

Company registration number: RC000858

Charity registration number: 1150455

The British Occupational Hygiene Society

(A company limited by share capital)

Annual Report and Financial Statements

for the Year Ended 31 December 2021

RWB CA Limited
Northgate House
North Gate
New Basford
Nottingham
NG7 7BQ

The British Occupational Hygiene Society

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The British Occupational Hygiene Society

Reference and Administrative Details

Chief Executive Officer

Professor K Bampton

Trustees

Ms A Margary President

Ms C Keen President-Elect

Mr K Williams Immediate Past-President

Mr A Wilson Hon. Secretary

Mrs A Parker Hon. Treasurer

Ms S Leeson

Mr J Dobbie

Mr J Grant

Mr P Gahir

Ms S Lett

Mr A Parris

Ms C Forshaw

Ms M K Cameron

Ms N M M Flavin

Mr D M J Eaves

Secretary

Mr A Wilson Hon. Secretary

Senior Management / Leadership Team

Professor K Bampton, Chief Executive

Mrs L Williams, Head of Commercial Operations, Qualifications

Ms S Jackson, Head of Member Services

Ms L Oxlade, Finance and Resources Manager

Registered Office

5/6 Melbourne Business Court

Millennium Way

Pride Park

Derby

DE24 8LZ

The charity is incorporated in England and Wales.

The British Occupational Hygiene Society

Reference and Administrative Details

Company Registration Number	RC000858
Charity Registration Number	1150455
Solicitors:	Nelsons Solicitors LLP Pennine House 8 Stanford Street Nottingham NG1 7BQ
Bankers	HSBC 1 St Peters Street Derby Derbyshire DE1 2AE
Auditor	RWB CA Limited Northgate House North Gate New Basford Nottingham NG7 7BQ

The British Occupational Hygiene Society

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 December 2021.

Objectives and activities

Objects and aims

The Society is a charity and its objects are to promote the science of occupational hygiene and health, good practices and standards, research, and advance education in the subject of occupational and environmental hygiene. The Royal Charter recognises the Society as the pre-eminent body in the UK for occupational hygiene.

Objectives, Strategy and Activities

All our charitable activities are undertaken to further our charitable purpose for the public benefit. Many of these activities would not be possible without the significant voluntary contributions of our members. The trustees wish to express their continued gratitude to members in this regard. Membership of the Society is open to anyone with an interest in occupational hygiene and reduced membership rates are available to student and retired members.

The Society has examined the information contained in the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. The trustees regularly consider how planned activities will contribute to the aims and objectives they have set. The intent of the strategy is to focus the Society's resources to deliver an improved public benefit in reducing the incidence of ill-health caused or made worse by work.

Strategic Themes

The Society has broken down our vision into a set of aims that we are working to achieve:

- Work to eliminate harmful exposures
- Promote safe and effective substitutes for existing hazards
- Design out threats to human health
- Manage out work practices that place people at risk
- Ensure all people in all working environments have the right protection at the right time

Key developments planned for 2021-2025 are:

1. To develop a Professional Standards Governance and Performance Framework which would be externally recognised as the definitive competency statement whilst also being a formal statement of the profession and a benchmark for anyone providing occupational health services.
2. To establish a presence in Higher Education in order to support learning, qualification and professional development to broaden and deepen the public, sectoral, governmental and professional understanding of occupational hygiene.
3. The enhancement of technical capabilities by maintaining and developing a systematic programme of technical guidance production and review, informed and critiqued by practice and research.

The British Occupational Hygiene Society

Trustees' Report

4. The formalisation of international engagement by reviewing each of our existing bilateral partnerships, consulting on strategic aims of partner societies and, so far as is mutually beneficial and sustainable, develop partnerships with other occupational health societies and organisations globally.

The main activities undertaken by the Society under these strategic themes encompass:

- **Campaigns:** leadership of industry awareness campaigns
- **Membership:** provision of services and support to members
- **Events:** running of scientific conferences and events
- **Qualifications:** the provision of qualifications and competency schemes
- **Publishing:** of an academic journal and other scientific information
- **Policy and Technical:** scientific and technical representation to government, regulators and other bodies

Public benefit

The main purpose of the Society is to reduce the incidence of ill-health caused or made worse by work. This falls within the recognised charitable purpose of the advancement of health or the saving of lives under the Charities Act 2006. The public benefit of this aim applies both directly to the working population and to those affected by the wider health impact of workplaces.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Structure, governance and management

The Society is a charitable company, incorporated by Royal Charter on 20 December 2012 and registered as a new charity on 11 January 2013.

The Society is established under Royal Charter which sets out its objects and powers, and is governed under the associated Byelaws and Regulations.

Under the Byelaws, Ordinary Board Members of the Board are elected at the AGM to serve for a period of three years. The Honorary Officers of Secretary, and Treasurer are elected for a period of two years, the Registrars for FOH and FAAM are elected for a period of three years and a new President is elected annually to serve on a three-year cycle (year one as President-Elect, year two as President and year three as Immediate Past-President).

All new Board members are provided with an induction and operational briefing. They have access to selected previous Board paperwork, and documents outlining the practices and procedures used by the Board for its operation. During the President-Elect's one-year term, mentoring and support are provided by the President and Chief Executive.

The Board members (who are both directors and trustees) manage the Society through regular Board meetings which focus on strategic decision making and policy setting. The implementation of strategy, policy and the day-to-day running of the Society's operations are delegated to the members of the Management Team who, through the Chief Executive, are accountable to the Board.

All the trustees are members of the Society. None of the trustees have any beneficial interest in the Society.

The British Occupational Hygiene Society

Trustees' Report

The Board maintains a risk register which is reviewed by the Board every quarter. The Board is satisfied that it has identified, discussed and had oversight of the major risks facing the organisation, and that plans are in place as far as possible to reasonably mitigate those risks. External risks to funding are minimised by the implementation of procedures for the authorisation of all transactions.

2021 saw the launch of a new Strategic Plan for implementation from 2021-2025. It focuses on the key roles of the Society as a home for the Occupational Hygiene and Asbestos Professions, as a learned scientific Society and as a scientific charity devoted to the promotion of worker health protection.

Achievements and performance

A full review of the Society's achievements and performance is provided in the annual report which accompanies the Trustees report. A brief summary is given here under the main activities.

1. Campaigns

In 2021 we celebrated five years of the Breathe Freely campaign in the UK. This was subject to a systematic review with investment and development of the key tools of the campaign, its website and the Certificate of Health Risks in Construction (CCHRC). The campaign has been thoroughly reviewed and a plan for the next stage has been approved by the appropriate governance bodies. A new Breathe Freely website was also completed and launched.

2. Membership (including FAAM)

The focus of our membership activities in 2021 continued to ensure that they were supported through the pandemic in the professional contexts (through technical advice) as well as through enhancing models of digital engagement to continue the work of the Society, provide fellowship opportunities and value at a time of financial pressure. Our in-house magazine was redesigned and relaunched in digital format. We were able to host an in-person conference in November.

Faculty of Occupational Hygiene (FOH)

The Faculty completed most of the essential steps to enable it to apply to the Professional Standards Association for a Register of Occupational Hygienists. It saw the implementation of the first stages of a Faculty Strategy, as well as completing work on a range of technical guidance. Membership levels for 2021 increased slightly.

Faculty of Asbestos Assessment and Management (FAAM)

FAAM membership increased slightly and the Faculty launched a new strategy. FAAM ran another successful virtual conference FAAM was able to provide expert responses to consultations, including giving oral evidence to the Parliament and guidance to its members and beyond.

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Trustees' Report

3. Events

The conference & events calendar was again impacted by COVID-19, but the Society was able to run the regular and successful annual LEV conference and the innovative asbestos conference, which was also delivered online. The Society was also able to run an in-person national conference (OH2021). Feedback was universally positive. In addition, the Society was able to deliver numerous webinars on its own or in partnership. All were free to access, and several promoted the vital work in technical guidance that the Society has produced to support workplaces through the pandemic.

4. Qualifications

Qualifications continued to be impacted by the pandemic and made more steps towards efficiency in its business processes and substantial developments in quality improvement. It continued the review of its curriculum, launching new syllabi in asbestos.

5. Publishing

The Society continued to create widely-acclaimed guidance on managing COVID-19 and the impact of COVID-19 in the workplace. It continued to grow its social media following. Its COVID-19 expert group won the International Institute of Risk and Safety Management Leadership Team of the Year Award.

Volume 65 of BOHS' scientific journal, the Annals of Work Exposures and Health, enjoyed similar impact, being downloaded over 1/2 a million times and providing free to read special editions which were widely referred to by academics and practitioners trying to advance the science of the pandemic. The Journal continued to make a positive financial contribution to the Society.

Financial review

The statement of financial activities shows a net surplus for the year of £133,294 compared to £337,919 deficit in 2020. The budget for 2021 aimed at break even status, so this reflected greater efficiencies, but against a profile of lower income than pre-pandemic levels.

The Society was not eligible for additional funding from government schemes. The decision was made that, given the vital role of the Society in tackling the pandemic, staff would not be furloughed (other than one staff request because of childcare) and that the operation would continue to function fully (remotely) throughout.

Our reserves, which are unrestricted, amounted to £ 1,504,779 compared to £1,371,485 in 2020.

Around 50% of reserves are invested for potential growth whilst the remainder are held on deposit or used for working capital. The Society's investment funds were held in two charity accounts during 2021, with the charity deposit account, which was closed on the 23 December 2021, yielding an average of 0.59 % return on investment, interest rates continuing to remain low during the year. The value of the Charities Investment Fund fluctuated but showed a net gain in value of £ 103,837 in 2021.

The British Occupational Hygiene Society

Trustees' Report

Policy on reserves

BOHS maintains reserves as part of its risk strategy and to ensure a sustainable financial base. The purposes of reserves are the following:

- To ensure the Society can cover administrative, contractual and operating costs
- To assure the Society's position of independence, and freedom and responsiveness of action
- To provide financial headroom for the Society to develop its activities for members
- To provide reassurance for suppliers

The level of reserves is determined annually by the Board as part of the budget setting process. The minimum level of reserves was thoroughly reviewed during 2021 and will be assessed annually as part of the budget-setting process against risk, contractual obligations and likely future income streams and expenditure.

Pay policy for staff and trustees

The Board members, who are the trustees and directors of the British Occupational Hygiene Society, give their time freely and no remuneration was given to any director of the Society within the year. Details of the director's expenses and related party transactions are disclosed within the accounts.

The pay of staff is reviewed annually and may be increased, based on a benchmarking process against increases in national average earnings, local labour market costs for specialist skills as well as inflation indices.

Plans for future periods

Aims and key objectives for future periods

Our plans for the future are set out in the 2021-2025 strategy.

Fundraising disclosures

The charity does not carry out significant fundraising activities that require disclosure under the Charities Act 2011.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The charity uses foreign exchange forward contracts and interest rate swap contracts to hedge these exposures.

Interest bearing assets and liabilities are held at fixed rate to ensure certainty of cash flows.

The British Occupational Hygiene Society

Trustees' Report

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity uses a mixture of long-term and short-term debt finance.

Further details regarding liquidity risk can be found in the Statement of accounting policies in the financial statements.

Third party indemnity provisions

The British Occupational Hygiene Society (The Society) maintains qualifying liability insurance for its trustees.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of The British Occupational Hygiene Society for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements 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 are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

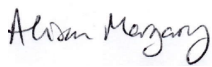
The British Occupational Hygiene Society

Trustees' Report

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report, incorporating the Strategic report was approved by the trustees of the charity on ..18-04-22..... and signed on its behalf by:



.....
Ms A Margary President
Trustee

The British Occupational Hygiene Society

Independent Auditor's Report to the Members of The British Occupational Hygiene Society

Opinion

We have audited the financial statements of The British Occupational Hygiene Society (the 'charity') for the year ended 31 December 2021, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

The British Occupational Hygiene Society

Independent Auditor's Report to the Members of The British Occupational Hygiene Society

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 8), the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor responsibilities for the audit of the financial statements

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

The British Occupational Hygiene Society

Independent Auditor's Report to the Members of The British Occupational Hygiene Society

Extent to which the audit was capable of detecting irregularities, including fraud

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

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our experience through discussion with the Officers and other management (as required by auditing standards)
- We had regard to laws and regulations in areas that directly affect the financial statements including financial reporting and taxation legislation. We considered that extent of compliance with those laws and regulations as part of our procedures on the related financial statement items.
- Except for any known or possible non-compliance, and as required by auditing standards, our work in respect of these was limited to enquiry of the Officers.
- We communicated identified relevant laws and regulations to the business throughout our audit team and remained vigilant to any indications of non-compliance throughout the audit.
- We addressed the risk of fraud through management override of controls, by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of operation.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

The British Occupational Hygiene Society

Independent Auditor's Report to the Members of The British Occupational Hygiene Society

- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charity audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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

.....
Mr Neil Coupland FCA (Senior Statutory Auditor)
For and on behalf of RWB CA Limited, Statutory Auditor

Northgate House
North Gate
New Basford
Nottingham
NG7 7BQ

Date:.....

The British Occupational Hygiene Society

Statement of Financial Activities for the Year Ended 31 December 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

		Unrestricted	Total	Total
	Note	General	2021	2020
		£	£	£
Income and Endowments from:				
Donations and legacies	3	2,762	2,762	9,200
Charitable activities	4	1,298,125	1,298,125	978,485
Investment income		575	575	1,082
Other income		4,064	4,064	872
Total Income		1,305,526	1,305,526	989,639
Expenditure on:				
Charitable activities	5, 6	(1,276,070)	(1,276,070)	(1,415,881)
Total Expenditure		(1,276,070)	(1,276,070)	(1,415,881)
Gains/losses on investment assets		103,838	103,838	88,323
Net income/(expenditure)		133,294	133,294	(337,919)
Net movement in funds		133,294	133,294	(337,919)
Reconciliation of funds				
Total funds brought forward		1,371,485	1,371,485	1,709,404
Total funds carried forward	23	1,504,779	1,504,779	1,371,485

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 17 to 31 form an integral part of these financial statements.

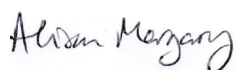
The British Occupational Hygiene Society

(Registration number: RC000858)

Balance Sheet as at 31 December 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	13	561,613	596,468
Investments	14	<u>537,898</u>	<u>634,060</u>
		<u>1,099,511</u>	<u>1,230,528</u>
Current assets			
Stocks	15	8,435	15,635
Debtors	16	275,364	313,366
Investments	17	-	100,000
Cash at bank and in hand	18	<u>342,945</u>	<u>45,588</u>
		626,744	474,589
Creditors: Amounts falling due within one year	19	<u>(221,476)</u>	<u>(333,632)</u>
Net current assets		<u>405,268</u>	<u>140,957</u>
Net assets		<u>1,504,779</u>	<u>1,371,485</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>1,504,779</u>	<u>1,371,485</u>
Total funds	23	<u>1,504,779</u>	<u>1,371,485</u>

The financial statements on pages 14 to 31 were approved by the trustees, and authorised for issue on ..18-04-22..... and signed on their behalf by:



Ms A Margary President
Trustee

The notes on pages 17 to 31 form an integral part of these financial statements.

The British Occupational Hygiene Society

Statement of Cash Flows for the Year Ended 31 December 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash income/(expenditure)		133,294	(337,919)
Adjustments to cash flows from non-cash items			
Depreciation		40,758	31,306
Investment income		(575)	(1,082)
Revaluation of investments		<u>(103,837)</u>	<u>(88,323)</u>
		69,640	(396,018)
Working capital adjustments			
Decrease in stocks	15	7,200	8,360
Decrease/(increase) in debtors	16	38,002	(79,329)
Increase/(decrease) in creditors	19	35,740	(61,046)
(Decrease)/increase in deferred income		<u>(147,897)</u>	<u>130,272</u>
Net cash flows from operating activities		<u>2,685</u>	<u>(397,761)</u>
Cash flows from investing activities			
Interest receivable and similar income		575	1,082
Purchase of tangible fixed assets	13	(5,903)	(559,205)
Purchase of investments	14	-	(135,218)
Sale of investments		<u>300,000</u>	<u>511,000</u>
Net cash flows from investing activities		<u>294,672</u>	<u>(182,341)</u>
Net increase/(decrease) in cash and cash equivalents		297,357	(580,102)
Cash and cash equivalents at 1 January		<u>45,588</u>	<u>625,690</u>
Cash and cash equivalents at 31 December		<u><u>342,945</u></u>	<u><u>45,588</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 17 to 31 form an integral part of these financial statements.

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

1 Charity status

The charity is limited by share capital, incorporated in England and Wales.

The address of its registered office is:

5/6 Melbourne Business Court

Millennium Way

Pride Park

Derby

DE24 8LZ

[Authorised for issue date](#)

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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 in the UK and Republic of Ireland (FRS 102)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

The British Occupational Hygiene Society meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income received in respect of future events is recognised when the event substantially occurs. Subscription income is recognised over the period of time to which the subscription relates.

Investment income

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Government grants

Government grants are recognised based on the accrual model and are measured at the fair value of the asset received or receivable. Grants are classified as relating either to revenue or to assets. Grants relating to revenue are recognised in income over the period in which the related costs are recognised. Grants relating to assets are recognised over the expected useful life of the asset. Where part of a grant relating to an asset is deferred, it is recognised as deferred income.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

Tangible fixed assets

Individual fixed assets costing £1,000.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office furniture	20% straight line
Office equipment	33% straight line
Computer software	20% straight line
Freehold property	Straight line method over 75 years

Fixed asset investments

Fixed asset investments, other than programme related investments, are included at market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the year, or their subsequent cost, and are charged or credited to the Statement of Financial Activities in the period of disposal.

Unrealised gains and losses represent the movement in market values during the year and are credited or charged to the Statement of Financial Activities based on the market value at the year end.

Current asset investments

Current asset investments are included at the lower of cost and net realisable value / market value.

Stock

Stock is valued at the lower of cost and estimated selling price less costs to complete and sell, after due regard for obsolete and slow moving stocks. Cost is determined using the first-in, first-out (FIFO).

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

- 1) exchange differences on transactions entered into to hedge certain foreign currency risks (see above);
- 2) exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and
- 3) in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), which are recognised in other comprehensive income and reported under equity.

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

Fund structure

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

Hire purchase and finance leases

Pensions and other post retirement obligations

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

Debt instruments

Debt instruments which meet the following conditions are subsequently measured at amortised cost using the effective interest method:

(a) The contractual return to the holder is (i) a fixed amount; (ii) a positive fixed rate or a positive variable rate; or (iii) a combination of a positive or a negative fixed rate and a positive variable rate.

(b) The contract may provide for repayments of the principal or the return to the holder (but not both) to be linked to a single relevant observable index of general price inflation of the currency in which the debt instrument is denominated, provided such links are not leveraged.

(c) The contract may provide for a determinable variation of the return to the holder during the life of the instrument, provided that (i) the new rate satisfies condition (a) and the variation is not contingent on future events other than (1) a change of a contractual variable rate; (2) to protect the holder against credit deterioration of the issuer; (3) changes in levies applied by a central bank or arising from changes in relevant taxation or law; or (ii) the new rate is a market rate of interest and satisfies condition (a).

(d) There is no contractual provision that could, by its terms, result in the holder losing the principal amount or any interest attributable to the current period or prior periods.

(e) Contractual provisions that permit the issuer to prepay a debt instrument or permit the holder to put it back to the issuer before maturity are not contingent on future events, other than to protect the holder against the credit deterioration of the issuer or a change in control of the issuer, or to protect the holder or issuer against changes in levies applied by a central bank or arising from changes in relevant taxation or law.

(f) Contractual provisions may permit the extension of the term of the debt instrument, provided that the return to the holder and any other contractual provisions applicable during the extended term satisfy the conditions of paragraphs (a) to (c).

Debt instruments that are classified as payable or receivable within one year on initial recognition and which meet the above conditions are measured at the undiscounted amount of the cash or other consideration expected to be paid or received, net of impairment.

With the exception of some hedging instruments, other debt instruments not meeting these conditions are measured at fair value through profit or loss.

Commitments to make and receive loans which meet the conditions mentioned above are measured at cost (which may be nil) less impairment.

Investments

Investments in non-convertible preference shares and non-puttable ordinary or preference shares (where shares are publicly traded or their fair value is reliably measurable) are measured at fair value through profit or loss. Where fair value cannot be measured reliably, investments are measured at cost less impairment.

Investments in subsidiaries and associates are measured at cost less impairment. For investments in subsidiaries acquired for consideration including the issue of shares qualifying for merger relief, cost is measured by reference to the nominal value of the shares issued plus fair value of other consideration. Any premium is ignored.

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

Derivative financial instruments

The charity uses derivative financial instruments to reduce exposure to foreign exchange risk and interest rate movements. The charity does not hold or issue derivative financial instruments for speculative purposes.

Derivatives are initially recognised at fair value at the date a derivative contract is entered into and are subsequently remeasured to their fair value at each reporting date. The resulting gain or loss is recognised in statement of financial activities immediately unless the derivative is designated and effective as a hedging instrument, in which event the timing of the recognition in statement of financial activities depends on the nature of the hedge relationship.

Fair value measurement

The best evidence of fair value is a quoted price for an identical asset in an active market. When quoted prices are unavailable, the price of a recent transaction for an identical asset provides evidence of fair value as long as there has not been a significant change in economic circumstances or a significant lapse of time since the transaction took place. If the market is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique.

3 Income from donations and legacies

	Unrestricted funds General £	Total funds £
Grants, including capital grants; Government grants	2,762	2,762
Total for 2021	2,762	2,762
Total for 2020	9,200	9,200

4 Income from charitable activities

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Examinations	670,775	670,775	453,346
Membership services	142,251	142,251	142,418
Conferences and events	141,687	141,687	59,192
Publications	267,282	267,282	248,339
Schemes and services	74,630	74,630	75,190
Governance & Sponsorship	1,500	1,500	-
	1,298,125	1,298,125	978,485

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

5 Expenditure on charitable activities

	Unrestricted funds General £	Total 2021 £
Examinations	404,365	404,365
Membership services	153,336	153,336
Conferences and events	136,054	136,054
Publications	62,927	62,927
Schemes and services	69,209	69,209
Head office	189,324	189,324
Marketing and communications	73,411	73,411
Leadership	34,083	34,083
	<u>1,122,709</u>	<u>1,122,709</u>
	Unrestricted funds General £	Total 2020 £
Examinations	430,845	430,845
Membership services	189,501	189,501
Conferences and events	103,180	103,180
Publications	74,672	74,672
Schemes and services	58,111	58,111
Head office	294,201	294,201
Marketing and communications	127,396	127,396
Leadership	32,588	32,588
	<u>1,310,494</u>	<u>1,310,494</u>

In addition to the expenditure analysed above, there are also governance costs of £153,360 (2020 - £105,387) which relate directly to charitable activities. See note 6 for further details.

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

6 Analysis of governance and support costs

Governance costs

	Unrestricted funds General £	Total 2021 £
Staff costs		
Wages and salaries	121,872	121,872
Social security costs	12,370	12,370
Pension costs	5,825	5,825
Audit fees		
Audit of the financial statements	3,100	3,100
Other fees paid to auditors	2,180	2,180
Council Meeting expenses	8,013	8,013
	<u>153,360</u>	<u>153,360</u>
	Unrestricted funds General £	Total 2020 £
Staff costs		
Wages and salaries	81,552	81,552
Social security costs	7,909	7,909
Pension costs	3,417	3,417
Other staff costs	4,815	4,815
Independent examiner fees		
Examination of the financial statements	2,205	2,205
Council Meeting expenses	5,489	5,489
	<u>105,387</u>	<u>105,387</u>

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

7 Net incoming/outgoing resources

Net incoming/(outgoing) resources for the year include:

	2021 £	2020 £
Operating leases - other assets	3,450	43,946
Audit fees	3,100	-
Depreciation of fixed assets	40,758	31,307

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

7 Trustees received reimbursement of expenses amounting to £2,805 in the current year, (2020 - 6 Trustees - £2,280).

9 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
Staff costs during the year were:		
Wages and salaries	568,794	607,270
Social security costs	46,083	56,658
Pension costs	28,231	31,781
Other staff costs	9,004	15,133
	<u>652,112</u>	<u>710,842</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2021 No	2020 No
Charitable	18	15
Management	3	3
	<u>21</u>	<u>18</u>

The number of employees whose emoluments fell within the following bands was:

	2021 No
£70,001 - £80,000	<u>1</u>

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

The total employee benefits of the key management personnel of the charity were £165,741 (2020 - £224,318).

10 Independent examiner's remuneration

	2020 £
Examination of the financial statements	2,205

11 Auditors' remuneration

	2021 £
Audit of the financial statements	3,100
Other fees to auditors	
All other assurance services	2,180

12 Taxation

The charity is a registered charity and is therefore exempt from taxation.

13 Tangible fixed assets

	Land and buildings £	Furniture and equipment £	Other tangible fixed asset £	Total £
Cost				
At 1 January 2021	487,757	51,545	315,983	855,285
Additions	349	5,554	-	5,903
At 31 December 2021	488,106	57,099	315,983	861,188
Depreciation				
At 1 January 2021	543	44,571	213,703	258,817
Charge for the year	7,881	3,783	29,094	40,758
At 31 December 2021	8,424	48,354	242,797	299,575
Net book value				
At 31 December 2021	479,682	8,745	73,186	561,613
At 31 December 2020	487,214	6,974	102,280	596,468

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

Included within the net book value of land and buildings above is £Nil (2020 - £Nil) in respect of freehold land and buildings and £479,681 (2020 - £487,213) in respect of leaseholds.

14 Fixed asset investments

	2021 £	2020 £
Other investments	<u>537,898</u>	<u>634,060</u>
Other investments		
	Listed investments £	Total £
Cost or Valuation		
At 1 January 2021	634,060	634,060
Revaluation	103,838	103,838
Disposals	<u>(200,000)</u>	<u>(200,000)</u>
At 31 December 2021	<u>537,898</u>	<u>537,898</u>
Net book value		
At 31 December 2021	<u>537,898</u>	<u>537,898</u>
At 31 December 2020	<u>634,060</u>	<u>634,060</u>

The market value of the listed investments at 31 December 2021 was £537,898 (2020 - £634,060).

The investment is in CCLA Charities Investment Fund

15 Stock

	2021 £	2020 £
Stocks	<u>8,435</u>	<u>15,635</u>

16 Debtors

	2021 £	2020 £
Trade debtors	123,103	217,010
Prepayments	152,261	96,196
Other debtors	<u>-</u>	<u>160</u>
	<u>275,364</u>	<u>313,366</u>

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

17 Current asset investments

	2021 £	2020 £
Cash on deposit	-	100,000

18 Cash and cash equivalents

	2021 £	2020 £
Cash at bank	342,945	45,588

19 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	118,313	82,910
Other taxation and social security	14,309	15,675
Other creditors	-	364
Accruals	28,899	26,831
Deferred income	59,955	207,852
	<u>221,476</u>	<u>333,632</u>
	2021 £	2020 £
Deferred income at 1 January 2021	207,852	77,580
Resources deferred in the period	(25,263)	(207,852)
Amounts released from previous periods	<u>(207,852)</u>	<u>(77,580)</u>
Deferred income at year end	<u>(25,263)</u>	<u>(207,852)</u>

20 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Other		
Within one year	1,738	1,748
Between one and five years	<u>1,483</u>	<u>-</u>
	<u>3,221</u>	<u>1,748</u>

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

21 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £28,231 (2020 - £31,781).

22 Commitments

Capital commitments

Contractual commitments contracted for but not provided in the financial statements relate to the refurbishment of the existing premises.

The total amount contracted for but not provided in the financial statements was £186,550 (2020 - £Nil).

23 Funds

	Balance at 1 January 2021 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 December 2021 £
Unrestricted					
General	<u>1,371,485</u>	<u>1,305,526</u>	<u>(1,276,070)</u>	<u>103,838</u>	<u>1,504,779</u>
	Balance at 1 January 2020 £	Incoming resources £	Resources expended £	Other recognised gains/(losses) £	Balance at 31 December 2020 £
Unrestricted funds					
General					
General funds	<u>1,709,404</u>	<u>989,639</u>	<u>(1,415,881)</u>	<u>88,323</u>	<u>1,371,485</u>

The British Occupational Hygiene Society

Notes to the Financial Statements for the Year Ended 31 December 2021

24 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 December 2021 £
Tangible fixed assets	561,613	561,613
Fixed asset investments	537,898	537,898
Current assets	626,744	626,744
Current liabilities	(221,476)	(221,476)
Total net assets	<u>1,504,779</u>	<u>1,504,779</u>
	Unrestricted funds General £	Total funds at 31 December 2020 £
Tangible fixed assets	596,468	596,468
Fixed asset investments	634,060	634,060
Current assets	474,589	474,589
Current liabilities	(333,632)	(333,632)
Total net assets	<u>1,371,485</u>	<u>1,371,485</u>

25 Analysis of net funds

	At 1 January 2021 £	Financing cash flows £	At 31 December 2021 £
Cash at bank and in hand	45,588	297,357	342,945
Current asset investments	<u>100,000</u>	<u>(100,000)</u>	<u>-</u>
Net debt	<u>145,588</u>	<u>197,357</u>	<u>342,945</u>

26 Related party transactions

Certain Trustees of the British Occupational Hygiene Society also have relationships with other organisations with whom the Charity interacts. These transactions are summarised as follows:

During the year three (2020 - two) companies were charged £29,837 (2020 - £17,627) for courses, training provider services and listings. £1,614 (2020 - £1,626) was owing to the charity at the year end and is included within debtors.

During the year two (2020 - Nil) companies charged the charity £350 (2020 - £Nil) for consultancy, examiners and markers fees.