 31 MARCH 2022

Trustees/Directors

Derek Hoare (Immediate Past Chair)
Donna Corrigan (Chair)
David Greenberg (Treasurer)
Jane Wild (Secretary)
Sara Coulson
Gemma Crundwell
Sudhira Ratnayake
Nicci Campbell
Nathan Clarke (resigned 25 June 21)
Robert Gardner (resigned 25 June 21)
Bhavisha Parmar
Christine De Placido (appointed 25 June 21)
Ned Carter (appointed 25 June 21)
Gabrielle Saunders (appointed 25 June 21)

Charity number 1143782

Company number 7482730

Principal address

Fitwise Management Ltd
Blackburn House
Redhouse Road
Seafield
Bathgate
West Lothian EH47 7AQ

Registered office

32 Queens Road
Reading
RG1 4AU

Independent Examiner

P. J. Nixon, FCA,
Edwin Smith, Chartered Accountants
32 Queens Road
Reading
Berkshire
RG1 4AU

Bankers

Lloyds Bank Plc
1-2 Market Place
Reading
Berks
RG1 2EQ

Barclays Standard Life
PO Box 23966
Edinburgh
EH3 1BF

Governing document - Memorandum and Articles of Association Incorporated 5 January 2011

Contents

| | |
|-----------------------------------------|-------|
| Constitution | 4 |
| Chair's Report | 4 |
| Structure, Governance & Management | 5 |
| Strategic Direction | 6 |
| Objectives and Activities | 7 |
| Achievements and Performance | 7 |
| Financial Review | 10 |
| Statement of Trustee's Responsibilities | 12 |
| Independent Examiner's Report | 13 |
| Statement of Financial Activities | 14 |
| Balance Sheet | 15 |
| Notes to the Financial Statements | 16-22 |

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2022

The Trustees present their report and the financial statements for the year to 31 March 2022 and confirm that they comply with the requirements of the Companies Act 2006, the Charities Act 2011 and the statement of Recommended Practice Accounting and Reporting by Charities (FRS 102). This report is also the Directors' Report required by section 417 of the Companies Act 2006.

CONSTITUTION

The governing body of the Society is the Council. This consists of a minimum of 12 and a maximum of 16 elected members made up of five Officers of the Society (the Chair, Vice Chair, Immediate Past Chair, Secretary, and Treasurer) and other members who are expected at some time in their term of office to fulfil a specific role on Council. Council advisors may also be appointed by Council in an "ad hoc" fashion as required to meet the needs of the Society. The Council meets quarterly and is responsible for the strategic direction of the Society. Council members are from a variety of disciplines across audiology, hearing and balance science which mirrors the professional diversity of the membership.

The Society began operating as a charitable company, known as The British Society of Audiology (A Company Limited by Guarantee, Company Registered Number: 07482730; Charity Number: 1143782) on 1 November 2012, having previously been an unincorporated entity.

CHAIR'S REPORT

This reporting year follows several years now of restriction, change, and, innovation brought about by the COVID-19 pandemic. However, over the course of this last year, with the help of the vaccination programme we have finally begun to see a return to normality where many clinics and providers re-instated their routine services with new or adapted ways of working. BSA members have continued to contribute to BSA/BAA/BSHAA/AIHHP joint guidance of audiology and otology services periodically. This collaborative guidance helped to relay the evidence-based changes quickly, effectively and regularly to support those delivering clinical and Hearing Aid services to do so safely, despite the continued COVID-19 impact and restrictions. The BSA's own existing Practice Guidance and Recommended Procedures have of course continued to be monitored, revised and added to under the care of the PGG including Auditory Steady State Response (ASSR) Testing, Guidelines for the Early Audiological Assessment and Management of Babies, and, Tinnitus in Adults.

Once again, the BSA has continued to function pre-dominantly online over this past year, which included the AGM on 21st September 2021, the quarterly Council meetings, and meetings of many BSA groups. This change has helped to put the society in a strong financial position from the cost savings that have been made to the reduction in travel expenditure. The society has continued to deliver under its four strategic aims digitally; Improve knowledge, Promote learning, Inform practice and Drive positive impact, through a blended approach set in motion last year which has enabled our multidisciplinary members to access information and learning. This has included the transition to a new Online Learning platform led by Sara Coulson where content is now fully subtitled, the continuation of the online and interactive Audacity Magazine and the annual Conference; "Innovation through Adversity". A total of 258 people participated, 89 people attended in person and a further 169 accessed the content remotely and 40 people made poster submissions. Members have received regular updates via the website and e-bulletin.

Collaboration has been a common theme for many Special Interest Groups; ARIG under the leadership of Laura Turton have two collaborative projects underway, one focused on deaf awareness and a second on Patient Reported Outcome Measures. PAIG led by Claire Lingard have contributed to the Rapid Review of Paediatric Audiology workstreams and the development of Paediatric Quality Standards and gave representation to the NICE guideline review panel for Otitis Media with Effusion. The Balance Interest Group will be continuing the society's collaboration with NICE providing input to Falls Prevention guidelines.

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2022

Council has seen a number of changes as Derek Hoare became Immediate Past Chair in December 2021, and we have just successfully recruited a new Vice Chair, Siobhan Brennan who we will welcome officially into her role at the forthcoming AGM. Having completed their first term of office Sara Coulson, Bhavisha Parmar, Nicci Campbell and Gemma Crundwell have all agreed to continue in their respective roles, thank you. We also had the pleasure of welcoming Ned Carter as trustee for Global Outreach, Gabrielle Saunders leading our International Profile and Christine De-Placido leading our External Relations. Thank you to all trustees for your ongoing contributions.

Finally, I would just like to say a huge personal thanks to all BSA members, and to our management Fitwise, for your contributions to the BSA and to audiology this past year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Society is a Company Limited by Guarantee and is multidisciplinary with just over 1050 members from all areas of audiology in the UK and overseas. As well as audiologists and scientists, it has professionals from audiology-related backgrounds, and student, public, retired, and life members. The Society is a founder member of the Federation of Acoustical Societies of Europe (FASE) and is a member of the European Federation of Audiological Societies (EFAS).

Council & Trustees

The full list of Trustees for the reporting period is given in the Table below

| OFFICERS | Beginning of Term of Office | End of Term of Office |
|----------------------------------------------|------------------------------------|----------------------------------------|
| Dr Derek Hoare (Immediate Past-Chair) | Dec 2021 | Dec 2023 |
| Ms Donna Corrigan (Chair) | Dec 2021 | Dec 2023 |
| Dr David Greenberg (Treasurer) | Dec 2019 | June 2023 |
| Ms Jane Wild (Secretary) | Dec 2020 | June 2024 |
| <u>ELECTED TRUSTEES</u> | | |
| Dr Sudhira Ratnayake | Sept 2016 | June 2019. Second term until Jun 2022 |
| Mr Robert Gardner | June 2018 | June 2021 (stepped down) |
| Dr Nathan Clarke | June 2018 | June 2021 (stepped down) |
| Prof Nicci Campbell | June 2019 | June 2022 Second term until June 2025 |
| Ms Sara Coulson | June 2019 | June 2022. Second term until June 2025 |
| Ms Gemma Crundwell | June 2019 | June 2022. Second term until June 2025 |
| Ms Bhavisha Parmar | June 2019 | June 2022 Second term until June 2025 |
| Ned Carter | June 2021 | June 2024 |
| Christine De Placido | June 2021 | June 2024 |
| Gabrielle Saunders | June 2021 | June 2024 |

Trustee Induction and Training

New Trustees are sent the Trustee handbook with ongoing support coming from the Vice Chair and other Trustees. The induction programme for new Trustees ensures that they become aware of the issues faced by the BSA and its opportunities and challenges. Each Trustee completes a skills audit when they join the Council and each of them is encouraged to take on responsibilities in areas in which they have expertise.

Responsibilities and roles of the Officers

These are defined on the Society web pages along with brief summaries of the individual Officers aims and objectives in their work for the Society: <http://www.thebsa.org.uk/people/>. This information is currently under review by the Chair and further guidance will be available for all officer roles in future.

A. Other Members

The Chairs of the Professional Guidance Group and the Special Interest Groups are advisory members of Council, as are the representatives of the International Journal of Audiology and other individual roles.

Principal Risks and Uncertainties

The Society continues to hold a risk register. The principal risks identified on this register are:

- Costs exceed income
- Membership numbers decrease significantly
- Significant gaps in Trustee knowledge and expertise (K&E)
- Information governance breach
- Conflicts of interest impact on organisational decisions
- Loss of support from Fitwise/management support
- Organisation not fulfilling needs of all members

To have effective governance of the BSA these risks are managed carefully and reviewed and analysed regularly by Fitwise and the Officers.

Strategic Direction – the Strategic Plan

With over 1050 members, the British Society of Audiology is one of Europe's largest learned society for audiology and is a truly multidisciplinary organisation. We are now half way through our Strategic Plan 2020-2023, through which the BSA is working to become more efficient whilst also achieving measurable growth and real-world impact. The strategy document describes what are now completed, ongoing, and planned activities grouped according to four strategic themes, namely, 'Improving Knowledge' 'Promoting Learning' 'Informing Practice' and 'Driving Positive Impact'. With this strategy, the BSA aims to maintain growth as a responsible, proactive, inclusive, representative, and internationally leading learned society.

OUR VISION

The BSA will build knowledge and empower professionals to improve the lives of adults and children with hearing and balance problems. The BSA strives to be the leading learned society in the field of audiology.

OUR MISSION

As a learned society, the BSA advances knowledge, promotes learning, informs good practice, and drives positive impact in the field of audiology.

OBJECTIVES AND ACTIVITIES

The British Society of Audiology, founded in 1967, aims to increase knowledge of hearing and balance and to enhance audiology in the UK. The Society, through its Memorandum and Articles has the objectives to advance audiology by:

1. Education and research in the science of audiology.
2. Promotion of the development of good clinical audiological practice at all stages of care.
3. Advancing the science and clinical practice of audiology by such other charitable means as the Council Members in their absolute discretion shall determine.

For details on the organisation of the society, please refer to the Memorandum and Articles and the society regulations, available online at <http://www.thebsa.org.uk/about/memorandum-articles-association/>. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each.

The Council may also set up working groups to consider specific issues as they arise. Throughout the year, the Society holds regular scientific, clinical, and technical meetings with a wide range of invited and contributed papers.

The Society email address allows email communication between Council and the membership: bsa@thebsa.org.uk and the Society has a website, Twitter account @BSAudiology1, Facebook account and very recently YouTube channel.

The Society's main publication of news and information on audiological matters are the BSA website and Audacity (membership magazine available on the BSA website), which contains articles, readers' letters and abstracts of papers presented at Society meetings. This is now provided to members in an electronic format. This allows increased interaction with content, is environmentally friendly, and financially efficient. The official Journal of the Society is the International Journal of Audiology, of which BSA is a tripartite owner with the International Society of Audiology (ISA) and the Nordic Audiological Society (NAS), which is published 12 times per year and is available online free of charge to our members. It has an international reputation, a high impact factor, and is recognised as a valuable part of the worldwide academic library on audiology.

Public Benefit

The Society has referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Achievements and performance of the Society

Membership communications (Lead, Sudhira Ratnayake, Trustee. Website, Nicci Campbell, Trustee and BSA advisor. Audacity magazine, Jackie Young, Editor-in-Chief)

Monthly e-updates

Monthly e-updates continue to be delivered in their quick-read colour-coded format with links to full blogs on BSA website and BSA Online Learning. They contain Chair's message, BSA news, conference details, updates on BSA documents, SIG 'Spotlight', IJA links and industry advertisements. A separate section on On-line Learning has been an attractive option to members. Regular updates on Joint Audiology guidance during COVID pandemic has been vital.

Social Media

BSA Social media presence has grown in 2021 and expanded from Facebook (over 2500 followers) and Twitter (over 5500 followers) to Instagram (reaching 650 followers). There had been a steady growth of engagement via social media platforms. Linked-In has also been added in 2021 and we are currently at 125 followers. YouTube has very recently been added to our portfolio of social media with the Adult Rehabilitation Interest Group leading plans to utilize this platform to connect with membership and link through to the BSA online Learning.

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2022

Website

We are in the process of modernising and updating the BSA website to improve user experience. Our website was launched on 15 June 2014. It immediately attracted 5000+ hits in the first month and has a growing international following. The BSA website houses the International Journal of Audiology, 'Audacity', our peer reviewed practice guidance documents, conference information and BSA online learning events. It is widely regarded as the 'first port of call' and 'go to website' for audiology in the UK.

Audacity

Audacity continues to be published twice a year, led by Jackie Young and the team from University Hospital Southampton NHS Foundation Trust, who published their first edition just over a year ago in March 2021. Audacity remains online with increased opportunity for interactivity and increased content. Audacity contains updates from the SIGs, clinical updates, news, and featured articles.

Special Interest Groups (Lead, Donna Corrigan, Vice Chair, and for all SIG Chairs please check the website)

The BSA has eight SIGs: Adult Rehabilitation Interest Group (ARIG) Auditory Processing Disorder (APD), Balance Interest Group (BIG), Cognition & Hearing (CH), Evoked Potentials (EP), Paediatric Audiology Interest Group (PAIG), Tinnitus & Hyperacusis (T&H) and a newly formed Bone Conduction & Middle Ear Implant (BCI/MEI) Group. Following the review of SIGs undertaken in the Autumn of 2020 work has continued to implement the updated Terms of Reference and identify key members to work collaboratively and cross-organisationally for example with Online Learning and Global Outreach. Donna Corrigan has continued to support the SIGs while recruitment took place for a new Vice Chair, as Siobhan Brennan takes up this position in June 2022 oversight of the SIGs will transition to her care.

The SIGs have supported the production of practice guidance and provide valuable expertise to BSA members and the wider sector who contact the BSA through the administration team. Specific highlights this year include the published guidance on Auditory Steady State Response (ASSR) Testing, Guidelines for the Early Audiological Assessment and Management of Babies Referred from the Newborn Hearing Screening Programme, Aural Impression taking for children under 5 years and Tinnitus in Adults. ARIG has worked collaboratively with external partners (British Academy of Audiology, BAA) to produce the Remote Fitting Guidance.

Notable other achievements this year include ARIGs patient focussed Deaf awareness project has started, working with deaf advocates, industry, charities and other professional bodies aiming to drive change in Audiology, ENT and wider healthcare. TH SIG have completed the first service evaluation survey for hyperacusis in adults with 42 departments contributing and CH SIG members disseminated their work through conference presentations.

The Society would like to give thanks to the following members who have stepped down from their respective SIGs in the past 12 months: Aarti Macken, Elaine Clifford, Nina Sivan, Stuart Harris, Karen Willis, Joy Rosenberg, Veronica Roscoe.

For further details of the important work and activities of the SIG, annual stocktake reports are available on the BSA website.

Conference Group (Lead, Gemma Crundwell, BSA Trustee)

The 2021 conference was held in October at the Mercure Sheffield and was attended by 258 people, 89 in person and 169 joined the event online. There were 40 poster submissions however there was reduced capacity to accommodate this number resulting in 11 being presented on the day. Due to the challenges in running a conference that meets the requirements of the diverse field of Audiology and Balance, and that there is demand from Special Interest Groups to offer specialist events, 2022 will not see an annual conference but offer instead several smaller events with specific focus such as APD and Electrophysiology.

The International Journal of Audiology (Leads, Nicci Campbell, Trustee and BSA Advisor, and Michael Akeroyd, BSA Advisor)

The BSA continues to partner with ISA and NAS to publish the International Journal of Audiology, with two representatives from

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2022

each organisation sitting on the IJA Council. The BSA, through its representatives, continues to influence and shape the direction of IJA.

Professional Guidance Group (Lead, Dr Christopher Degg)

In the last year, the PGG has been in collaboration with the SIGs, publishing four new or revised BSA documents and has several other documents at various stages of development (authoring, expert peer review and public consultation). The process to produce documents is itself currently under review and is due to be completed by September 2022 when it will be launched widely to the Society's groups and wider authorship. The information aims to provide greater guidance to authors and to ensure close alignment with the BSA strategic plan. Further developments also include identifying and/or recruiting individuals with expertise in all specific fields to lead the production and review of documents.

The Society would like to thank Samantha Batty who recently stepped down as vice chair for the group after many years of supporting this groups activity.

Online Learning Group (Lead, Sara Coulson, BSA Trustee)

The Online Learning has successfully transitioned to the Talking Slides platform, where the majority of content has now been subtitled. Communication both internally with SIGs (dedicated liaisons have been identified where possible) and externally with creators is proving successful with new content available to membership. The Society would like to thank Laura Turton, Nisha Danda and Hannah Cross for their contributions over the past 12 months.

Fellowship Scheme (Lead, Bhavisha Parmar, BSA Trustee)

This scheme allows members to gain formal recognition for their contributions to the BSA, as well as the broader hearing and balance science field. Members can apply to become a BSA Fellow at one of four level reflecting the magnitude and impact of their contributions. To end of March 2022 there have been 8 successful Fellows of the BSA.

Research awards and prizes (Lead, Donna Corrigan, BSA Vice Chair)

There are several prestigious prizes awarded by the BSA in recognition of a distinguished contribution to various aspects of the wider discipline of audiology. Donna and Jane (Wild) are currently leading a piece of work around the awards to provide better information and clarity regarding the awards process.

Prizes nominated by Trustees of BSA

- George Harris Award
- Denzil Brooks Trophy

Prizes nominated by Members of BSA

- Thomas Simm Littler Prize
- Ruth Spencer Prize

Prize nominated by the editorial team of Audacity

- Jos Millar Shield

Recipients of these awards will be announced at the AGM.

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2022

Research Development Group (Lead, Amanda Hall, BSA Advisor)

The Research Development Group is responsible for the development and coordination of initiatives to support BSA members in engaging in research. This is an area that the BSA are keen to develop, for the benefit of its members (across all career levels and roles) and ultimately individuals with hearing and balance disorders. A key and exciting new collaborative development is underway with the BAA and input from NIHR and the Biomedical Research Centres to create a Research Hub. Thorough and robust planning has taken place by RDG and BAA which describes the research hub as the “go to” place for Audiologists to find research material and information such as practical steps on how to start a research project and research training including links to RDG short courses.

Equality, Diversity, and Inclusion Group (Lead, Bhavisha Parmar, BSA Trustee)

This group of 8 active members are working towards the first BSA EDI strategic plan and is responsible for providing leadership and strategic direction in relation to equality, diversity, and inclusion (EDI) matters affecting members and Council. The current priorities of the group are to:

- Report quarterly to BSA Council on progress, highlighting issues of significance
- Engage with BAA and BSHAA EDI groups to explore possible collaborations
- Finalise website content for the EDI group and update members
- Finalise BSA EDI strategy document and outline achievable goals and plans

Governance (Leads, Jane Wild, BSA Secretary, and David Greenberg, BSA Treasurer)

The BSA has worked with Fitwise Management Ltd over the past year to strength governance arrangements. Council works to ensure the appointment of Fitwise Ltd continues to work efficiently for BSA Members.

Financial Review (Dr David Greenberg, BSA Treasurer)

Introduction

For the year ended 31 March 2022 I am pleased to report continued stability of the Society’s financial position while we have continued to invest in delivering a wide variety of activities and benefits to our membership. The Society’s current account balance is £91.1k down from £99.8k (March 2021) and our deposit account balance is £87.7k, the same as at March 2021. The investment account balance is £83.2k up from £80.2k (March 2021). The Society’s total net assets stand at £282.6k up from £241.3k (March 2021) which means that our financial position has remained healthy while we have continued to deliver value to our membership.

Income

Membership subscriptions for the year totaled £62.5k. Although lower than the £64.2k forecast for the year, total income from membership was only £60 less than the previous year. Advertising income for the year totaled £7.6k. Income from advertising was higher than the £4.9k forecast for the year and higher than the previous year (2021 = £4.6k). Accredited courses income for the year totalled £6.8k. Income from accredited courses was both higher than the £2.6k forecast for the year and higher than the previous year (2021 = £1.1k). IJA royalties - royalties from the BSA’s part-ownership of the International Journal of Audiology were forecast as £37k for the 2021 year. This income has been received at £43.2K . For reference, IJA royalty income for the 2020 BSA was £36k and £41k for 2019.

Expenditure

Cost control continued to be an important part of this year’s financial management strategy and contributed significantly to the positive financial performance of the year as a whole. Covid-19 has meant that the cost of council meetings has been at a minimum (£0.2k). The only material costs for the year have been for our online learning platform (£7.3k), publication of the Audacity magazine (£5.3k) and to Fitwise Management Ltd who perform all of our PA, membership, administration, bookkeeping, marketing activities at a cost of £53.5k (2021 = £48.5k) on a forecast of £52.8k. These administration costs have remained stable throughout the year and form the largest single expenditure for the Society.

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2022

Conclusion

With income for the year being at £47.7K I am confident that our financially stable BSA will be able to continue to implement new initiatives that further the vision and mission of the Society. It is worth noting that our stable financial base has been secured by three years of conservative financial practice. This means that the BSA can now look to invest in key areas of membership benefit in order to continue to enhance the value of BSA membership and attract new members to the Society.

Finally, I am very grateful for support of my fellow trustees and the assistance and co-operation of the dedicated staff at Fitwise Management Ltd.

David Greenberg, Treasurer

Investment Policy

The policy of the BSA is to spread the risk of monies invested and to review regularly those investments to ensure maximum return without excessive risk but only in funds which are consistent with the values of the Society.

Reserves Policy

The reserve policy has been set to ensure sufficient funds are held in reserve to maintain the continued operation of the charity in respect of its charitable activities (including management, administration and other support costs) should unforeseen circumstances reduce the charity's income or increase expenditure. The Trustees believe that the level of liquid reserves should be the equivalent of 6 months operating costs. The level of reserves will be monitored on a quarterly basis.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Charitable Company's Trustees/Directors are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company Law requires the Trustees/Directors to prepare Financial Statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees/Directors should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK 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 business.

The Trustees/Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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/Directors are also responsible for the contents of the Trustees'/Directors' report, and the responsibility of the Independent Examiner in relation to the Trustees'/Directors' report is limited to examining the report and that ensuring on the face of the report there are no inconsistencies with the figures disclosed in the Financial Statements.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS102) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the Trustees on 29th April 2022 and

Signed on their behalf by



Ms Donna Corrigan (Chair)

**THE BRITISH SOCIETY OF AUDIOLOGY
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE BRITISH SOCIETY OF AUDIOLOGY AS AT 31 MARCH 2022**

I report to the charity trustees on my examination of the accounts of The British Society of Audiology (the Company) for the year ended 31 March 2022, which are set out on pages 14 to 22.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's report


I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

On behalf of:

EDWIN SMITH
CHARTERED ACCOUNTANTS
32 Queens Road
Reading
RG1 4AU

Signed: 
Philip J Nixon

Date: 28 June 2022

THE BRITISH SOCIETY OF AUDIOLOGY
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

| | | Unrestricted Funds | Restricted Funds | Total Funds 2022 | Total Funds 2021 |
|-------------------------------------------------------------|-------|-----------------------|---------------------|------------------------|------------------------|
| | Notes | £ | £ | £ | £ |
| Income from: | | | | | |
| Donations, legacies etc. | | 108 | - | 108 | - |
| Investments | | 50 | - | 50 | - |
| Charitable activities | | | | | |
| Subscriptions | | 62,485 | - | 62,485 | 62,546 |
| Conference and meetings | | - | - | - | - |
| Other | | 7,286 | - | 7,286 | 2,954 |
| Other trading activities | | | | | |
| Advertising | | 7,642 | - | 7,642 | 5,127 |
| Other | | | | | |
| Royalties | | 43,169 | - | 43,169 | 36,508 |
| Grant | | - | - | - | 10,000 |
| Total Income | | 120,740 | - | 120,740 | 117,135 |
| Expenditure on: | | | | | |
| | 2 | | | | |
| Raising funds | 2 | 4,669 | - | 4,669 | 4,182 |
| Charitable activities | 2 | 69,040 | 150 | 69,190 | 70,213 |
| Other costs | 2 | 8,457 | - | 8,457 | 7,413 |
| Total Expenditure | | 82,166 | 150 | 82,316 | 81,808 |
| Net income/(expenditure) before investment gains | | 38,574 | (150) | 38,424 | 35,327 |
| Net gains on investments | | 2,974 | - | 2,974 | 12,375 |
| Net income/(expenditure) | | 41,548 | (150) | 41,398 | 47,702 |
| Transfers between funds | | - | - | - | - |
| Net movement on funds | | 41,548 | (150) | 41,398 | |
| Fund balances at 1 April 2021 | | 203,921 | 37,331 | 241,252 | 193,550 |
| Fund balances at 31 March 2022 | | 245,469 | 37,181 | 282,650 | 241,252 |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**THE BRITISH SOCIETY OF AUDIOLOGY
BALANCE SHEET AS AT 31 MARCH 2022**

| | Notes | 2022 | | 2021 | |
|-------------------------------------------------------|-------|-----------------|----------------|-----------------|----------------|
| | | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible assets | 5 | | 215 | | 259 |
| Investments | 6 | | 83,245 | | 80,271 |
| | | | <u>83,460</u> | | <u>80,530</u> |
| Current assets | | | | | |
| Debtors | 7 | 47,400 | | 1,736 | |
| Cash at bank and in hand | | <u>180,179</u> | | <u>188,739</u> | |
| | | 227,579 | | 190,475 | |
| Creditors: Amounts falling due within one year | 8 | <u>(28,389)</u> | | <u>(29,753)</u> | |
| Net current assets | | | 199,190 | | 160,722 |
| Total assets less current liabilities | | | <u>282,650</u> | | <u>241,252</u> |
| Funds of the charity | | | | | |
| General funds | | | 245,469 | | 203,921 |
| Restricted funds | 11 | | 37,181 | | 37,331 |
| Total Funds | | | <u>282,650</u> | | <u>241,252</u> |

For the year ending 31 March 2022, the company was entitled to exemption from audit under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of the affairs of the company as at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within part 15 of the Companies Act 2006.

The accounts were approved by the Board on 27 June 2022.



David Greenberg
Director

Company Registration No. 07482730

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2022

1. ACCOUNTING POLICIES

Company information

The British Society of Audiology is a Registered Charity and a Charitable Company Limited by Guarantee incorporated on 5 January 2011. The registered office is 32, Queens Road, Reading, Berkshire, England, RG1 4AU.

Basis of preparation

The financial statements 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 to the UK and Republic of Ireland (FRS 102) (effective January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

Preparation of the financial statements on a going concern basis

The charity has a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. It has therefore continued to adopt the going concern basis in preparing its financial statements.

The charity has taken advantage of the exemption for smaller charities to produce a cash flow statement.

Fund Accounting

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Voluntary income, including donations, gifts and legacies are recognised where there is entitlement, there is sufficient certainty of receipt and so it is probable the income will be received, and the amount of income can be measured with sufficient reliability.

Subscriptions are included in the Statement of Financial Activities in the year to which they relate.

Income from conferences and meetings, advertising, sponsors and investment are recognised in the year in which they are receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Governance costs comprise management and administration costs for running the charity itself as an organisation. Where applicable the costs of raising funds consist of an apportionment of overhead and support costs.

Costs of charitable activities include all direct costs and an apportionment of overhead and support costs.

THE BRITISH SOCIETY OF AUDIOLOGY NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2022

Fixed Asset Investments

Fixed asset 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. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Tangible Fixed assets

Depreciation is provided on a straight-line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life. The rates applied per annum are as follows:

| | |
|-----------------------------|--------------------------|
| Office Equipment | 10% per annum on costs |
| Computer Equipment/Software | 33.33% per annum on cost |

Debtors

Debtors are recognised at the settlement amount due.

Cash at bank and in hand

Cash at bank and in hand includes cash and cash held at bank current accounts and short term highly liquid investments held on deposit accounts.

Creditors

Creditors and provisions are recognised as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments detailed above.

Pensions

The Trust operated a defined contribution pension scheme. All contributions were charged to the Statement of Financial Activities as incurred

Taxation

The charity is exempt from Corporation Tax on its charitable activities.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2022

2. EXPENDITURE

| | Charitable Activities | Governance costs | Raising funds | Restricted Funds | 2022 Total | 2021 Total |
|------------------------------|----------------------------------|-----------------------------|--------------------------|-----------------------------|-----------------------|-----------------------|
| | £ | £ | £ | £ | £ | £ |
| Conference and meetings | - | - | - | - | - | 338 |
| Online meeting costs | 8,497 | - | - | - | 8,497 | 9,533 |
| Committee expenses | - | 567 | - | - | 567 | 13 |
| Management costs | 55,257 | 6,140 | - | - | 61,397 | 55,237 |
| Support costs | 5,015 | 510 | 4,669 | - | 10,194 | 14,868 |
| Accountancy fees | - | 1,240 | - | - | 1,240 | 1,132 |
| Grants, prizes and bursaries | 227 | - | - | 150 | 377 | 643 |
| Depreciation | 44 | - | - | - | 44 | 44 |
| | 69,040 | 8,457 | 4,669 | 150 | 82,316 | 81,808 |

Accountancy fees includes Independent Examination fees of £1,296 (2021 -£1,272).

3. EMPLOYEES

The Charity did not engage any employees during the year.

The trustees were not paid and did not receive any benefits from employment with the charity in the year (2021: £nil). Reimbursed expenses paid to trustees are detailed in note 4.

The key management personnel of the charity comprise the trustees. The trustees have assigned 'day to day' key management duties to a management company (see note 2 for total management costs).

4. TRUSTEES

No remuneration or other payments were made to any of the trustees or any connected person, directly or indirectly from the charity. During the period £77 expenses (2021 -£nil) were reimbursed to 2 trustees (2021 -nil) which related to office expenses etc.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2022

5. TANGIBLE FIXED ASSETS

| | Office Equipment | Computer Equipment /Software | 2022 Total |
|-------------------------|---------------------|------------------------------------|---------------|
| | £ | £ | £ |
| Cost | | | |
| At 1 April 2021 | 435 | 3,115 | 3,550 |
| Additions | - | - | - |
| Disposals | | | |
| At 31 March 2022 | <u>435</u> | <u>3,115</u> | <u>3,550</u> |
| Depreciation | | | |
| At 1 April 2021 | 176 | 3,115 | 3,291 |
| On disposals | - | - | - |
| Charge for the year | 44 | - | 44 |
| At 31 March 2022 | <u>220</u> | <u>3,115</u> | <u>3,335</u> |
| Net book value | | | |
| At 31 March 2022 | <u>215</u> | <u>-</u> | <u>215</u> |
| At 31 March 2021 | <u>259</u> | <u>-</u> | <u>259</u> |

6. INVESTMENTS

| | £ | £ |
|-------------------------------------------------------|---|---------------|
| UK quoted investments | | |
| Carrying (fair) Value at 1 April 2021 | | 80,271 |
| Additions at carrying value | | - |
| Net gain on revaluation | | 2,974 |
| Carrying (fair) Value at 31 March 2022 (cost £50,580) | | <u>83,245</u> |

These investments relate to the Alliance Trust Fund

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2022

7. DEBTORS AND PREPAYMENTS

| | 2022 £ | 2021 £ |
|--------------------------------|---------------|--------------|
| Trade debtors | 3,326 | 1,736 |
| Prepayments and accrued income | 43,813 | - |
| Other debtors | 261 | - |
| | <u>47,400</u> | <u>1,736</u> |

8. CREDITORS

Amounts falling due within one year

| | 2022 £ | 2021 £ |
|-------------------------|---------------|---------------|
| Trade creditors | 8,896 | 6,537 |
| Tax and social security | - | 184 |
| Accruals | 1,304 | 3,284 |
| Deferred income | 18,189 | 18,608 |
| Other creditor | - | 1,140 |
| | <u>28,389</u> | <u>29,753</u> |

9. SHARE CAPITAL

The British Society of Audiology, a registered charity, is a company limited by guarantee, not having any share capital. In the event of a winding up, each member may be required to contribute an amount not exceeding £1 towards the settlement of the company's liabilities.

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds £ | Restricted Funds £ | 2022 £ | 2021 £ |
|-------------------------------------------------|----------------------------|--------------------------|----------------|----------------|
| Tangible Fixed Assets | 215 | - | 215 | 259 |
| Investments | 83,245 | - | 83,245 | 80,271 |
| Current Assets | 217,579 | 10,000 | 227,579 | 190,475 |
| Current Liabilities (due in less than one year) | (28,389) | - | (28,389) | (29,753) |
| | <u>272,650</u> | <u>10,000</u> | <u>282,650</u> | <u>241,252</u> |

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2022

11. RESTRICTED FUNDS

| | T S Littler Prize & Bursary Fund | R. Thornton Fund | IAT Fund | G Harris Fund | 2022 Total | 2021 Total |
|--------------------------------------------|---------------------------------------------------------|-----------------------------|-----------------|--------------------------|-----------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Balance brought forward at 1 April 2021 | 5,600 | 30,000 | 1,531 | 200 | 37,331 | 37,781 |
| Donations/ Grants receivable | - | - | - | - | - | - |
| Transfer to unrestricted funds | - | - | - | - | - | - |
| Expenses | (150) | - | - | - | (150) | (450) |
| Balance at 31 March 2022 | 5,450 | 30,000 | 1,531 | 200 | 37,181 | 37,331 |

The Society operates two award funds. Awards are made to honour members of our profession, who in their different ways, made a significant contribution to audiology.

Through these awards, we are now able to honour our own contemporaries who have done valuable work in the field of audiology.

Thomas Simm Littler Prize and Lectureship

As a result of the generous gift of £10,000 to the Society by the organising committee of the IX International Congress in Audiology (London 1968), a lectureship and prize fund was set up in honour of the Late Dr Thomas Simm Littler, a pioneer in British Audiology.

The prize is awarded annually. It carries an honorarium of £100 together with a memorial certificate.

The lectureship is awarded every two years. It carries an honorarium of £200.

Thomas Simm Littler Bursary

One or more grants of up to £300 per year can be awarded to a member of the Society to assist in achieving training or related professional goals. Examples of uses to which the awards could be put to are: to help with travel costs to enable the results of a research project to be presented at an academic meeting; or to help with accommodation costs so that attendance at a conference can be extended to include a visit to another department.

Grants are made from the Thomas Simm Littler Awards Fund.

Industrial Audiometricians Training Fund

The Society operates an accreditation scheme for a course in industrial Audiometry and Hearing Conservation, run by external organisations. This fund was established to provide financial support for this purpose.

**THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2022**

11. RESTRICTED FUNDS (continued)

George Graham Harris

George Graham Harris, who died on 22 February 2005, bequeathed the sum of £1,000 to the Society. An award will be made to any individuals making a notable contribution to hearing and audiology in any one year.

Roger Thornton Memorial Fund

A generous gift of £30,000 was made to the BSA to establish the Roger Thornton Memorial Fund primarily to fund travel awards to students engaged in research relating to audiology/hearing science.

12. RELATED PARTY TRANSACTIONS

The charity has a third share of a joint venture IJA (International Journal of Audiology) Council. The net income of IJA is paid as an annual royalty split equally between the three owners. This year the royalties payable to the charity amounted to £43,169 (2021 - £36,508).

THE BRITISH SOCIETY OF AUDIOLOGY

England & Wales - Charity number 1143782

Accounts



THE BRITISH SOCIETY OF AUDIOLOGY

(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021



**THE BRITISH SOCIETY OF AUDIOLOGY
LEGAL AND ADMINISTRATION INFORMATION FOR THE YEAR TO 31 MARCH 2021**

Trustees/Directors

Derek Hoare (Chair)
Edward Killan (Immediate Past Chair – part year)
Donna Corrigan (Vice chair)
David Greenberg (Treasurer – part year)
Jane Wild (Secretary – part year)
Sara Coulson
Gemma Crundwell
Sudhira Ratnayake
Nicci Campbell
Nathan Clarke
Robert Gardner
Bhavisha Parmar
Barry Downes (– part year)

Charity number

1143782

Company number

7482730

Principal address

Fitwise Management Ltd
Blackburn House
Redhouse Road
Seafield
Bathgate
West Lothian EH47 7AQ

Registered office

32 Queens Road
Reading
RG1 4AU

Independent Examiner

P. J. Nixon, FCA,
Edwin Smith, Chartered Accountants
32 Queens Road
Reading
Berkshire
RG1 4AU

Bankers

Lloyds Bank Plc
1-2 Market Place
Reading
Berks
RG1 2EQ

Barclays Standard Life
PO Box 23966
Edinburgh
EH3 1BF

Governing document - Memorandum and Articles of Association Incorporated 5 January 2011

Contents

| | |
|-----------------------------------------|-------|
| Constitution | 4 |
| Chair's Report | 4 |
| Structure, Governance & Management | 5 |
| Strategic Direction | 6 |
| Objectives and Activities | 7 |
| Achievements and Performance | 7 |
| Financial Review | 10 |
| Statement of Trustee's Responsibilities | 11 |
| Independent Examiner's Report | 13 |
| Statement of Financial Activities | 14 |
| Balance Sheet | 15 |
| Notes to the Financial Statements | 16-22 |

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2021

The Trustees present their report and the financial statements for the year to 31 March 2021 and confirm that they comply with the requirements of the Companies Act 2006, the Charities Act 2011 and the statement of Recommended Practice Accounting and Reporting by Charities (FRS 102). This report is also the Directors' Report required by section 417 of the Companies Act 2006.

CONSTITUTION

The governing body of the Society is the Council. This consists of a minimum of 12 and a maximum of 16 elected members made up of five Officers of the Society (the Chair, Vice Chair, Immediate Past Chair, Secretary, and Treasurer) and other members who are expected at some time in their term of office to fulfil a specific role on Council. Council advisors may also be appointed by Council in an "ad hoc" fashion as required to meet the needs of the Society. The Council meets quarterly and is responsible for the strategic direction of the Society. Council members are from a variety of disciplines across audiology, hearing and balance science which mirrors the professional diversity of the membership.

The Society began operating as a charitable company, known as The British Society of Audiology (A Company Limited by Guarantee, Company Registered Number: 07482730; Charity Number: 1143782) on 1 November 2012, having previously been an unincorporated entity.

CHAIR'S REPORT

This reporting year marks a full year of restriction, change, and innovation because of the COVID-19 pandemic. It has been a remarkable year for so many reasons; the toll of the pandemic on life, the power of science to understand and combat the virus, and the resilience of so many to make change and support others in any way they can. Whilst much research in hearing and balance has paused or changed direction because of COVID-19-related restrictions, essential clinical services have throughout continued to care for those most in need, and to rapidly move to remote working where possible, amazing work that has been done in the face of such momentous challenge. BSA members have also throughout contributed to BSA/BAA/BSHAA/AIHHP joint guidance of audiology and otology services during COVID-19, with much credit to Sue Falkingham for her leadership on this. Thanks also to Richard Rutkowski and the BSA Balance Interest Group who provided an important set of recommendations on personal protective equipment and infection prevention and control for vestibular assessments. Another excellent example of joint working this year is the BAA/BSA guidance on setting and verifying the frequency response of a hearing aid remotely. Congratulations and thanks to Wendy Trump and Jane Wild for their work on that.

Of course, BSA core business has continued this year, and there are many examples of how the BSA successfully supported our multidisciplinary members and the field of audiology. BSA guidance remains at the fore and this year we have seen new guidance from our Special Interest Groups and Professional Guidance Group on many important topics including minimum training guidelines for aural care, audiological assessment and hearing aid provision for patients with a programmable ventriculo-peritoneal shunt, and fitting of combination hearing aids for subjects with tinnitus. Online learning materials to support use of BSA documents are available (or will be developed) and provided on BSA's brand new online learning platform, work led by trustee Sara Coulson.

BSA has essentially functioned online this year. Our AGM was held online in June 2020, and our annual conference also moved online, in October 2020, with an impressive 391 delegates, 11 exhibitors, and 49 submitted abstracts. Looking forward, whilst a return to face-to-face meetings and events is desirable, a blended approach is indicated to be inclusive of all members who wish to participate in BSA conferences and other events. We also continue to communicate regularly with our members online using our website, e-news, social media, and our membership magazine, Audacity.

Strategic priorities for the BSA this year included a major review of many of our groups and progresses. Vice Chair Donna

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2021

Corrigan completed a review of BSA Special Interest Groups, with the closure of our Global Outreach group, plans for an Implantable Device special interest group, and the development of new terms for these groups to promote cross working. A further priority realised this year was the creation of an Equality, Diversity, and Inclusion group for the BSA, led by Bhavisha Parmar. With thanks to all BSA members who completed recent surveys, this group has already made progress towards development and implementation of a BSA plan for inclusion and equality. BSA also this year launched a new travel award, in honour of the late Prof Roger Thornton. This award will support UK-based student members to attend conferences.

Initiated this year also are a review of our processes for guidance development, and of BSA member communication and social media presence. In other areas there has been less progress. Talks on a potential College of Audiology paused for much of the year, with just one meeting in Feb 2021 to reinitiate discussion with AIHHP, BAA, BSHAA, and NCHA, and revisit the plans that were set back in 2019.

We have had a few changes on Council this year. Jane Wild joined us in December 2020 as BSA Secretary. Ted Killan completed his term as Immediate Past Chair in March, and Nathan Clarke and Rob Gardner will complete their terms as Trustee at the AGM, so very many thanks to all for their sterling contributions throughout their terms of office.

Finally, I would just like to say a huge personal thanks to all BSA members, and to our management Fitwise, for your contributions to the BSA and to audiology this extraordinary past year.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Society is a Company Limited by Guarantee and is multidisciplinary with about 1050 members from all areas of audiology in the UK and overseas. As well as audiologists and scientists, it has professionals from audiology-related backgrounds, and student, public, retired, and life members. The Society is a founder member of the Federation of Acoustical Societies of Europe (FASE) and is a member of the European Federation of Audiological Societies (EFAS).

Council & Trustees

The full list of Trustees for the reporting period is given in the Table below

| <u>OFFICERS</u> | Beginning of Term of Office | End of Term of Office |
|------------------------------------------------|------------------------------------|---------------------------------------|
| Dr Derek Hoare (Chair) | Oct 2019 | June 2022 |
| Dr Edward Killan (Immediate Past-Chair) | Oct 2019 | Resigned Mar 2021 |
| Ms Donna Corrigan (Vice-Chair) | Jan 2020 | June 2022 |
| Dr David Greenberg (Treasurer) | Dec 2019 | June 2023 |
| Ms Jane Wild (Secretary) | Dec 2020 | June 2024 |
| <u>ELECTED TRUSTEES</u> | | |
| Dr Sudhira Ratnayake | Sept 2016 | June 2019. Second term until Jun 2022 |
| Mr Robert Gardner | June 2018 | June 2021 |
| Dr Nathan Clarke | June 2018 | June 2021. |

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2021

| | | |
|---------------------|----------------|--------------------------------------------|
| Prof Nicci Campbell | June 2019 | June 2022 |
| Ms Sara Coulson | June 2019 | June 2022 |
| Ms Gemma Crundwell | June 2019 | June 2022 |
| Mr Barry Downes | September 2016 | June 2019. Second term 1 year to June 2020 |
| Ms Bhavisha Parmar | June 2019 | June 2022 |

Trustee Induction and Training

New Trustees are sent the Trustee handbook with ongoing support coming from the Vice Chair and other Trustees. The induction programme for new Trustees ensures that they become aware of the issues faced by the BSA and its opportunities and challenges. Each Trustee completes a skills audit when they join the Council and each of them is encouraged to take on responsibilities in areas in which they have expertise.

Responsibilities and roles of the Officers

These are defined on the Society web pages along with brief summaries of the individual Officers aims and objectives in their work for the Society: <http://www.thebsa.org.uk/people/>.

A. Other Members

The Chairs of the Professional Guidance Group and the Special Interest Groups are advisory members of Council, as are the representatives of the International Journal of Audiology and other individual roles.

Principal Risks and Uncertainties

The Society continues to hold a risk register. The principal risks identified on this register are:

- Costs exceed income
- Membership numbers decrease significantly
- Significant gaps in Trustee knowledge and expertise (K&E)
- Information governance breach
- Conflicts of interest impact on organisational decisions
- Loss of support from Fitwise/management support
- Organisation not fulfilling needs of all members

To have effective governance of the BSA these risks are managed carefully and reviewed and analysed regularly by Fitwise and the Officers.

Strategic Direction – the Strategic Plan

With over 1050 members, the British Society of Audiology is one of Europe's largest learned society for audiology and is a truly multidisciplinary organisation. We are now nearly 1 year into our Strategy Plan 2020-2023 through which the BSA is working to become more efficient whilst also achieving measurable growth and real-world impact. The strategy document describes what are now completed, ongoing, and planned activities grouped according to four strategic themes, namely, 'Improving Knowledge' 'Promoting Learning' 'Informing Practice' and 'Driving Positive Impact'. With this strategy, the BSA aims to maintain growth as a responsible, proactive, inclusive, representative, and internationally leading learned society.

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2021

OUR VISION

The BSA will build knowledge and empower professionals to improve the lives of adults and children with hearing and balance problems. The BSA strives to be the leading learned society in the field of audiology.

OUR MISSION

As a learned society, the BSA advances knowledge, promotes learning, informs good practice, and drives positive impact in the field of audiology.

OBJECTIVES AND ACTIVITIES

The British Society of Audiology, founded in 1967, aims to increase knowledge of hearing and balance and to enhance audiology in the UK. The Society, through its Memorandum and Articles has the objectives to advance audiology by:

1. Education and research in the science of audiology.
2. Promotion of the development of good clinical audiological practice at all stages of care.
3. Advancing the science and clinical practice of audiology by such other charitable means as the Council Members in their absolute discretion shall determine.

For details on the organisation of the society, please refer to the Memorandum and Articles and the society regulations, available online at <http://www.thebsa.org.uk/about/memorandum-articles-association/>. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each.

The Council may also set up working groups to consider specific issues as they arise. Throughout the year, the Society holds regular scientific, clinical, and technical meetings with a wide range of invited and contributed papers.

The Society email address allows email communication between Council and the membership: bsa@thebsa.org.uk and the Society has a website, Twitter account @BSAudiology1 and a Facebook account.

The Society's main publication of news and information on audiological matters are the BSA website and Audacity (membership magazine available on the BSA website), which contains articles, readers' letters and abstracts of papers presented at Society meetings. This is now provided to members in an electronic format. This allows increased interaction with content, is environmentally friendly, and financially efficient. The official Journal of the Society is the International Journal of Audiology, of which BSA is a tripartite owner with the International Society of Audiology (ISA) and the Nordic Audiological Society (NAS), which is published 12 times per year and is available online free of charge to our members. It has an international reputation, a high impact factor, and is recognised as a valuable part of the worldwide academic library on audiology.

Public Benefit

The Society has referred to the Charity Commission's guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Achievements and performance of the Society

Membership communications (Lead, Sudhira Ratnayake, Trustee. Website, Nicci Campbell, Trustee and BSA advisor. Audacity magazine. Jane Wild, BSA Trustee and outgoing Editor-in-Chief)

Monthly e-updates

Monthly e-updates have been delivered in a new-look since September 2020 with a succinct quick-read colour-coded format with links to full blogs on BSA website and iCoHere. They contain Chair's message, BSA news, conference details, updates on BSA documents, SIG 'Spotlight', IJA links and industry advertisements. A separate section on On-line Learning has been an attractive

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2021

option to members. Regular updates on Joint Audiology guidance during COVID pandemic has been vital, reflected on the increase in e-update clicks in Spring/Summer 2020.

Social Media

BSA Social media presence has grown in 2020 and expanded from Facebook (over 2000 followers) and Twitter (over 5000 followers) to Instagram (reaching 500 followers). There had been a steady growth of engagement via social media platforms. There are plans to expand to Linked-In in 2021.

Website

We are in the process of modernising and updating the BSA website to improve user experience. Our website was launched on 15 June 2014. It immediately attracted 5000+ hits in the first month and has a growing international following. The BSA website houses the International Journal of Audiology, 'Audacity', our peer reviewed practice guidance documents, conference information and BSA online learning events. It is widely regarded as the 'first port of call' and 'go to website' for audiology in the UK.

Audacity

Audacity continues to be published twice a year. This year the September 2020 edition was the last edition edited by Betsi Cadwaladr University Health Board. Hand over to the new editorial team, led by Jackie Young at University Hospital Southampton NHS Foundation Trust, went well and they edited their first edition in March 2021. Audacity remains online with increased opportunity for interactivity and increased content. Audacity contains updates from the SIGs, clinical updates, news, and featured articles.

Special Interest Groups (Lead, Donna Corrigan, Vice Chair, and for all SIG Chairs please check the website)

The BSA has eight SIGs: Adult Rehabilitation Interest Group (ARIG) Auditory Processing Disorder (APD), Balance Interest Group (BIG), Cognition & Hearing (CH), Evoked Potentials (EP), Paediatric Audiology Interest Group (PAIG), Tinnitus & Hyperacusis (T&H) and a new Implantable & Bone Conduction Devices SIG (name in the process of being confirmed). As part of current BSA strategy, a review of SIGs was undertaken in the Autumn of 2020 which included an update of supporting guidance following consultation with group Chairs and representatives. The SIG Terms of Reference and initial set up and recruitment advice have all been updated. In March 2021, the Global Outreach SIG decided to officially close with approval from Council. Oversight of global outreach activities will be led by a new trustee and each SIG encouraged and supported to engage with global activity and developments in their given area.

The SIGs have supported the production of practice guidance and provide valuable expertise to BSA members and the wider sector who contact the BSA through the administration team. Specific highlights this year include the published guidance on Aural Care (ear wax removal), the guidance regarding access, assessment and rehabilitation for those with Intellectual disabilities produced by the CH SIG. Collaboration has continued with external organisations to regularly update the joint practice guidance for use during the COVID-19 outbreak.

Notable other achievements this year include the APD SIGs development of a first draft of a white paper for future publication in the International Journal of Audiology, ARIG's "Inspiring Audiologists" Facebook Group, and, BIGs national survey of balance services. PAIG & TH SIG are working with the lead for online learning to produce new resources to disseminate the information contained within published documentation.

For further details of the important work and activities of the SIG, annual stocktake reports are available on the BSA website.

Conference Group (Lead, Gemma Crundwell, BSA Trustee)

2020 was a challenging year for face-to-face events. The covid-19 pandemic put unprecedented legal restrictions on large events, and BIHIMA advised members to not attend any face-to-face events. The planned June 2020 conference was originally postponed, when we all hoped the pandemic would be over quickly, however the ongoing pandemic meant the BSA was unable to host a face-to-face conference. Thanks to the flexibility of the speakers and hard work of the conference group and events

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2021

management team the planned programme was moved onto the e-conference platform. This year we also used a different platform host which significantly improved the aesthetics, accessibility, and ability for delegates to interact. Feedback from the event was positive. The 2021 conference will be at the Mercure Sheffield, which was booked for the 2020 event. We had hoped to host the event in June 2021 however have needed to move the event to October (and have everything crossed that we do not have to move dates again). We cannot wait to see everyone again in person.

The International Journal of Audiology (Leads, Nicci Campbell, Trustee and BSA Advisor, and Michael Akeroyd, BSA Advisor)

The BSA continues to partner with ISA and NAS to publish the International Journal of Audiology, with two representatives from each organisation sitting on the IJA Council. The BSA, through its representatives, continues to influence and shape the direction of IJA.

Professional Guidance Group (Lead, Dr Christopher Degg)

In the last year, the PGG has in collaboration with the SIGs, published five new or revised BSA documents and has several other documents at various stages of development (authoring, expert peer review and public consultation). The process to produce documents is itself currently under review, to provide greater guidance to authors and to ensure close alignment with the BSA strategic plan. The last year has also seen an increase in membership for the subgroup who administer the BSA accreditation of courses.

Online Learning Group (Lead, Sara Coulson, BSA Trustee)

We have moved to a new platform in the early part of 2021. We have worked with most of the SIGs to provide information and guidance on their newly published documents, as well as highlighted good work being done overseas. For the coming year we will be developing learning materials specifically requested by members.

Fellowship Scheme (Lead, Bhavisha Parmar, BSA Trustee)

This scheme allows members to gain formal recognition for their contributions to the BSA, as well as the broader hearing and balance science field. Members can apply to become a BSA Fellow at one of four level reflecting the magnitude and impact of their contributions. To end of March 2021 there have been 41 successful Fellows of the BSA.

Research awards and prizes (Lead, Donna Corrigan, BSA Vice Chair)

There are several prestigious prizes awarded by the BSA in recognition of a distinguished contribution to various aspects of the wider discipline of audiology.

Prizes nominated by Trustees of BSA

- George Harris Award
- Denzil Brooks Trophy

Prizes nominated by Members of BSA

- Thomas Simm Littler Prize
- Ruth Spencer Prize

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2021

Prize nominated by the editorial team of Audacity

- Jos Millar Shield

Recipients of these awards will be announced at the AGM.

Research Development Group (Lead, Amanda Hall, BSA Advisor)

The Research Development Group is responsible for the development and coordination of initiatives to support BSA members in engaging in research. This is an area that the BSA are keen to develop, for the benefit of its members (across all career levels and roles) and ultimately individuals with hearing and balance disorders. Key achievements this year were setting up the administration of the Prof Roger Thornton travel award and running two research webinars in partnership with the International Society of Audiology.

Equality, Diversity, and Inclusion Group (Lead, Bhavisha Parmar, BSA Trustee)

This group was formed in June 2020. Currently there are eight active members in the group from different professions and career levels. The group is working towards the first BSA EDI strategic plan and is responsible for providing leadership and strategic direction in relation to equality, diversity, and inclusion (EDI) matters affecting members and Council. The purpose the group is to agree priorities, make decisions, commission work, and guide the prioritisation of existing budgets to enable success in relation to EDI. EDI group responsibilities are to:

- To agree and drive forward the strategic direction of EDI at the BSA with the aim of being an exemplar organisation.
- To promote the involvement of a diverse range of members to foster inclusivity and eliminate discrimination.
- To make decisions, including agreeing EDI objectives and priorities and approve an annual programme of work that addresses these.
- To report quarterly to BSA Council on progress, highlighting issues of significance.

Governance (Leads, Jane Wild, BSA Secretary, and David Greenberg, BSA Treasurer)

The BSA has worked with Fitwise Management Ltd over the past year to strength governance arrangements. Council works to ensure the appointment of Fitwise Ltd continues to work efficiently for BSA Members.

Financial Review (Dr David Greenberg, BSA Treasurer)

Introduction

For the year ended 31 March 2021 I am pleased to report on one of our strongest in terms of financial stability. A conservative outlook on revenue generation and expenditure at the beginning of 2020 meant that we set ourselves up for a year where our cash position was not a point of concern. An end of year surplus of £47.7k, on a forecast of £4.9k, allows the Society to look forward to delivering new and exciting membership benefits and initiatives for the audiology community.

Income

Membership subscriptions: overall as forecast for the year although individual memberships were above forecast while corporate memberships were below. Events: the inaugural e-Conference in 2017 made a loss but a second e-Conference in 2018 generated greater income, especially from sponsorship. The 2019 e-conference however again made a loss and so the e-conference was reviewed and an agreement was reached with Fitwise that meant our 2020 e-conference had a reduced financial exposure for the Society while still generating a small income. Advertising: total income from advertising was less than last year but slightly above budget. IJA royalties: royalties from the BSA's part-ownership of the International Journal of Audiology were close to forecast for the year. Investment account: a £12.5k gain in the BSA's investment account was achieved that was not in the budget. Grant income: with support from Fitwise the BSA received a £10k Covid-19 support grant that was also not in the budget.

THE BRITISH SOCIETY OF AUDIOLOGY REPORT OF THE TRUSTEES AS AT 31 MARCH 2021

Expenditure

Strict cost control continued to be an important part of this year's financial management strategy and contributed significantly to the positive financial performance of the year as a whole. In addition, there was underspend related to Council Committee and special interest groups as the result of Covid-19 and reduced admin costs. Administration costs (management and support from Fitwise) have remained stable throughout the year and form the largest single expenditure for the Society.

Conclusion

With income exceeding expenditure for a third year running, following a number of years of expenditure exceeding income, I am confident that today's more financially stable BSA will be able to implement new initiatives that further the vision and mission of the Society.

Finally, I am grateful for the support of my fellow trustees and the assistance and co-operation of the dedicated staff at Fitwise Management Ltd.

David Greenberg, Treasurer – June 2021

Investment Policy

The policy of the BSA is to spread the risk of monies invested and to review regularly those investments to ensure maximum return without excessive risk but only in funds which are consistent with the values of the Society.

Reserves Policy

The reserve policy has been set to ensure sufficient funds are held in reserve to maintain the continued operation of the charity in respect of its charitable activities (including management, administration and other support costs) should unforeseen circumstances reduce the charity's income or increase expenditure. The Trustees believe that the level of liquid reserves should be the equivalent of 6 months operating costs. The level of reserves will be monitored on a quarterly basis.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The Charitable Company's Trustees/Directors are responsible for preparing the Report of the Trustees and the Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company Law requires the Trustees/Directors to prepare Financial Statements for each financial year which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the Trustees/Directors should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK 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 business.

The Trustees/Directors are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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 BRITISH SOCIETY OF AUDIOLOGY
REPORT OF THE TRUSTEES AS AT 31 MARCH 2021**

The Trustees/Directors are also responsible for the contents of the Trustees'/Directors' report, and the responsibility of the Independent Examiner in relation to the Trustees'/Directors' report is limited to examining the report and that ensuring on the face of the report there are no inconsistencies with the figures disclosed in the Financial Statements.

This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS102) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Approved by the Trustees on 18 JUNE 2021 and

Signed on their behalf by

Dr Derek Hoare (Chair)

A handwritten signature in black ink, appearing to read 'D Hoare', with a long horizontal flourish extending to the right.

**THE BRITISH SOCIETY OF AUDIOLOGY
INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF THE BRITISH SOCIETY OF AUDIOLOGY AS AT 31 MARCH 2021**

I report to the charity trustees on my examination of the accounts of The British Society of Audiology (the Company) for the year ended 31 March 2021, which are set out on pages 14 to 22.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 (the '2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's report


I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

On behalf of:

EDWIN SMITH
CHARTERED ACCOUNTANTS
32 Queens Road
Reading
RG1 4AU

Signed: 
Philip J Nixon

Date: 27 September 2021

THE BRITISH SOCIETY OF AUDIOLOGY

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

| | Notes | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2021 £ | Total Funds 2020 £ |
|-------------------------------------------------------------|-------|----------------------------|--------------------------|-----------------------------|-----------------------------|
| Income from: | | | | | |
| Donations, legacies etc. | | - | - | - | 30,000 |
| Investments | | - | - | - | 156 |
| Charitable activities | | | | | |
| Subscriptions | | 62,546 | - | 62,546 | 65,550 |
| Conference and meetings | | - | - | - | 1,899 |
| E Conference | | - | - | - | 7,688 |
| Other | | 2,954 | - | 2,954 | 3,075 |
| Other trading activities | | | | | |
| Advertising | | 5,127 | - | 5,127 | 7,672 |
| Sponsors | | - | - | - | 3,355 |
| Other | | | | | |
| Royalties | | 36,508 | - | 36,508 | 41,821 |
| Small Business Grant | | 10,000 | - | 10,000 | - |
| Total Income | | 117,135 | - | 117,135 | 161,216 |
| Expenditure on: | | | | | |
| Raising funds | 2 | 4,182 | - | 4,182 | 4,488 |
| Charitable activities | 2 | 69,763 | 450 | 70,213 | 91,862 |
| Other costs | 2 | 7,413 | - | 7,413 | 12,480 |
| Total Expenditure | | 81,358 | 450 | 81,808 | 108,830 |
| Net income/(expenditure) before investment gains | | 35,777 | (450) | 35,327 | 52,386 |
| Net gains on investments | | 12,375 | - | 12,375 | 1,284 |
| Net income/(expenditure) Transfers between funds | | 48,152 | (450) | 47,702 | 53,670 |
| Net movement on funds | | | | | 53,670 |
| Fund balances at 1 April 2020 | | 155,769 | 37,781 | 193,550 | 139,880 |
| Fund balances at 31 March 2021 | | 203,921 | 37,331 | 241,252 | 193,550 |

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**THE BRITISH SOCIETY OF AUDIOLOGY
BALANCE SHEET AS AT 31 MARCH 2021**

| | Notes | 2021 | | 2020 | |
|-------------------------------------------------------|-------|-----------------|-----------------------|-----------------|-----------------------|
| | | £ | £ | £ | £ |
| Fixed assets | | | | | |
| Tangible assets | 5 | | 259 | | 303 |
| Investments | 6 | | 80,271 | | 67,884 |
| | | | <u>80,530</u> | | <u>68,187</u> |
| Current assets | | | | | |
| Debtors | 7 | 1,736 | | 2,551 | |
| Cash at bank and in hand | | <u>188,739</u> | | <u>155,625</u> | |
| | | <u>190,475</u> | | <u>158,176</u> | |
| Creditors: Amounts falling due within one year | 8 | <u>(29,753)</u> | | <u>(32,813)</u> | |
| Net current assets | | | <u>160,722</u> | | <u>125,363</u> |
| Total assets less current liabilities | | | <u><u>241,252</u></u> | | <u><u>193,550</u></u> |
| Funds of the charity | | | | | |
| General funds | | | 203,921 | | 155,769 |
| Restricted funds | 11 | | 37,331 | | 37,781 |
| Total Funds | | | <u><u>241,252</u></u> | | <u><u>193,550</u></u> |

For the year ending 31 March 2021, the company was entitled to exemption from audit under section 477 of the Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of the affairs of the company as at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within part 15 of the Companies Act 2006.

The accounts were approved by the Board on 25 June 2021

David Greenberg

David Greenberg
Director

Company Registration No. 07482730

THE BRITISH SOCIETY OF AUDIOLOGY

NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

1. ACCOUNTING POLICIES

Company information

The British Society of Audiology is a Registered Charity and a Charitable Company Limited by Guarantee incorporated on 5 January 2011. The registered office is 'Brambles', Bere Farm Lane, North Boarhunt, Fareham, Hampshire, England, PO17 6JJ.

Basis of preparation

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

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

Preparation of the financial statements on a going concern basis

The charity has a reasonable expectation that there are adequate resources to continue in operational existence for the foreseeable future. It has therefore continued to adopt the going concern basis in preparing its financial statements.

The charity has taken advantage of the exemption for smaller charities to produce a cash flow statement.

Fund Accounting

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or which have been raised by the charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Voluntary income, including donations, gifts and legacies are recognised where there is entitlement, there is sufficient certainty of receipt and so it is probable the income will be received, and the amount of income can be measured with sufficient reliability.

Subscriptions are included in the Statement of Financial Activities in the year to which they relate.

Income from conferences and meetings, advertising, sponsors and investment are recognised in the year in which they are receivable.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

Governance costs comprise management and administration costs for running the charity itself as an organisation. Where applicable the costs of raising funds consist of an apportionment of overhead and support costs.

Costs of charitable activities include all direct costs and an apportionment of overhead and support costs.

THE BRITISH SOCIETY OF AUDIOLOGY NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

Fixed Asset Investments

Fixed asset 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. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Tangible Fixed assets

Depreciation is provided on a straight-line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life. The rates applied per annum are as follows:

| | |
|-----------------------------|--------------------------|
| Office Equipment | 10% per annum on costs |
| Computer Equipment/Software | 33.33% per annum on cost |

Debtors

Debtors are recognised at the settlement amount due.

Cash at bank and in hand

Cash at bank and in hand includes cash and cash held at bank current accounts and short term highly liquid investments held on deposit accounts.

Creditors

Creditors and provisions are recognised as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Financial instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments detailed above.

Pensions

The Trust operated a defined contribution pension scheme. All contributions were charged to the Statement of Financial Activities as incurred

Taxation

The charity is exempt from Corporation Tax on its charitable activities.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

2. EXPENDITURE

| | Charitable Activities | Governance costs | Raising funds | Restricted Funds | 2021 Total | 2020 Total |
|------------------------------|----------------------------------|-----------------------------|--------------------------|-----------------------------|-----------------------|-----------------------|
| | £ | £ | £ | £ | £ | £ |
| Conference and meetings | 338 | - | - | - | 338 | 704 |
| Online meeting costs | 9,533 | - | - | - | 9,533 | 25,239 |
| Committee expenses | - | 13 | - | - | 13 | 9,627 |
| Management costs | 49,713 | 5,524 | - | - | 55,237 | 52,177 |
| Support costs | 9,942 | 744 | 4,182 | - | 14,868 | 19,366 |
| Accountancy fees | - | 1,132 | - | - | 1,132 | 1,306 |
| Grants, prizes and bursaries | 193 | - | - | 450 | 643 | 365 |
| Bad debts | - | - | - | - | - | 2 |
| Depreciation | 44 | - | - | - | 44 | 44 |
| | 69,763 | 7,413 | 4,182 | 450 | 81,808 | 108,830 |

Accountancy fees includes Independent Examination fees of £1,272 (2020 -£1,260).

3. EMPLOYEES

The Charity did not engage any employees during the year.

The trustees were not paid and did not receive any benefits from employment with the charity in the year (2020: £nil). Reimbursed expenses paid to trustees are detailed in note 4.

The key management personnel of the charity comprise the trustees. The trustees have assigned 'day to day' key management duties to a management company (see note 2 for total management costs).

4. TRUSTEES

No remuneration or other payments were made to any of the trustees or any connected person, directly or indirectly from the charity. During the year there were no expenses reimbursed to the trustees for travelling expenses. Last year £2,265 was reimbursed to 10 trustees for travelling expenses.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

5. TANGIBLE FIXED ASSETS

| | Office Equipment | Computer Equipment /Software | 2021 Total |
|-------------------------|---------------------|------------------------------------|---------------|
| | £ | £ | £ |
| Cost | | | |
| At 1 April 2020 | 435 | 3,115 | 3,550 |
| Additions | - | - | - |
| Disposals | | | |
| At 31 March 2021 | <u>435</u> | <u>3,115</u> | <u>3,550</u> |
| Depreciation | | | |
| At 1 April 2020 | 132 | 3,115 | 3,247 |
| On disposals | - | - | - |
| Charge for the year | 44 | - | 44 |
| At 31 March 2021 | <u>176</u> | <u>3,115</u> | <u>3,291</u> |
| Net book value | | | |
| At 31 March 2021 | <u>303</u> | <u>-</u> | <u>259</u> |
| At 31 March 2020 | <u>303</u> | <u>-</u> | <u>303</u> |

6. INVESTMENTS

| | £ | £ |
|-------------------------------------------------------|---|---------------|
| UK quoted investments | | |
| Carrying (fair) Value at 1 April 2020 | | 67,884 |
| Additions at carrying value | | 12 |
| Net gain on revaluation | | 12,375 |
| Carrying (fair) Value at 31 March 2021 (cost £50,580) | | <u>80,271</u> |

These investments relate to the Alliance Trust Fund

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

7. DEBTORS AND PREPAYMENTS

| | 2021 £ | 2020 £ |
|--------------------------------|--------------|--------------|
| Trade debtors | 1,736 | 2,467 |
| Prepayments and accrued income | - | 84 |
| | <u>1,736</u> | <u>2,551</u> |

8. CREDITORS

Amounts falling due within one year

| | 2021 £ | 2020 £ |
|-------------------------|---------------|---------------|
| Trade creditors | 7,677 | 9,567 |
| Tax and social security | 184 | 600 |
| Accruals | 3,284 | 6,278 |
| Deferred income | 18,608 | 16,073 |
| Other creditor | - | 295 |
| | <u>29,753</u> | <u>32,813</u> |

9. SHARE CAPITAL

The British Society of Audiology, a registered charity, is a company limited by guarantee, not having any share capital. In the event of a winding up, each member may be required to contribute an amount not exceeding £1 towards the settlement of the company's liabilities.

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

| | Unrestricted Funds £ | Restricted Funds £ | 2021 £ | 2020 £ |
|-------------------------------------------------|----------------------------|--------------------------|----------------|----------------|
| Tangible Fixed Assets | 259 | - | 259 | 303 |
| Investments | 72,940 | 7,331 | 80,271 | 67,884 |
| Current Assets | 160,475 | 30,000 | 190,475 | 158,176 |
| Current Liabilities (due in less than one year) | (29,753) | | (29,753) | (32,813) |
| | <u>203,921</u> | <u>37,331</u> | <u>241,252</u> | <u>193,550</u> |

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

11. RESTRICTED FUNDS

| | T S Littler Prize & Bursary Fund | R. Thornton Fund | IAT Fund | G G Harris Fund | 2021 Total | 2020 Total |
|-----------------------------------------|---------------------------------------------------------|-----------------------------|-----------------|----------------------------|-----------------------|-------------------|
| | £ | £ | £ | £ | £ | £ |
| Balance brought forward at 1 April 2020 | 6,050 | 30,000 | 1,531 | 200 | 37,781 | 7,931 |
| Donations/ Grants receivable | - | - | - | - | - | 30,000 |
| Transfer to unrestricted funds | - | - | - | - | - | - |
| Expenses | (450) | - | - | - | (450) | (150) |
| Balance at 31 March 2021 | 5,600 | 30,000 | 1,531 | 200 | 37,331 | 37,781 |

The Society operates two award funds. Awards are made to honour members of our profession, who in their different ways, made a significant contribution to audiology.

Through these awards, we are now able to honour our own contemporaries who have done valuable work in the field of audiology.

Thomas Simm Littler Prize and Lectureship

As a result of the generous gift of £10,000 to the Society by the organising committee of the IX International Congress in Audiology (London 1968), a lectureship and prize fund was set up in honour of the Late Dr Thomas Simm Littler, a pioneer in British Audiology.

The prize is awarded annually. It carries an honorarium of £100 together with a memorial certificate.

The lectureship is awarded every two years. It carries an honorarium of £200.

Thomas Simm Littler Bursary

One or more grants of up to £300 per year can be awarded to a member of the Society to assist in achieving training or related professional goals. Examples of uses to which the awards could be put to are: to help with travel costs to enable the results of a research project to be presented at an academic meeting; or to help with accommodation costs so that attendance at a conference can be extended to include a visit to another department.

Grants are made from the Thomas Simm Littler Awards Fund.

Industrial Audiometricians Training Fund

The Society operates an accreditation scheme for a course in industrial Audiometry and Hearing Conservation, run by external organisations. This fund was established to provide financial support for this purpose.

THE BRITISH SOCIETY OF AUDIOLOGY
NOTES TO THE FINANCIAL STATEMENTS AS AT 31 MARCH 2021

11. RESTRICTED FUNDS (continued)

George Graham Harris

George Graham Harris, who died on 22 February 2005, bequeathed the sum of £1,000 to the Society. An award will be made to any individuals making a notable contribution to hearing and audiology in any one year.

Roger Thornton Memorial Fund

A generous gift of £30,000 was made to the BSA to establish the Roger Thornton Memorial Fund primarily to fund travel awards to students engaged in research relating to audiology/hearing science.

12. RELATED PARTY TRANSACTIONS

The charity has a third share of a joint venture IJA (International Journal of Audiology) Council. The net income of IJA is paid as an annual royalty split equally between the three owners. This year the royalties payable to the charity amounted to £36,508 (2020 - £41,821).