



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
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West Lothian EH47 7AQ

Registered office

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Independent Examiner

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Edwin Smith, Chartered Accountants
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Berkshire
RG1 4AU

Bankers

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Reading
Berks
RG1 2EQ

Barclays Standard Life
PO Box 23966
Edinburgh
EH3 1BF

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

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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

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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

<u>OFFICERS</u>	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

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ELECTED TRUSTEES – <u>all sit for a 3 year term</u>					
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

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- 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 @BSAAudiology1, 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.

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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

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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.

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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

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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.

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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	435	3,115	3,550
Depreciation			
At 1 April 2022	220	3,115	3,335
On disposals	-	-	-
Charge for the year	44	-	44
At 31 March 2023	264	3,115	3,379
Net book value			
At 31 March 2023	171	-	171
At 31 March 2022	215	-	215

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)		78,554

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
	11,239	47,400

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	-
	37,032	28,389

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)
	276,779	36,171	312,950	282,650

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).